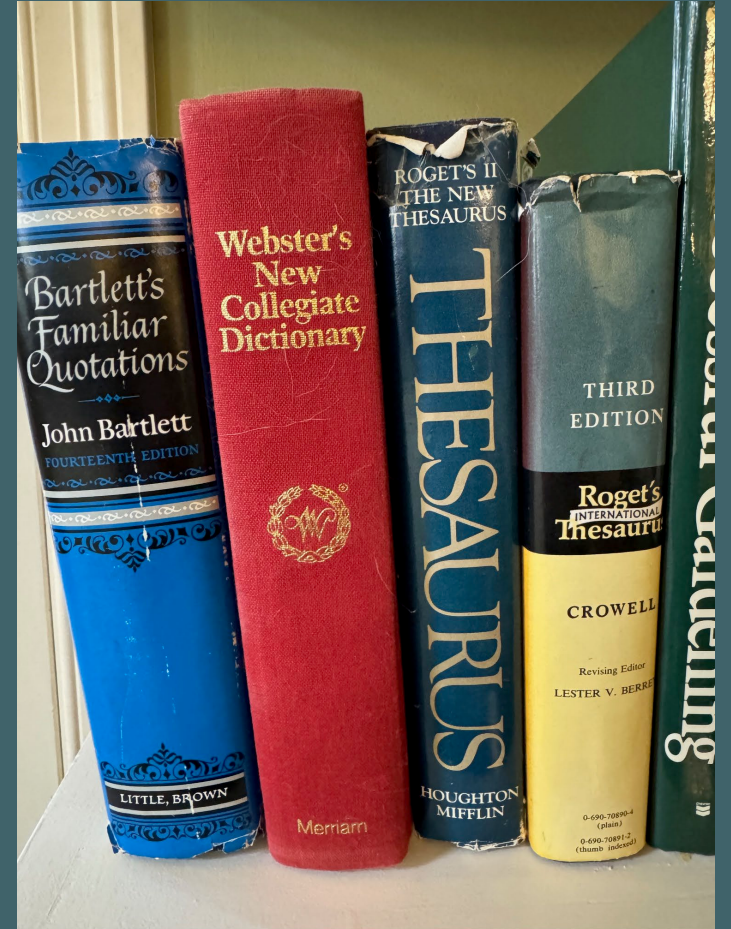


Word do Matter: Definition of Terms



This is just a sampling
of over 250 words that
the Trump
administration is
removing from federal
websites.

Source: NYTimes 3/7/25 These Words are
Disappearing in the New Trump Administration

These Words Are Now Discouraged at Federal Agencies

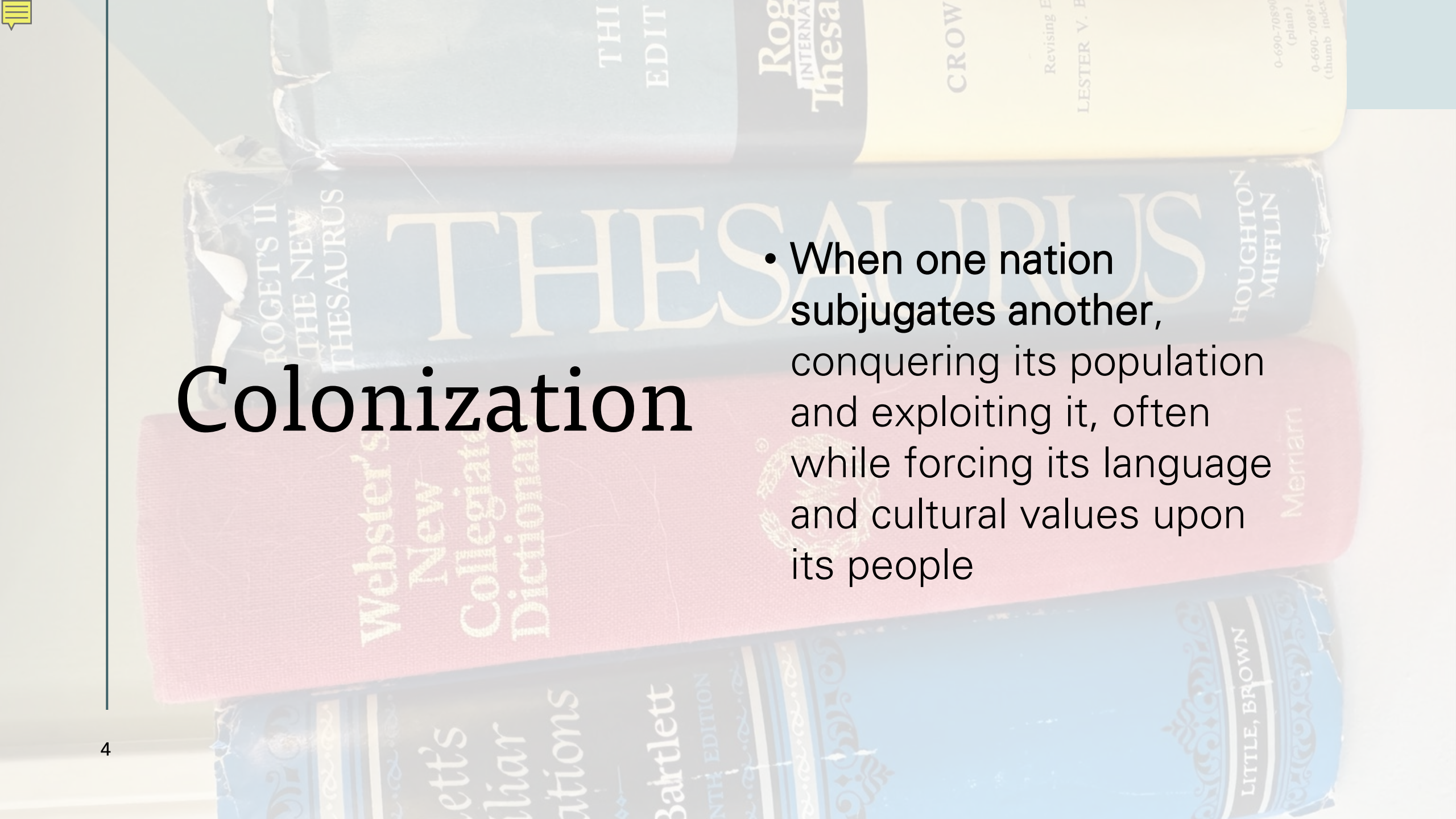
Agencies have issued guidance to employees on hundreds of terms. An analysis of government websites shows many of the same words being removed from their pages.

3 MIN READ

activism	diversity	people + uterus
affirming care	equitableness	pregnant people
anti-racism	feminism	prejudice
assigned at birth	gender ideology	pronouns
at risk	Gulf of Mexico	racial inequality
biases	hate speech	sexuality
biologically male	implicit bias	social justice
BIPOC	inclusiveness	socioeconomic
black and latinx	inequalities	stereotypes
clean energy	injustice	systemic
climate crisis	intersectionality	they/them
confirmation bias	LGBTQ	transgender
cultural heritage	marginalized	traumatic
DEI	most risk	unconscious bias
disability	multicultural	underprivileged
discriminatory	Mx	victims
disparity	nonbinary	
diverse groups		

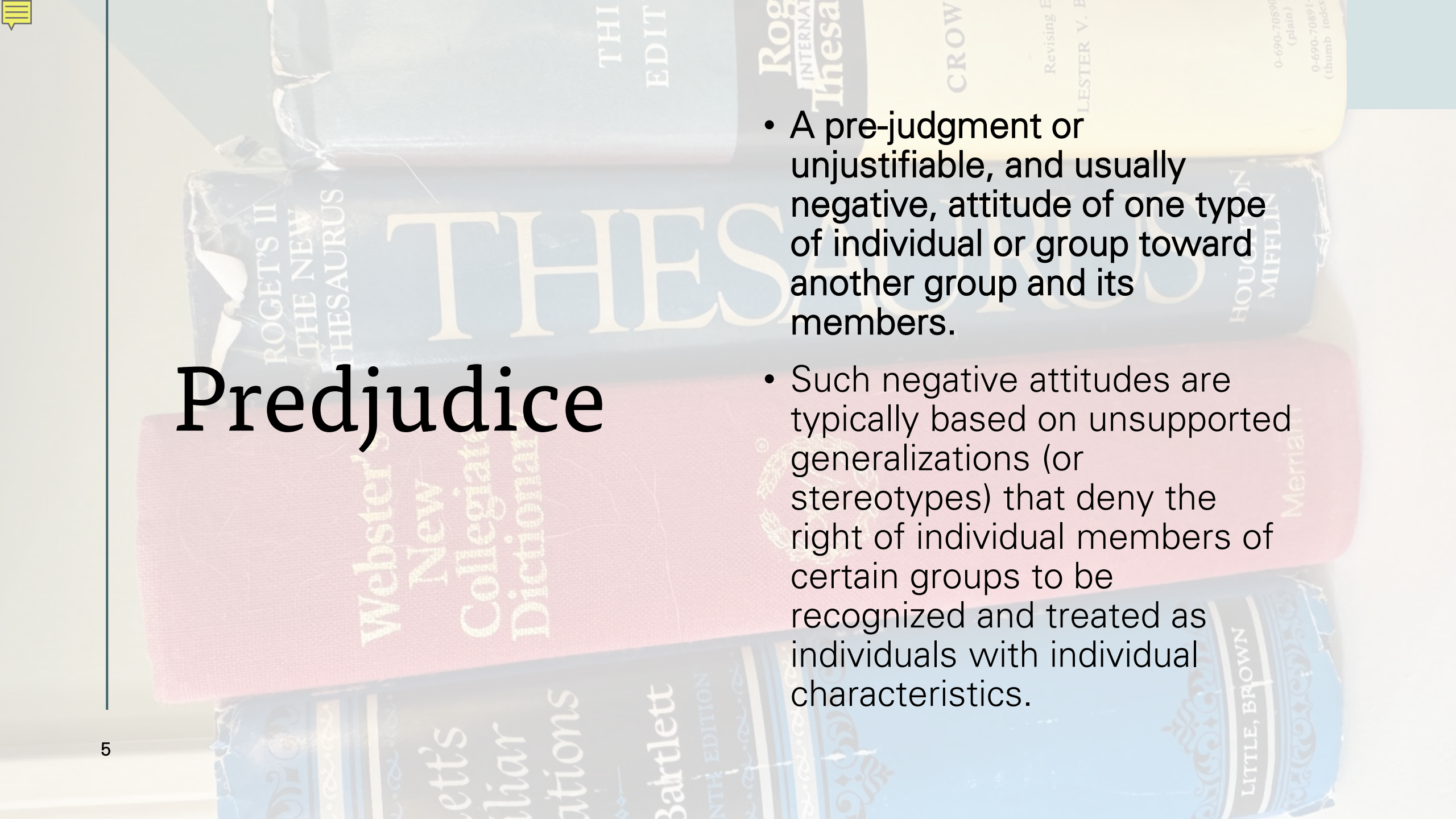
Goal

- Gain a shared understanding of key words that you will hear throughout today's training.



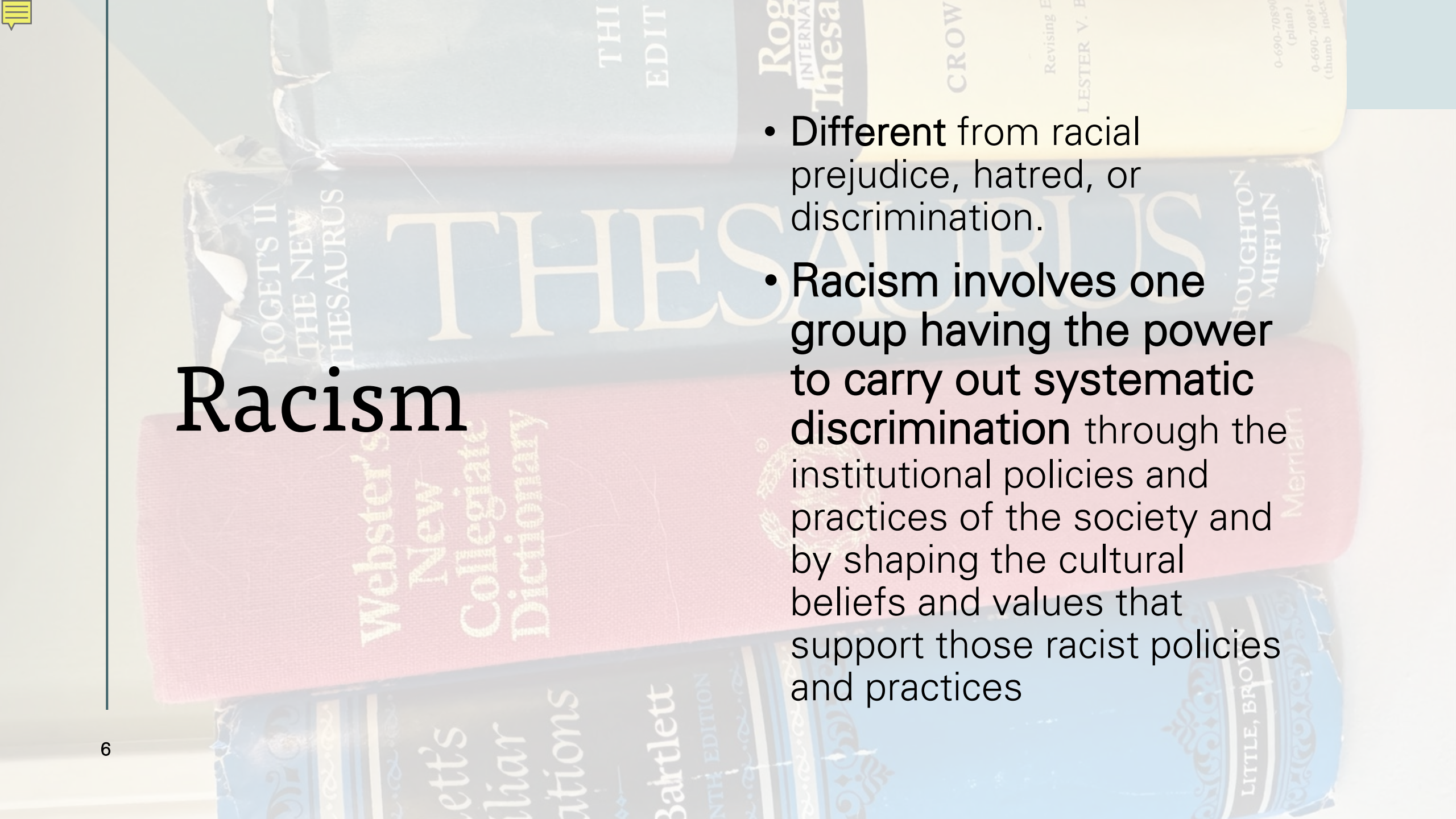
Colonization

- When one nation subjugates another, conquering its population and exploiting it, often while forcing its language and cultural values upon its people



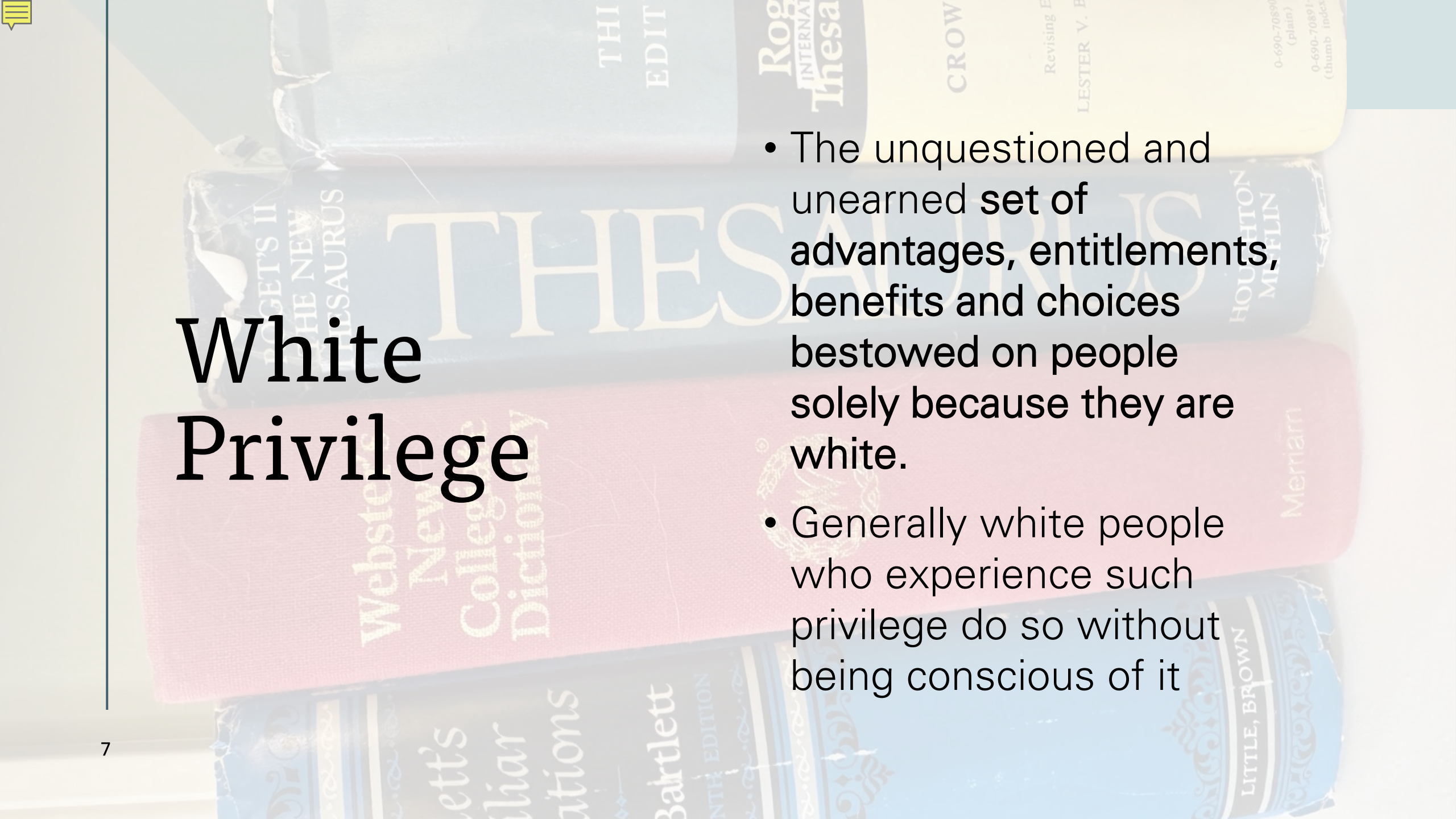
Predjudice

- A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or group toward another group and its members.
- Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.



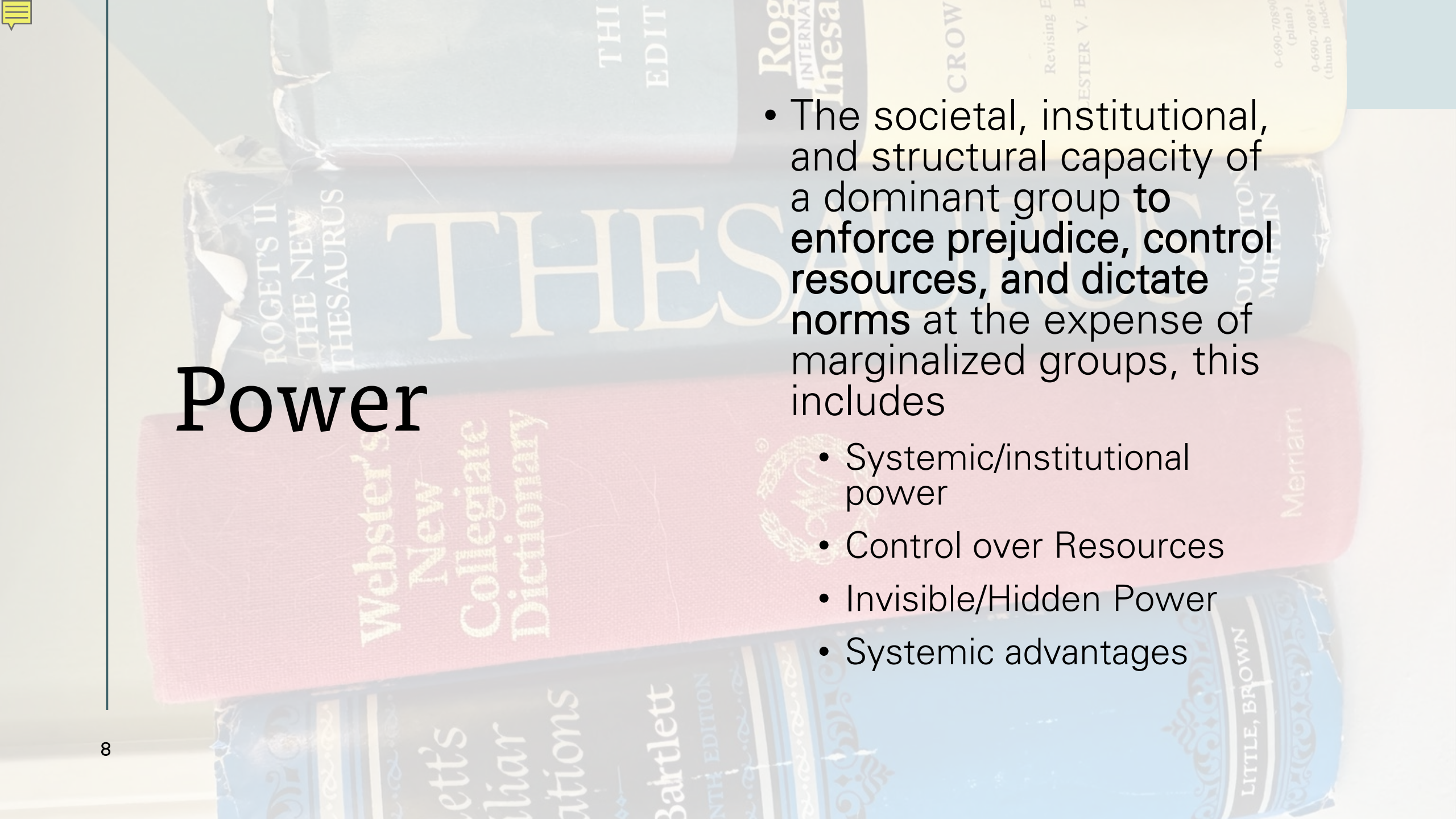
Racism

- **Different** from racial prejudice, hatred, or discrimination.
- **Racism** involves one group having the power to carry out **systematic discrimination** through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices



White Privilege

- The unquestioned and unearned **set of advantages, entitlements, benefits and choices** bestowed on people solely because they are white.
- Generally white people who experience such privilege do so without being conscious of it



Power

- The societal, institutional, and structural capacity of a dominant group to **enforce prejudice, control resources, and dictate norms** at the expense of marginalized groups, this includes
 - Systemic/institutional power
 - Control over Resources
 - Invisible/Hidden Power
 - Systemic advantages



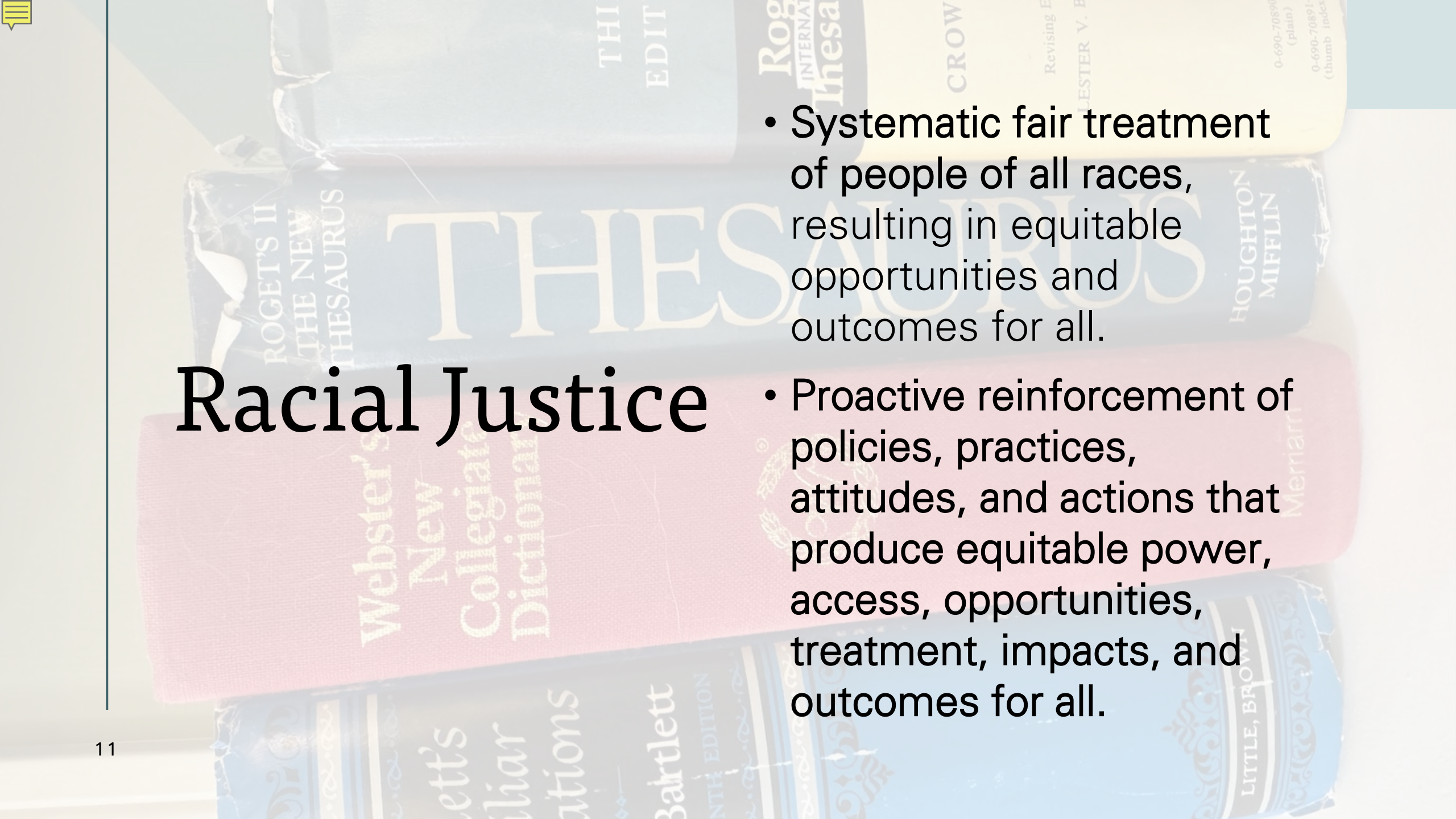
Anti-Racism

- Anti-Racism is the **active, on-going process of dismantling systems of racial inequity** and creating new systems of racial equity.
- Anti-racism demands that this work be **done at the individual, organizational/ institutional, and cultural levels** in order to effectively address systemic racism.
- Anti-racism is an **approach, not an end-point**, and thus provides a useful frame for an organizational change process.



Co-Conspirator

- Actively works to dismantle racism
- Moves beyond allyship to direct action
- Recognizes racism hurts everyone
- Risks their own privilege
- Works along side people of color, rather than taking over



Racial Justice

- Systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.
- Proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all.



What is my role to play?
What is your role to play?