



## Self-Guided Learning Definitions

**Bias:** Refers to prejudice in favor of or against one thing, person, or group compared with another, usually in an unfair way.

- **Implicit Bias** (*also known as unconscious bias*): Refers to the attitudes based on stereotypes we have been taught that affect our understanding, actions, and decisions in an unconscious manner; the attitudes and beliefs are often involuntarily and without an individuals' awareness or intentional control.
- **Explicit Bias** (*also known as conscious bias*): Refers to attitudes and beliefs we have about a person and/or social group, on a conscious level, based on stereotypes we have been taught; the attitudes and beliefs are formed and acted upon with deliberate thought.

**Culture:** Refers to shared beliefs, attitudes, values, goals, and practices that characterize individuals, groups, or organizations.

**Discrimination:** Refers to when an individual suffers an adverse consequence on the basis of a protected class. An adverse consequence is when someone is deprived of or denied a material benefit.

**Intersectionality:** Refers to the interplay of one's identities, the status of those identities, and the situational context of how, when, and where those identities show up and influence personal experience(s) within multiple dimensions of societal oppression.

**Microaggressions:** Refers to commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward culturally marginalized groups.

**Oppression:** Refers to the systematic treatment of a particular social identity group in an unfair and cruel way.

- **Internalized Oppression:** Refers to the adoption and acceptance of the dominant social group's ideology by members of the targeted social group, therefore believing prejudicial and discriminatory treatment is deserved, natural and inevitable.

**Power:** Refers to the capacity to exercise control over others, deciding what is best for them, and deciding who will have access to or denial from resources.

**Prejudice:** Refers to an unfavorable opinion formed without sufficient knowledge or facts, usually rooted in stereotypes.

**Privilege:** Refers to unearned access to resources as a result of a person's social group membership(s). Privilege is a right or exemption from liability or duty, granted as a special benefit or advantage that is at the expense of another person and/or group of persons.

**Stereotype:** Refers to overgeneralized beliefs about a particular group.

**Social Identity:** Refers to a person's sense of who they are based on their group membership(s).

**Socialization:** Refers to the process of internalizing the norms and ideologies of society that we have learned through every institution we interact with i.e. education, church, peers, family, laws, media, business etc.).