

## Definitions

**Racial equity** is an aspirational pursuit that insists that all people, regardless of racial/ethnic group identification, skin color or physical traits, will have equal opportunity to experience well-being in a just society. Achieving racial equity means that an individual's identity would not predict their day-to-day experiences or their life outcomes. Achieving racial equity requires a dual focus on systems transformation and racial healing. The pursuit of racial equity recognizes that the social construct of race has been used to sustain a false hierarchy of human value that favors some racial groups over others (privileging "Whiteness") and determines access to resources and opportunities.

**Individual/Interpersonal racism:** Individual racism refers to an individual's racist assumptions, beliefs or behaviors, and can be conscious or unconscious. Interpersonal racism occurs between individuals who hold these assumptions or display these beliefs or behaviors. People frequently focus on the racist behaviors of individuals. However, the system of racism is much more damaging and insidious than individual racism.

**Institutional Racism:** Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor or disadvantage a racial group. Poignant examples of institutional racism are found in school disciplinary policies that punish students of color at much higher rates than their white counterparts, in the criminal justice system, and in many employment sectors where day-to-day operations, as well as hiring and firing practices, significantly disadvantage workers of color.

**Structural Racism:** Structural racism refers to public policies, institutional practices, cultural representations and norms that work to reinforce and perpetuate racial group inequity. Structural racism identifies dimensions of our history and culture that have allowed privileges associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic and political systems in which we all exist.

**White Supremacy:** White supremacy is an historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent, for the purpose of maintaining and defending wealth, power and privilege.

**Jews of Color:** Jews of Color is a pan-ethnic term that may be used to identify Jews whose family origins are originally in African, Asian or Latin-American countries. Jews of color may identify as Black, Latino, Asian-American or of mixed heritage such as biracial or multi-racial. Mizrahi and Sephardi Jews from North African and Arab lands vary in whether they self-identify as "Jews of color."

**Antiracist:** One who is expressing the idea that racial groups are equals and that no racial group needs developing. Being antiracist means not only that you are expressing equality among all races, but also that you understand and express that problems that appear to be "racial" are rooted in power and policies, not in racial groups. Being antiracist means that you are confronting inequities and pressing for change. (Kendi, 2019)