

Terminology

Anti-Racism

Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism as an approach is set up in opposition to individual racist behaviours and impacts.

Source: Race Forward, Race Reporting Guide

Intersectionality

The term intersectionality (Kimberlé Crenshaw, 1989) is used to define the way that racism interacts with patriarchy, heterosexism, classism, and xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.

Source: Centre for Intersectional Justice (CIJ)

Unconscious (implicit) Bias

Unconscious (or implicit) bias is a term that describes the associations we hold, outside our conscious awareness and control. Unconscious bias affects everyone. Unconscious bias is triggered by our brain automatically making quick judgments and assessments. They are influenced by our background, personal experiences, societal stereotypes and cultural context. It is not just about gender, ethnicity or other visible diversity characteristics – height, body weight, names, and many other things can also trigger unconscious bias. Unconscious bias can have a significant influence on our attitudes and behaviours, especially towards other people. It can influence key decisions in the workplace and can contribute to inequality, for example in selection and recruitment, appraisals, or promotion.

Source: Imperial College London

Decolonisation

Decolonisation is defined as the active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural independence and power that originates from a colonised nation's own indigenous culture. This process occurs politically and also applies to a personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression.

Source: Rosemary Campbell-Stephens - Leeds Beckett University

Colonial Legacy

The term 'colonial legacy' characterises the lasting influences and outcomes of colonialism and European expansion which expose the interplay between colonial interventions and domestic decision-making in contemporary policy-making throughout contemporary economic, political and social structures. The intimate relationship between capitalism and therefore Europe's growth and Africa's developmental stagnation, 'underdevelopment' signals centuries of exploitation and metropolitan imperialism, principally leading to stalled industrialisation and lack of technology.

Source: Rodney How Europe Undeveloped Africa by Walter Rodney

Criticality

Criticality characterises the disposition for purposeful thinking and acting guided by criteria that are considered to be contextually appropriate and that are expected to result in positive outcomes related to the purpose. Criticality is the capacity and ability to read, write, think, and speak in ways to understand power and equity in order to understand and promote anti-oppression.

Source: Education Week

Colonialisation

An era before the advent of colonial rule which began in the fifteenth century. In most parts of Africa before 1500, societies had become highly developed in terms of their own histories. They often had complex systems of participatory government or were established powerful states that covered large territories and had extensive regional and international links. The significance of the transatlantic slave trade is not just that it led to the loss of millions of lives and the departure of millions of those who could have contributed to Africa's future, resulting in depopulation, but also that colonial rule disrupted African societies who were increasingly unable to follow an independent path.

Source: Black History Month

Diversity

Diversity is all-inclusive and recognises that everyone and every group should be valued. A broad definition includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance, as well as different ideas, perspectives, and values.

Source: Independent Sector

Indigenous

Indigenous populations are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world, overcame them and, by conquest, settlement, or other means, reduced them to a non-dominant or colonial condition. Indigenous Peoples aim to retain social, cultural, economic and political characteristics that are distinct from those of the dominant societies in which they live. The United Nations recognise that special measures are required to protect their rights and maintain their distinct cultures and way of life.

Source: The UN

Eurocentric(ism)

To define an object as Eurocentric assigns a cultural phenomenon which views the histories and cultures of non-Western societies from a European or Western perspective which functions as a universal signifier in that it assumes the superiority of European cultural values over those of non-European societies - values include individuality, human rights, equality, democracy, free markets, secularism, and social justice - as a cure to all kinds of problems, no matter how various different societies are socially, culturally, and historically.

Source: Eurocentrism: Encyclopedia of Global Justice

Global Majority

Global Majority is a collective term that first and foremost speaks to and encourages those so-called to think of themselves as belonging to the global majority. It refers to people who are Black, Asian, Brown, dual-heritage, indigenous to the global south, and or have been racialised as 'ethnic minorities'.

Source: Rosemary Campbell Stevens - Leeds Beckett University

What's your terminology?

Anti-racist terminology is evolving. Do you have your own definitions that you'd be able to share? If so, please send these to info@nsead.org

Cultural Capital

Cultural capital is the essential knowledge that children need to prepare them for their future success. It is about giving children the best possible start to their early education as well as enhancing the experience and opportunities available to children, particularly the most disadvantaged.

Source: Cultural Learning Alliance

Positive Identities

Positive racial identity is defined as a positive attitude and belief about one's racial group. Positive racial and ethnic identity has been linked to higher resilience, self-efficacy, self-esteem and school grades.

Source: Carnegie Library - Free To The People