**Bias**: Prejudice; an inclination or preference, especially one that interferes with impartial judgment.

**Categorization**: The natural cognitive process of grouping and labeling people, things, etc. based on their similarities. Categorization becomes problematic when the groupings become oversimplified and rigid (e.g. stereotypes).

**Color** **Blind**: the belief in treating everyone “equally” by treating everyone the same; based in the presumption that differences are by definition bad or problematic, and therefore best ignored (i.e., “ I don’t see race, gender, etc.”).

**Contact Hypothesis:** The original scientific motivation for integration of education and the armed forces, this theory posits that bringing peoples of different backgrounds together (on a college campus, for example) will lead to improved relations among them. Additional research has shown this to be true only under certain conditions including: sanction by authority, common goals, and equal status contact (both numerically and psychologically). (Allport, 1957)

**Discrimination:** Actions, based on conscious or unconscious prejudice, which favor one group over others in the provision of goods, services, or opportunities.

**Diversity:** The wide variety of shared and different personal and group characteristics among human beings.

**Dominant Culture:** The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.

**Gender**: The socially constructed concepts of masculinity and femininity; the ‘appropriate’ qualities accompanying biological sex.

**In-group Bias (favoritism)**: the tendency for groups to “favor” themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.

**Intergroup Conflict:** Tension and conflict which exists between social groups. And which may be enacted by individual members of these groups.

**-Ism:** A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.

**Marginalized:** Excluded, ignored, or relegated to the outer edge of a group/society/community.

**Multiracial**: An individual that comes from more than one race. An individual who's parent's are born from more than one race.

**Multiethnic**: An individual that comes from more than one ethnicity. An individual whose parents are born from more than one ethnicity.

**People of Color:** A collective term for men and women of Asian, African, Latin and Native American backgrounds; as opposed to the collective "White" for those of European ancestry.

**Personal Identity:** Our identities as individuals-including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.

**Prejudice:** A preconceived judgment about a person or group of people; usually indicating negative bias.

**Privilege**: a right, license, or exemption from duty or liability granted as a special benefit, advantage, or favor.

**Racism**: Prejudiced thoughts and discriminatory actions based on difference in race/ethnicity; usually by white/European descent groups against persons of color.

**Saliency**: The quality of a group identity of which an individual is more conscious and which plays a larger role in that individual's day-to-day life; for example, a man's awareness of his "maleness" in an elevator with only women.

**Sexual Orientation:** one's natural preference in sexual partners; predilection for homosexuality, heterosexuality, or bisexuality.

**Social Identity**: It involves the ways in which one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts governing everyday behavior.

**Spotlighting:** The practice of inequitably calling attention to particular social groups in language, while leaving others as the invisible, de facto norm. For example: "black male suspect"(versus "male suspect," presumed white); "WNBA" (as opposed to "NBA," presumed male).

**Stereotype**: Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information, and are highly generalized.

**Worldview**: The perspective though which individuals view the world; comprised of their history, experiences, culture, family history, and other influences.