

Glossary for Module 4: Working Effectively in an Intercultural Environment

This glossary provides a list of terms and definitions used throughout this week.

Agent Groups - Social identity groups that hold earned or unearned privileged in society, have access to resources and or shape the dominant culture in society (Program on Intergroup Relations, University of Michigan - Ann Arbor)

Diversity - Defined broadly to encompass the demographic mix of a specific collection of people, taking into account elements of human differences, but focusing particularly on racial and ethnic groups, LGBT populations, people with disabilities, and women (D5 Coalition)

Equity - Improving equity is to promote justice, impartiality, and fairness within the procedures, processes, and distributions of resources by institutions or systems (D5 Coalition)

Ethnicity - A dynamic set of historically derived and institutionalized ideas and practices that allows people to identify or be identified with groups of people on the basis of presumed commonalities. Can be a source of meaning, action, and identity. Confers a sense of belonging, pride, and motivation (Markus 2008)

Implicit Bias - Prejudice or unsupported judgements in favor of or against one thing, person, or group as compared to another. Also referred to as unconscious bias.

Inclusion - Refers to the degree to which diverse individuals are able to fully participate in the decision-making processes within an organization or group (D5 Coalition)

Intercultural - The different aspects of our background that define who we are

Microaggression - Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation, and religious slights and insults to the target person or group (Sue 2010)

Race - A person's self-identification with one or more social groups. An individual can report as White, Black or African American, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, or some other race (US Census Bureau)

Saliency - How much or how often are you thinking about or paying attention to a particular identity and its impact on your lived experience

Self-Reflection - The activity of thinking about your own feelings and behavior, and the reasons that may lie behind them (Cambridge Dictionary)

Social Identity - The part of self-concept that derives from group membership

Target Groups - Social identity groups that are oppressed, marginalized, and or have less access to resources in society (Program on Intergroup Relations, University of Michigan - Ann Arbor)