

# Antiracism & Inclusion Glossary

*This page contains working definitions for some of the terms used in the Sacramento State Antiracism & Inclusive Campus Action Plan.*

## Antiracism

Intentional and systematic identification, actions, policy development, and practices that address differential experiences and outcomes based on race.

## Antiracist

A person who is self-aware, self-critical, self-corrective, and intentionally challenges the status quo and actively practices antiracism.

## Belonging

Experiential and psychological security that one is accepted, heard, and affirmed in all aspects of their identities.

## Community Involvement

Participation with the larger Sacramento community in an activity, project, or process where feedback, recommendations, and community input are encouraged, expected, included and informs decision-making processes.

## Disaggregate

The use of data and its various component parts or sub-groups to uncover hidden patterns and trends.

## Diversity

A complex and robust variety of people from various racial, ethnic, cultural backgrounds, ancestry, lifestyles, experiences, interests, social economic status, abilities, gender, sexual orientation and expression.

## Equality

The state of being fair and providing the same opportunity, experience, access to resources regardless of circumstance or situatedness.

## Equity

Inclusive access to resources, opportunities, and to experiences; the intentional and systemic actions taken to address historical and predictable differential outcomes.

## Inclusion

The conscious action and practice to ensure equal access to resources, opportunities, and participation for those who might otherwise be excluded.



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## Initiation & Progression Timeline

Date(s) in which an action, goal, program, or project is started and the targeted date of making progress to reach or complete the action, goal, program or project.

## Initiator

Person who is the catalyst, starts or leads the program, project, or action

## Living Document

A document that is continually edited, updated, and monitored.

## Intersectionality

The intersecting and interdependent characteristics of an individual that includes race, ethnicity, sexual orientation and identity, gender, disability, immigration status, etc.

## Parity

The condition of being equal in terms of representation, enrollment, classification, pay etc.

## Outcome

The results or consequences of an intentional or unintentional action.

## Overrepresented

A disproportionately large number or percentage of a particular group, category, identity, or type of person.

## Strategic Initiative

The mechanism used in an organization to translate vision, goals, and intended outcomes into practice.

## Underrepresented

A disproportionately small number or percentage of a particular group, category, identity, or type of person

