



Building a Common Language

Neo-Diversity

- ▶ The social fact that each of us has some occasion to encounter and interact with people from many different groups including race, gender, bodily condition, religion, nationality, sexual orientation or mental condition

Prejudice v. Bias

- ▶ What is Prejudice?
 - ▶ Unfair reaction to whole group of people, negative evaluation, preconceived judgment; not always shown
- ▶ What is Bias?
 - ▶ Inclination for or against a person, place or thing

Types of Bias

- ▶ Implicit
 - ▶ Unconscious attribution of particular qualities or attitudes that affect our understanding, actions and decisions
- ▶ Explicit
 - ▶ Conscious attribution of particular qualities that are deliberately formed and easily identified



- ▶ Bigotry


- ▶ When prejudice comes out in word, deed or behavior

- ▶ Discrimination

- ▶ Unjust treatment of different categories of people or things

- ▶ Racism

- ▶ Institutional, organizational patterns of behavior that disenfranchise or discriminate against groups

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- ▶ Power
 - ▶ The ability to do something, act in a particular way, or direct or influence the behavior of others
 - ▶ White Privilege **
 - ▶ Advantages possessed by a white person on the basis of their race in a society characterized by racial inequality
 - ▶ Legacies of racism
 - ▶ White Supremacy
 - ▶ BELIEF that white people are superior to all other races