

OneLanguage Reference Guide

Biases

1. **Implicit Bias** - the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.^{xxxxiii}
2. **Prejudice** - a negative attitude toward another person or group formed in advance of any experience with that person or group.^{xxxxix}
3. **Discrimination** - unequal treatment based on group membership.^{xi}
4. **Bigotry** - any act of racially, ethnically, or religiously based prejudice, harassment, or violence.^{xi}
5. **Microaggression** – a brief and commonplace verbal, behavioral, or situational insult that communicates hostile, derogatory, or negative slights, especially toward members of minority or oppressed groups. May be intentional or implicit.^{xiii}
6. **Cissexism** - the system of discrimination and exclusion founded on the belief that there are, and should be, only two genders and that one's gender or most aspects of it, are inevitably tied to assigned sex. This system oppresses people whose gender and/or gender expression falls outside of cis-normative constructs.^{xiii}
7. **Heterosexism** - prejudice against any non-heterosexual form of behavior, relationship, or community, particularly the denigration of lesbians, gay men, and those who are bisexual or transgender.^{xiv}
8. **Xenophobia** - attitudes, prejudices, and behavior that reject, exclude, and often vilify persons, based on the perception that they are outsiders or foreigners to the national identity.^{xv}
9. **Antisemitism** - a certain perception of Jews, which may be expressed as hatred toward Jews. It frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for "why things go wrong." It is expressed in speech, writing, visual forms, and action, and employs sinister stereotypes and negative character traits.^{xvi}
10. **Ableism** - the system of discrimination and exclusion that oppresses people who are differently abled, including differences in mental, cognitive, emotional, and/or physical abilities, through attitudes, actions, or institutional policies.^{xvii}
11. **Perception Bias** - thinking all members of a class have the same tendencies, positive or negative.^{xviii}
12. **Affinity Bias** – the tendency of people hiring, developing, or supporting people like themselves.^{xix}
13. **Social Comparison Bias** – the tendency of people favoring others are a part of the same group.ⁱ
14. **Colorism** - a practice of discrimination by which those with lighter skin are treated more favorably than those with darker skin. This practice upholds and benefits those who conform to (or embody) Eurocentric standards of beauty.ⁱⁱ
15. **Ageism** - the pervasive system of prejudice and discrimination that marginalizes people based on their age.ⁱⁱⁱ
16. **Islamophobia** - an exaggerated fear, hatred, and hostility toward Islam and Muslims that is perpetuated by negative stereotypes resulting in bias, discrimination, and the marginalization and exclusion of Muslims from social, political, and civic life.ⁱⁱⁱⁱ

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Gender/Sex

1. **Patriarchy** – a social structure that operates at the expense of women by creating gender/sex inequalities at the level of the law, state, home, and workplace. It is upheld by powerful cultural norms and supported by tradition, education, and religion.^{xv}
2. **Sexism** - attitudes, beliefs, behaviors, and practices at the individual, institutional, and societal level that involve negative evaluations of people or promote unequal treatment based on gender/sex.^{xvi}
3. **Rape Culture** - a term broadly used to describe the normalization and pervasiveness of rape-supportive attitudes and sexual violence in a society. It is shaped by cultural practices that overtly and/or implicitly condone, excuse, or tolerate rape and sexual violence.^{xviii}
4. **Sex** - the biological differences between males and females.^{xix}
5. **Gender** - the continuum of complex self-perceptions, attitudes, and expectations people have about members of both sexes.^{xx}
6. **Feminism** – an intellectual commitment and a political movement that seeks justice for women and the end of sexism in all forms.^{xxi}

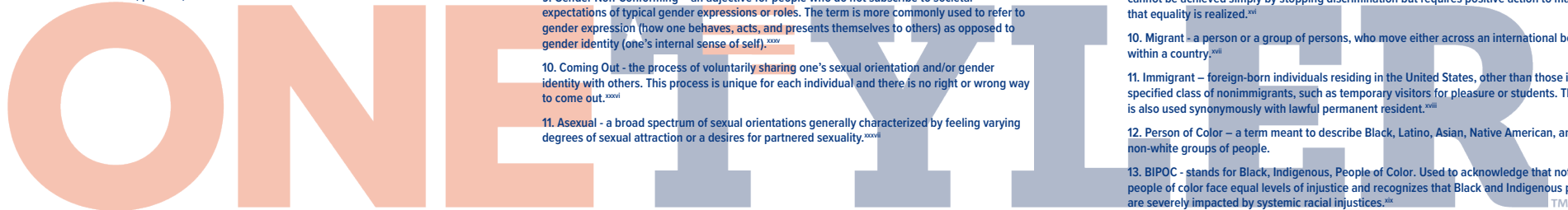
LGBTQIA+

1. **Heteronormativity** - the assumption that heterosexuality is the standard for defining normal sexual behavior and that male–female differences and gender roles are the natural and immutable essentials in normal human relations. This assumption is embedded in, and legitimizes, social and legal institutions that devalue, marginalize, and discriminate against people who deviate from its normative principle.^{xxii}
2. **Cisgender** – an individual that has or relates to a gender identity that corresponds to the culturally determined gender roles for their birth sex.^{xxiii}
3. **Transgender** – an individual that has or relates to a gender identity that differs from the culturally determined gender roles for their birth sex or for their sex as surgically assigned at birth.^{xxiv}
4. **Bisexuality** - sexual attraction to or sexual behavior with both men and women.^{xxv}
5. **Homosexuality** - sexual attraction or activity between members of the same sex.^{xxvi}
6. **Pansexual** - a person who has the capacity to form enduring physical, romantic and/or emotional attractions to those of any or all genders.^{xxvii}
7. **Queer** - Historically, this term has been used as a slur against people whose gender, gender expression and/or sexuality do not conform to dominant expectations. Some people have reclaimed the word as a celebration of not fitting into social norms.^{xxviii}
8. **Intersex** - an umbrella term to describe a wide range of natural body variations that do not fit neatly into conventional definitions of male or female. Many visibly intersex people are mutilated in infancy and early childhood by doctors to make the individual's sex characteristics conform to society's idea of what normal bodies should look like.^{xxix}
9. **Gender Non-Conforming** – an adjective for people who do not subscribe to societal expectations of typical gender expressions or roles. The term is more commonly used to refer to gender expression (how one behaves, acts, and presents themselves to others) as opposed to gender identity (one's internal sense of self).^{xxx}
10. **Coming Out** - the process of voluntarily sharing one's sexual orientation and/or gender identity with others. This process is unique for each individual and there is no right or wrong way to come out.^{xxxi}
11. **Asexual** - a broad spectrum of sexual orientations generally characterized by feeling varying degrees of sexual attraction or a desires for partnered sexuality.^{xxxii}

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Race & Ethnicity

1. **Race** – a social classification system that distinguishes people by "fixed" common physical characteristics (such as skin color, eye color, hair type, and facial form).ⁱ
2. **Ethnicity** – a social classification system that distinguishes people by perceived common ancestry, history, and cultural practices.ⁱⁱ
 1. **Latino** – any person of Latin American descent residing in the United States. Latinos can be of any color, shape, or background.ⁱⁱⁱ
 2. **Hispanic** – a term that refers to people who share the common language that is Spanish. Adopted by the U.S. government in the 1970s to give people from Latin America a common identity.^{iv}
 3. **Indigenous Peoples** – an all-inclusive term used to describe the descendants of the peoples who inhabited the Americas, the Pacific, and parts of Asia and Africa prior to European colonization.^v
 4. **Native American or American Indian** - terms used to refer to peoples living within what is now the United States prior to European contact.^{vi}
3. **Racism** - the institutional, systemic, and cultural processes that perpetuate and maintain race-based hierarchies.^{vii}
 1. **Institutional Racism** – the blocking of people of color from accessing the goods, services, and opportunities of society.^{viii}
 2. **Structural Racism** - a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.^{ix}
 3. **Reverse-Racism** - the false idea that dominant racial groups (typically white people) experience discrimination based on their race in the same way that people of color do.^x
4. **Colorblindness** - the view that the United States has moved beyond race and racism and that the color of someone's skin does not matter in today's society.^{xi}
5. **White Fragility** - the defensive reactions of many white people when their racial worldviews, positions, or advantages are questioned or challenged.^{xii}
6. **White Nationalist** – extremist, often violent individuals or groups that focus on the alleged inferiority of nonwhites and believe that white identity should be the organizing principle of the countries that make up Western civilization. They advocate for policies to reverse changing demographics and the loss of an absolute, white majority.^{xiii}
7. **White Privilege** - an institutional (rather than personal) set of benefits granted to those who, by race, resemble the people who dominate the powerful positions in our institutions. One of the primary privileges is that of having greater access to power and resources than people of color do.^{xiv}
8. **African Diaspora** – a phrase that describes all global communities descended from the historic migrations of peoples from Africa since the 15th century. This includes the trans-Atlantic slave trade.^{xv}
9. **Affirmative Action** – programs that operate on the premise that equal protection of the laws cannot be achieved simply by stopping discrimination but requires positive action to make sure that equality is realized.^{xvi}
10. **Migrant** – a person or a group of persons, who move either across an international border, or within a country.^{xvii}
11. **Immigrant** – foreign-born individuals residing in the United States, other than those in the specified class of nonimmigrants, such as temporary visitors for pleasure or students. The term is also used synonymously with lawful permanent resident.^{xviii}
12. **Person of Color** – a term meant to describe Black, Latino, Asian, Native American, and other non-white groups of people.
13. **BIPOC** - stands for Black, Indigenous, People of Color. Used to acknowledge that not all people of color face equal levels of injustice and recognizes that Black and Indigenous people are severely impacted by systemic racial injustices.^{xix}
14. **Code-Switching** – the ability to switch between dialects (and cultural expression, behaviors, and mannerisms) based on one's surroundings.^{xx}



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General Terms/Phrases/Concepts

- **Social Justice** - a goal and a process in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure. It begins with an acknowledgement that oppression and inequity exist and must be actively dismantled on all levels.^{iv}
- **Ally/Allyship** - the action of working to end oppression through support of, and as an advocate with and for, a group other than one's own.^{iv}
- **Intersectional Identity** – a concept where identity is based on multiple salient dimensions (race, ethnicity, gender, physical ability, sexuality, class, and religion), given the recognition that these dimensions are inextricably linked.^{iv}
- **Culture** - a learned set of values, beliefs, customs, norms, and perceptions shared by a group of people that provide a general design for living and patterns for interpreting life.^{iv}
 - **Cultural Assimilation** - a way to describe the ways that immigrants and their offspring change as they come in contact with their host society.^{iv}
 - **Cultural Exploitation** – the appropriation of elements of a subordinated culture by a dominant culture without substantive reciprocity, permission, compensation, understanding, or appreciation.^{iv}
- **Disenfranchisement** - the systemic and systematic exclusion of voting rights. Historically, in the U.S., this has applied to racial minorities, women, and felons.
- **Voter Suppression** - any behavior intended to deter an eligible voter from casting a ballot. This includes direct threats or intimidation, disinformation or scare tactics, disruption of an opponent's lines of communication, and challenging someone's right to vote.^{iv}
- **Socioeconomic Status** - the social standing or class of an individual or group. It is often measured as a combination of education, income, and occupation.^{iv}
- **First Generation Student** - an individual, neither of whose parents completed a baccalaureate degree.
- **Non-Traditional Student** – a student who meets one of seven characteristics: delayed enrollment into postsecondary education; attends college part-time; works full time; is financially independent for financial aid purposes; has dependents other than a spouse; is a single parent; or does not have a high school diploma.^{iv}

Mental Health

1. **Depression** - a negative affective state, ranging from unhappiness and discontent to an extreme feeling of sadness, pessimism, and despondency, that interferes with daily life.^{iv}
2. **Anxiety** - an emotion characterized by apprehension and tension in which an individual anticipates impending danger, catastrophe, or misfortune.^{iv}
3. **Trauma** - any disturbing experience that results in significant fear, helplessness, confusion, or other feelings intense enough to have a long-lasting negative effect on a person's attitudes and/or behavior.^{iv}
4. **Addiction** - a state of psychological or physical dependence (or both) on the use of alcohol or other substances. Also applied to behavioral disorders, such as sexual, pornography, Internet, and gambling addictions.^{iv}

If you need help, please contact the UT Tyler Student Counseling Center:
<https://uttscc.titaniumhwc.com/>

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#Not Cool (words and phrases that are passé or outright slurs)

1. **Oriental** – term used to describe persons of Asian descent. (Instead: Asians)
2. **Retarded** – obsolete and offensive term often used to describe people with mental retardation. (Instead: person with cognitive disability or person with intellectual disability)
3. **Gay** – when word is used to describe a negative situation and/or as a pejorative. (Instead: not cool)
4. **Savege** – sentiment used to describe and dehumanize Indigenous people.
5. **Illegals** – term used to disparage migrants and immigrants. (Instead: undocumented immigrant)
6. **Wetbacks** – offensive phrase used in reference to Mexican migrants who would swim across the Rio Grande from Mexico into Texas.
7. **Colored/Negro** – outdated terms used to describe Black Americans.
8. **Jap** – racial slur used to describe Japanese and/or Japanese Americans.
9. **Nigger** – racial slur used to describe Black Americans.
10. **Faggot/Fag/Dyke/Homo** – derogatory terms used to describe gays and lesbians.
11. **Chink/Gook** – racial slurs used to describe Asians and/or Asian Americans.
12. **Slut/Whore** – gendered insults used against women who do not reinforce traditional feminine norms.
13. **Gypsy/Gypped/Gyp** – racial pejoratives used to describe the Romani people. It is a term that carries many negative connotations. This is especially the case with “gypped”, which is used to describe when someone is defrauded, swindled, cheated.
14. **Eskimo** – a derogatory term referring to the native peoples of Alaska and other Arctic regions. (Instead: Inuit [to describe the people] and Inuk [to describe a person])
15. **Cripple/d/Handicapped/Disabled/Crip/Gimp/Dimwit/Slow/Moron** – outdated and offensive terms used to describe a person with a physical, mental, or learning disability. (Instead: person living with a disability)
16. **Tranny/Shemale/Heshe** – disparaging terms used to describe transgender people. (Instead: trans woman, trans man, and/or trans person).
17. **Hermaphrodite** – an obsolete and offensive term used to describe intersex people. (Instead: intersex).
18. **Midget** – an outdated and offensive term used to describe people with dwarfism. (Instead: person of short stature or little person).
19. **Crazy/Psycho/Nuts/Cray/Loon** – oft-disparaging terms used to describe a person with a mental health condition. (Instead: use a more precise descriptor or person with mental health condition).
20. **Spic** – derogatory term used to describe a person of Hispanic descent.

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