SOCIAL JUSTICE IN HIGHER EDUCATION

A. Equity - the quality of being fair and impartial

B. Microaggressions - indirect, subtle, or unintentional discrimination against members of a marginalized group

C. White Fragility - a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves

D. Deferred Action for Childhood Arrivals (DACA) - Protection of eligible immigrant youth who came to the United States when they were children from deportation

E. LGBTQIA - Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual

F. Intersectionality - the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage

G. Tribal Sovereignty - the inherent authority of indigenous tribes to govern themselves within the borders of the United States

H. Cultural Competence – the ability to understand, appreciate, and interact with persons from cultures and/or belief systems other than one’s own

I. Inclusive Language - language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people

J. Preferred Pronouns – a pronoun an individual chooses to identify with and would prefer others use when talking to or about that individual.