

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.