

Policy Committee Definitions Development - DRAFT

April 12 and 26, 2021 Meetings

Below are the definitions that were reviewed, discussed, and crafted during this meeting.

Racism: Racial prejudice toward a marginalized individual and/or community defined as a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that unfairly disadvantages People of Color, and unfairly advantages other individuals and communities. (Cincinnati Public Schools)

Racist and race-based misconduct: actions, on and off school grounds, including but is not limited to inappropriate racial comments, intended slurs, jokes, pictures, objects, threats, physical assaults, intimidation, unequal application of policies, and unequal or biased grading. This encompasses offensiveness and misconduct that does not reach the level of racism, and misconduct that is sufficiently severe and pervasive that it rises to the level of racial harassment or discrimination. (Cincinnati Public Schools) **TABLE**

Anti-Racism: The active process of identifying, examining, disrupting, and dismantling racist systems and structures (as well as the values, environments, and behaviors that uphold them) with the goal of creating an inclusive and equitable institution. (Seattle Public Schools)

Individual racism: Pre-judgment, bias, or discrimination by an individual based on race. This includes both privately held beliefs, conscious and unconscious, and external behaviors and actions towards others. (Cincinnati Public Schools) **NOTE IN MINUTES: want to revisit to tie Implicit Bias to this definition.**

Institutional Racism: Racism that occurs within institutions and organizations, such as schools, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for People of Color and advantage other communities. (Seattle Public Schools)

Structural Racism – Systems (e.g. educational, economic, criminal justice, healthcare, etc.) that oppress People of Color while maintaining white supremacy. (Indianapolis Public Schools)

Systemic racism: Racism that encompasses the history and current reality of institutional racism across all institutions and society. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is harmful to Communities of Color. (Cincinnati Public Schools)

Implicit Bias –The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. (Indianapolis Public Schools)

People of Color – Refers to individuals who identify as a member of a non-white racial group. An inclusive and unifying frame across different racial groups that are not White, to address racial inequities.” (Indianapolis Public Schools)

Intersectionality – Framework that explores the dynamic between co-existing and intertwined identities and connected systems of oppression (e.g. racism, sexism, classism, homophobia, xenophobia), that cannot be examined in isolation. (Indianapolis Public Schools)

Privilege/Advantage – Unearned and unintentional advantage a person has by being a member of the dominant group in any given environment (race, class, able bodied, gender identity, sexual orientation, socio-economic, etc.) that puts them at an advantage for those of them that have it. (Indianapolis Public Schools)