



## DIVERSITY DEFINITIONS

*Using and understanding the following diversity definitions are a way for each of us to exemplify the values of Friends of the Children. As you use this tool, you may also revisit our organization's values which are reproduced at the end of this document.*

**Ableism:** Discrimination in favor of able-bodied people.

**Adverse Childhood Experiences (ACEs):** Potentially traumatic events that occur in childhood. ACEs can include violence, abuse, and growing up in a family with mental health or substance use problems. Toxic stress from ACEs can change brain development and affect how the body responds to stress.

**Africa:** The world's second largest and second most-populous continent. At about 30.3 million km<sup>2</sup> including adjacent islands, it covers 6% of Earth's total surface area and 20% of its land area. With 1.2 billion people as of 2016, it accounts for about 16% of the world's human population. Africa contains 54 countries and an estimated total of 3,000 tribes.

**African American:** An ethnic group of Americans with total or partial ancestry from any of the black racial groups of Africa.

**Ally:** A person of one social identity group who stands up in support of members of another group; typically, member of dominant group standing beside member(s) of targeted group; e.g., a male arguing for equal pay for women.

**Anti-Semitism:** The fear or hatred of Jews, Judaism, and related symbols.

**Asexual:** Asexuality is the lack of sexual attraction to others, or low or absent interest in or desire for sexual activity. It may be considered a sexual orientation or the lack thereof.

**Ashkenazi Jews:** Also known as Ashkenazic Jews or simply Ashkenazim, are a Jewish diaspora population who coalesced in the Holy Roman Empire around the end of the first millennium.

**Asian People:** People who descend from a portion of Asia's population. A variety of definitions and geographical data are presented by organizations and individuals for classifying the ethnic groups in Asia.

**Asset based Framing:** Valuing and defining people by their aspirations and contributions before exploring their deficits.

**Belonging:** Belonging is a feeling of not just being represented, present, included, and restored, but a sense of knowing you are safe, secure, accepted, protected, and valued.

**Beta Israel:** Also known as Ethiopian Jews, are Jews whose community developed and lived for centuries in the area of the Kingdom of Aksum and the Ethiopian Empire that is currently divided between the Amhara and Tigray Regions of Ethiopia and Eritrea.

**Bias:** Prejudice; an inclination or preference, especially one that interferes with impartial judgment.

**Bicultural:** Having or combining the cultural attitudes and customs of two nations, peoples, or ethnic groups.

**BIPOC:** Black, Indigenous, People of Color

**Bigotry:** Intolerance toward those who hold different opinions from oneself.

**Black History Month:** Is an annual observance in Canada, Ireland, the Netherlands, the United Kingdom, and the United States. It began as a way for remembering important people and events in the history of the African diaspora.

**Black Lives Matter Movement** (not organization): An international activist movement, originating in the African-American/Black community, that campaigns against violence and systemic racism towards Black people.

**Black Jews:** People of color (mostly Black people) who are Jews.

**Black People:** Describe persons who are perceived to be dark-skinned (of various shades) compared to other populations.

**Boycott:** An act of voluntary and intentional abstention from using, buying, or dealing with a person, organization, or country as an expression of protest, usually for moral, social, political, or environmental reasons.

**Brown People:** Describe persons who are perceived to be yellow/red/brown skinned (non-black-skinned). May include Asians, East Indians, Pacific Islanders, Native Americans, Latino/x, etc.

**Civil Rights Movement:** A decades-long struggle with the goal of enforcing constitutional and legal rights for African Americans/Black people that other Americans already enjoyed.

**Classism:** Prejudice against or in favor of people belonging to a particular social class.

**Colonization:** Refers to large-scale population movements where the migrants maintain strong links with their—or their ancestors'—former country, gaining significant privileges over other inhabitants of the territory by such links. When colonization takes place under the protection of colonial structures, it may be termed settler colonialism. This often involves the settlers dispossessing indigenous inhabitants or instituting legal and other structures which systematically disadvantage them.

**Colonizer:** A person who settles among and establishes political control over the indigenous people of an area.

**Colorism:** Discrimination based on skin color, also known as colorism or shadeism, is a form of prejudice or discrimination in which people are treated differently based on the social meanings attached to skin color.

**Complicity:** The fact or condition of being involved with others in an activity that is unlawful or morally wrong.

**Covert Racism:** Covert racism is a form of racial discrimination that is disguised and subtle, rather than public or obvious. Concealed in the fabric of society, covert racism discriminates against individuals through often evasive or seemingly passive methods. Covert, racially biased decisions are often hidden or rationalized with an explanation that society is more willing to accept. These racial biases cause a variety of problems that work to empower the suppressors while diminishing the rights and powers of the oppressed. Covert racism often works subliminally, and often much of the discrimination is being done subconsciously. Sometimes, it originates instead in discrimination against poorer segments that simply happens to disproportionately affect individuals by race.

**Critical Race Theory (CRT):** The CRT Movement considers many of the same issues that conventional civil rights and ethnic studies take up but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step by step progress, critical race theory questions the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism and principles of constitutional law.

**Cultural Appropriation:** The unacknowledged or inappropriate adoption of an element or elements of one culture or identity by members of another culture or identity. This can be controversial when members of a dominant culture appropriate from minority cultures.

**Cultural Assimilation:** Cultural assimilation is the process in which a minority group or culture comes to resemble a society's majority group or assume the values, behaviors, and beliefs of another group whether fully or partially.

**Cultural Competency:** The ability to understand, communicate with, and effectively interact with people across cultures. Underlying cultural competence are the principles of trust, respect for diversity, equity, fairness, and social justice.

**Deficit Framing:** Defining people by their problems.

**DEI:** Diversity, Equity, and Inclusion. The term is mainly used in the context of initiatives that aim to improve and maintain the level of diversity, inclusion, and equity in organizations, especially in workplaces and educational settings.

**Demand Equity** (Friends of the Children value): We acknowledge the historical and present injustices impacting marginalized communities. We demand equity from ourselves and from our community. We insist that all people have the necessary support to achieve all of their hopes and dreams. We amplify the voices of our children, families and communities. We bring together different experiences, skills and backgrounds to provide opportunities to overcome personal, systemic and institutional barriers.

**Diaspora:** The dispersion or spreading of something that was originally localized (as a people or language or culture).

**Dimensions of Diversity:** The dimensions of diversity include gender, religious beliefs, race, marital status, ethnicity, spirituality, faith, background, history, parental status, age, education, personality, culture, values, physical and mental ability, socio-economic status, income, rank, gender identity, sexual orientation, occupation, language, geographic location, and many more components.

**Disability:** A physical or mental condition that limits a person's movements, senses, or activities.

**Discrimination:** Actions, based on conscious or unconscious prejudice, which favor one group over others in the provision of goods, services, or opportunities.

**Diversity:** Individual and group differences and similarities (e.g., values, personality, ability, race/ethnicity, culture, gender, gender identity, faith, geographic location, socio-economic status, rank, and sexual orientation).

**Economic inequality:** The unequal distribution of income and opportunity between different groups in society. It is a concern in almost all countries around the world and often people are trapped in poverty with little chance to climb up the social ladder.

**Empathy:** The capacity to understand or feel what another person is experiencing from within their frame of reference, that is, the capacity to place oneself in another's position.

**Empowerment:** Empowerment is the degree of autonomy and self-determination in people and in communities. This enables them to represent their interests in a responsible and self-determined way, acting on their own authority. It is the process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights. Empowerment as action refers both to the process of self-empowerment and to professional support of people, which enables them to overcome their sense of powerlessness and lack of influence, and to recognize and use their resources. (Also, refer to our values noted above: [Commit to Empowerment](#))

**Equity:** The fair treatment, access, opportunity, and advancement while at the same time eliminating barriers that have prevented full participation and liberation of historically underrepresented/underserved groups.

**Ethnicity:** The quality or fact of belonging to a population group or subgroup made up of people who share a common cultural background or descent.

**European Holocaust:** A genocide during World War II in which Nazi Germany, aided by its collaborators, systematically murdered some six million European Jews, around two-thirds of the Jewish population of Europe, between 1941 and 1945. Historians estimate the total number of deaths to be 11 million, with the victims encompassing gay people, priests, gypsies, people with mental or physical disabilities, communists, trade unionists, Jehovah's Witnesses, anarchists, Poles and other Slavic peoples, and resistance fighters.

**Explicit Bias:** Attitudes and beliefs about a person or group on a conscious level as the direct result of a perceived threat.

**Fascism:** A form of radical, right-wing, authoritarian ultranationalism, characterized by dictatorial power, forcible suppression of opposition and strong regimentation of society and of the economy, which came to prominence in early 20th-century Europe.

**Featurism:** A prejudice towards individuals with certain features and a preference towards those with features that correlate with a set beauty standard.

**Gaslighting:** Gaslighting is a colloquialism that is loosely defined as "making someone question their own reality". The term may also be used to describe a person who effectively puts forth a false narrative that leads another person or a group of people to doubt their own perceptions and become disoriented or distressed. This dynamic is generally only possible when the audience is vulnerable such as in unequal power relationships or when the audience is fearful of the losses associated with challenging the false narrative.

**Gender Identity:** A person's inner sense of being man, woman, both, or neither. Gender identity may or may not be expressed outwardly and may or may not correspond to one's physical characteristics.

**Gender Pronouns:** Words that people use to refer to other people, typically instead of using their names (eg. He/Him/His, She/Her/Hers, They/Them/Theirs).

**Genocide:** The deliberate and systematic extermination of a national, racial, political, or cultural group.

**Hate:** A human emotion. Hatred could invoke feelings of animosity, anger, or resentment, which can be directed against certain individuals, groups, entities, objects, behaviors, concepts, or ideas. Hatred is often associated with feelings of anger, disgust, and a disposition towards the source of hostility.

**Hispanic:** Broadly refers to the people, nations, and cultures that have a historical link to the Spanish language or the country of Spain, depending on the context.

**History:** The study of the past as it is described in written documents. Events occurring before written record are considered prehistory. It is an umbrella term that relates to past events as well as the memory, discovery, collection, organization, presentation, and interpretation of information about these events.

**Humanity:** All human beings collectively; the human race; humankind. It is also the quality of being humane; kindness; benevolence.

**Implicit Bias:** Implicit bias is the association of unconscious attitudes, beliefs, and stereotypes with a certain group of people. Both explicit and implicit bias can be harmful, and we see these acts on an individual and institutional level.

**Inclusion:** The active, intentional, and ongoing engagement of any individual or group throughout all levels of the organization. Inclusion engages each and every person to create a culture in which we treat each other with respect and take action to maximize the potential of everyone. An inclusive environment embraces diversity and creates a welcoming environment

where diversity is valued, and individuals are provided opportunities to fully participate. Diversity is seen at all levels of the organization.

**Indigenous People:** Also known as first peoples, aboriginal peoples or native peoples, are ethnic groups who are the original settlers of a given region, in contrast to groups that have settled, occupied, or colonized the area more recently.

**Individual Racism:** The beliefs attitudes, and actions of individuals that support or perpetuate racism. Individual racism can occur at both an unconscious and conscious level and can be both active and passive. Individual Racism at the subconscious level.

**Injustice:** A quality relating to unfairness or undeserved outcomes.

**Institutional Racism:** Also known as systemic racism, is a form of racism that is embedded in the laws and regulations of a society or an organization. It manifests as discrimination in areas such as criminal justice, employment, housing, health care, education, and political representation.

**Internalized Racial Oppression (IRO):** Negativity about oneself by people of color as a result experiencing systemic daily racism.

**Internalized Racial Superiority (IRS):** The internalized belief of superiority or entitlement.

**Internalized Racism:** Individual beliefs and biases about race and racism, informed by our lived experiences and culture.

**Interpersonal Racism:** The ways in which our beliefs and biases influence how we interact with others. This includes covert racism, for example tokenism, white savior complex or cultural appropriation. Overt interpersonal racism includes racial slurs, racist jokes and hate crimes.

**Intersectionality:** Ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another.

**Islamophobia:** The fear of, hatred of, or prejudice against the religion of Islam or Muslims in general, especially when seen as a geopolitical force or a source of terrorism.

**JEDI:** Justice, Equity, Diversity, Inclusion

**Jews/Jewish People:** Are an ethnoreligious group and a nation, originating from the Israelites and Hebrews of historical Israel and Judah.

**Judaism:** (originally from Hebrew יהודה, Yehudah, "Judah"; via Latin and Greek). It is the religion of the Jewish people. It is an ancient, monotheistic, Abrahamic religion with the Torah as its foundational text. It encompasses the religion, philosophy, and culture of the Jewish people.

**Justice:** Ensures the humanity of all people. It addresses root causes and repairs the harm caused.



**Latino/a:** A term often used in the United States to refer to people with cultural ties to Latin America, in contrast to Hispanic which is a demonym that includes Spaniards and other speakers of the Spanish language.

**Latinx:** A gender-neutral term sometimes used in lieu of Latino or Latina. The plural is Latinxs. The -x replaces the standard -o and -a endings in Spanish and related languages, which form nouns of the masculine and feminine genders, respectively.

**LGBT+:** lesbian, gay, bisexual, and transgender.

**LGBTQIA2S:** Lesbian, Gay, Bisexual, Transgender, Queer, Intersexual, Asexual, Pansexual and Two Spirit.

**Liberation:** Disrupts status quo that does not serve the needs of people. It dismantles the sources of inequity and structures of oppression.

**Love:** Encompasses a variety of strong and positive emotional and mental states, ranging from the most sublime virtue or good habit, the deepest interpersonal affection and to the simplest pleasure. (Also, refer to our values noted above: [Build Relationships on Love](#))

**Misogyny:** The hatred of, contempt for, or prejudice against women or girls. Misogyny manifests in numerous ways, including social exclusion, sex discrimination, hostility, androcentrism, patriarchy, male privilege, belittling of women, disenfranchisement of women, violence against women, and sexual objectification.

**Misogynoir:** Misogyny directed towards black women where race and gender both play roles in bias.

**Mizrahi Jews:** Mizrahim, also referred to as Edot HaMizrach, Bene HaMizrah, or Oriental Jews, are descendants of local Jewish communities in North and East Africa and the Middle East from biblical times into the modern era.

**Multicultural:** Relating to or representing several different cultures or cultural elements.

**Multicultural education:** Promotes principles of inclusion, diversity, equality, social justice, humanity, democracy, critical thought, value of perspectives, and self-reflection. It incorporates the coexistence of all identities and people through educational strategies, school curriculum, and classroom materials. It provides knowledge about histories, cultures, and contributions of diverse and international groups.

**Multiethnic:** Involving or pertaining to two or more distinct ethnic groups.

**Multiracial:** Consisting of, representing, or combining members of more than one racial group.

**Micro-aggression:** A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

**Nationality:** A legal identification of a person in international law, establishing the person as a subject, a national, of a sovereign state. It affords the state jurisdiction over the person and affords the person the protection of the state against other states.

**Non-binary:** A gender identity which falls outside of the gender binary, meaning an individual does not identify as strictly female or male. A non-binary person can identify as both or neither male and female, or sometimes one or the other. There are several other terms used to describe gender identities outside of the male and female binary such as genderqueer, gender non-conforming, agender, and bigender. Though these terms have slightly different meanings, they refer to an experience of gender outside of the binary.

**Oppression:** An authoritarian regime controlling its citizens via state control of politics, the monetary system, media, and the military; denying people any meaningful human or civil rights; and terrorizing the populace through harsh, unjust punishment. Oppression also refers to a less overtly malicious pattern of subjugation, although in many ways this social oppression represents a particularly insidious and ruthlessly effective form of manipulation and control. In this instance, the subordination and injustices do not afflict everyone—instead it targets specific groups of people for restrictions, ridicule, and marginalization.

**Pacific Islanders:** Peoples of the Pacific Islands. It is a geographic and often ethnic/racial term to describe the inhabitants of any of the three major sub-regions of Oceania: Micronesia, Melanesia, and Polynesia.

**Passing:** Racial passing occurs when a person classified as a member of one racial group is accepted as a member of a racial group other than their own.

**Peace:** The concept of harmonious well-being and freedom from hostile aggression. In a social sense, peace is commonly used to mean a lack of conflict and freedom from fear of violence between individuals or heterogeneous.

**Political diversity:** Different political values, perspectives, and voting records.

**Protest:** An expression of bearing witness on behalf of an express cause by words or actions with regard to particular events, policies, or situations. Protests can take many different forms, from individual statements to mass demonstrations.

**Native Americans:** Also known as American Indians, Indigenous Americans, and other terms, are the indigenous peoples of the United States, except Hawaii. There are over 500 federally recognized tribes within the US, about half of which are associated with Indian reservations.

**People of Color:** Describes any person who is not white. The term encompasses all non-white people, emphasizing common experiences of systemic racism.

**Pluralism:** A social organization in which diversity of racial or religious or ethnic or cultural groups is tolerated.

**Prejudice:** A preconceived judgment about a person or group of people; usually indicating negative bias.

**Privilege:** A right, license, or exemption from duty or liability granted as a special benefit, advantage, or favor.

**Race:** A grouping of humans based on shared physical or social qualities into categories generally viewed as distinct within a given society.



**Racial Gaslighting:** A form of psychological abuse where white supremacists (consciously and unconsciously) seek to maintain power and control through manipulation and bullying of non-white people.

**Racism:** Prejudiced thoughts and discriminatory actions based on difference in race/ethnicity; usually by white/European descent groups against persons of color.

**Reparations:** The making of amends for a wrong one has done, by paying money to or otherwise helping those who have been wronged. Reparations for slavery is the idea that some form of compensatory payment needs to be made to the descendants of Africans who had been enslaved as part of the Atlantic slave trade.

**Respect:** A positive feeling or action shown towards someone or something considered important or held in high esteem or regard; it conveys a sense of admiration for good or valuable qualities; and it is also the process of honoring someone by exhibiting care, concern, or consideration for their needs or feelings.

**Restorative Justice:** An approach to justice in which one of the responses to a crime is to organize a meeting between the victim and the offender, sometimes with representatives of the wider community. The goal is for them to share their experience of what happened, to discuss who was harmed by the crime and how, and to create a consensus for what the offender can do to repair the harm from the offense.

**Savior Complex:** Describes the need to “save” people by fixing their problems.

**Self-determination:** Based on respect for the principle of equal rights and fair equality of opportunity, people have the right to freely choose their sovereignty with no interference. It is the process by which a person control's their own life.

**Sephardi Jews:** Also known as Sephardic Jews or Sephardim, originally from Sepharad, Spain or the Iberian Peninsula, are a Jewish ethnic division.

**Sexism:** Prejudice or discrimination based on one's sex or gender. Sexism can affect anyone, but it primarily affects women and girls. It has been linked to stereotypes and gender roles and may include the belief that one sex or gender is intrinsically superior to another.

**Shia Islam or Shi'ism:** The second largest branch of Islam. It holds that the Islamic prophet Muhammad designated Ali ibn Abi Talib as his successor and the Imam after him, most notably at the event of Ghadir Khumm, but was prevented from succeeding Muhammad as the leader of the Muslims as a result of the choice made by some of Muhammad's other companions at Saqifah. This view primarily contrasts with that of Sunni Islam, whose adherents believe that Muhammad did not appoint a successor before his death and consider Abu Bakr, who was appointed caliph by a group of senior Muslims at Saqifah, to be the first rightful caliph after Muhammad. Adherents of Shia Islam are called Shia Muslims or simply Shia.

**Slavery:** The state of being under the control of another person.

**Social Emotional Learning (SEL):** is the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others,

establish and maintain supportive relationships, and make responsible and caring decisions. SEL advances educational equity and excellence through authentic school-family-community partnerships to establish learning environments and experiences that feature trusting and collaborative relationships, rigorous and meaningful curriculum and instruction, and ongoing evaluation. SEL can help address various forms of inequity and empower young people and adults to co-create thriving schools and contribute to safe, healthy, and just communities.

[\(Fundamentals of SEL - CASEL\)](#)

**Social Justice:** Intends to create genuine equality, fairness, and respect among peoples.

**Societal Racism:** The formalization of a set of institutional, historical, cultural, and interpersonal practices within a society that places one or more social or ethnic groups in a better position to succeed and disadvantages other groups so that disparities develop between the groups over a period of time.

**Status Quo Bias:** An emotional bias; a preference for the current state of affairs. The current baseline (or status quo) is taken as a reference point, and any change from that baseline is perceived as a loss. Status quo bias should be distinguished from a rational preference for the status quo ante, as when the current state of affairs is objectively superior to the available alternatives, or when imperfect information is a significant problem.

**Strengths-based Approach:** Seeks to view the individual holistically and explore his abilities and circumstances, rather than focusing on his weaknesses and deficits.

**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. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

**Sufi Islam:** Sufism is a mystical Islamic belief and practice in which Muslims seek to find the truth of divine love and knowledge through direct personal experience of God. It consists of a variety of mystical paths that are designed to ascertain the nature of humanity and of God and to facilitate the experience of the presence of divine love and wisdom in the world.

**Sunni Islam:** The largest branch of Islam, followed by 85–90% of the world's Muslims. Its name comes from the word Sunnah, referring to the behavior of Muhammad. The differences between Sunni and Shia Muslims arose from a disagreement over the succession to Muhammad and subsequently acquired broader political significance, as well as theological and juridical dimensions. According to Sunni traditions, Muhammad left no successor and the participants of the Saqifah event appointed Abu Bakr as the next-in-line.

**Systemic Racism:** Also known as institutional racism is a form of racism expressed in the practice of social and political institutions. It is reflected in disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, among other factors.

**Texturism:** the idea that hair texture is an inherent indicator of overall superiority. IT is favoring or praising Black hair with looser, finer curl patterns.

**Tokenism:** Tokenism is the practice of making only a perfunctory or symbolic effort to be inclusive to members of minority groups, especially by recruiting people from underrepresented groups in order to give the appearance of racial or gender equality within a workplace or educational context. The effort of including a token individual in work or school is usually intended to create the impression of social inclusiveness and diversity in order to deflect accusations of discrimination.

**Transgender:** A gender identity or gender expression that differs from the sex that they were assigned at birth. Some transgender people who desire medical assistance to transition from one sex to another identify as transsexual. Transgender, often shortened as trans, is also an umbrella term; in addition to including people whose gender identity is the opposite of their assigned sex, it may also include people who are non-binary or genderqueer. Other definitions of transgender also include people who belong to a third gender, or else conceptualize transgender people as a third gender. The term transgender may be defined very broadly to include cross-dressers.

**Trauma-informed Practice:** A strengths-based framework grounded in an understanding of and responsiveness to the impact of trauma. It emphasizes physical, psychological, and emotional safety for everyone, and creates opportunities for survivors to rebuild a sense of control and empowerment.

**Two-Spirit:** A modern, pan-Indian, umbrella term used by some Indigenous North Americans to describe Native people in their communities who fulfill a traditional third-gender ceremonial and social role in their cultures.

**Unconscious Biases:** Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values.

**Upliftment:** Makes a person feel more cheerful, positive, or optimistic.

**Wahhsbis Islam:** A follower of 'Abd al-Wahhab (1703–1792), who stringently opposed all practices not sanctioned by the Koran. The Wahhabis, founded in the 18th century, are the most conservative Muslim group and are today found mainly in Saudi Arabia.

**White Fragility:** Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

**White People:** A racial classification specifier, used mostly and often exclusively for people of European descent; depending on context, nationality, and point of view.

**White Privilege:** Inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice.

**White Savior:** A white person who provides help to non-white people in a self-serving manner and is sometimes combined with savior complex in descriptions of white savior complex.

**White Supremacy:** White supremacy or white supremacism is the belief that white people are superior to those of other races and thus should dominate them. The belief favors the maintenance and defense of white power and privilege.

**Womanism:** A social theory based on the history and everyday experiences of black women.

**Xenophobia:** Xenophobia is the fear or hatred of that which is perceived to be foreign or strange. It is an expression of perceived conflict between an ingroup and an outgroup and may manifest in suspicion by the one of the other's activities, a desire to eliminate their presence, and fear of losing national, ethnic, or racial identity.

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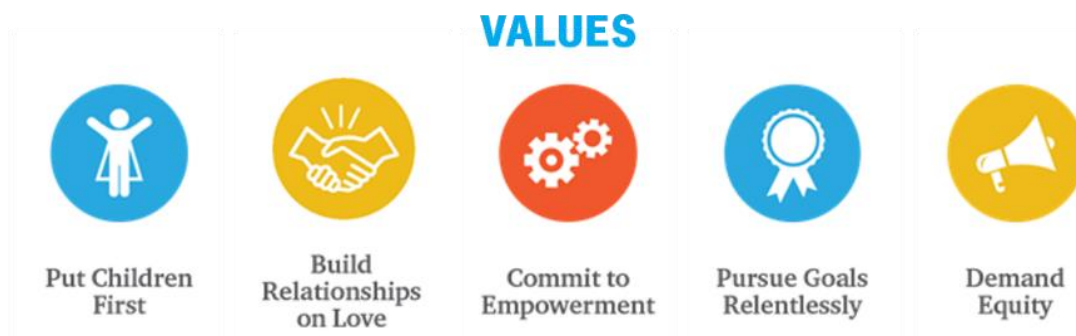
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[4 Types of Racism — Diversity & Education \(diversityandeducation.org\)](https://diversityandeducation.org)

If you would like to make suggestions to add definitions to this list, please send email to: [tjohnson@friendsofthechildren.org](mailto:tjohnson@friendsofthechildren.org)



**PUT CHILDREN FIRST:** We intentionally serve youth who are facing the greatest obstacles. To help our youth discover their limitless potential, we foster their internal resiliency. We listen to our youth and base decisions on each youth's needs and dreams. We prioritize self-care so that we bring our best selves to our work and focus on our youth.

**BUILD RELATIONSHIPS ON LOVE:** We nurture long-term relationships from a foundation of love, acceptance and culturally-informed practice. We don't give up easily and take a no matter what approach to our work. We commit for the long-term. We intentionally develop collaborative relationships over time with trust, empathy and healthy communication. We believe that we build community through one-on-one connections that are authentic, respectful and meaningful.

**COMMIT TO EMPOWERMENT:** We leverage personal strengths to take ownership of our futures. We build relationships within the communities of our youth and families to strengthen social networks and provide bridges to new opportunities. We consistently inspire possibility through empathy, hard work and fun. We model all of this for our youth, families and each other.

**PURSUE GOALS RELENTLESSLY:** We celebrate all achievements, big and small. We are disciplined in our commitment to goals, while innovative in how we reach them. We believe that the definition of success requires intentional reflection and adjustment over time. We work together and hold ourselves accountable with data to achieve short and long-term outcomes.

**DEMAND EQUITY:** We acknowledge the historical and present injustices impacting marginalized communities. We demand equity from ourselves and from our community. We insist that all people have the necessary support to achieve all of their hopes and dreams. We amplify the voices of our children, families and communities. We bring together different experiences, skills and backgrounds to provide opportunities to overcome personal, systemic and institutional barriers.