

## Anti-Racism Steering Group Dictionary

Word	Our Definition	Citation
Anti-Racism	The active process of identifying and eliminating racism by changing systems, organisational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.	<a href="http://www.aclrc.com/antiracism-defined">http://www.aclrc.com/antiracism-defined</a>
BAME	Stands for Black, Asian, and Minority ethnic. It is an umbrella term used for all individuals who identify as a non-white ethnic group.	<a href="https://www.london.gov.uk/questions/2018/0064#:~:text=The%20acronym%20BAME%20stands%20for,output%20categories%20for%20ethnic%20groups.">https://www.london.gov.uk/questions/2018/0064#:~:text=The%20acronym%20BAME%20stands%20for,output%20categories%20for%20ethnic%20groups.</a> Some sources think it includes “other white” ethnic groups too such as white irish, white gypsie etc.
Decolonisation (in reference to curriculum)	Making changes to the curriculum that leads to a better presentation of the diversity of thought, experiences, and resources out there. This would reduce the risk of presenting one perspective in a manner that has it seen on a pedestal. It also involves making adjustments that cater for the fact that there will be differences in student experience university and so facilitates an equity in student attainment potential.	Keele University, “Keele Manifesto for Decolonising the Curriculum,” <a href="https://www.keele.ac.uk/raceequalitycharter/raceequalitycharter/keeledecolonisingthecurriculumnetwork/keelemanifestofordecolonisingthecurriculum/">https://www.keele.ac.uk/raceequalitycharter/raceequalitycharter/keeledecolonisingthecurriculumnetwork/keelemanifestofordecolonisingthecurriculum/</a> (accessed 17 July 2019)
Intersectionality	The level of societal advantage or disadvantage any one individual experiences in their life is a result of a range of social categories interacting with each other. This leads to a difference in experiences like level of oppression within any single social category. Examples of social categories include gender, ethnicity, and sexuality.	What is intersectionality, and what does it have to do with me?. (2017). Retrieved 23 July 2020, from <a href="https://www.ywboston.org/2017/03/what-is-intersectionality-and-what-does-it-have-to-do-with-me/">https://www.ywboston.org/2017/03/what-is-intersectionality-and-what-does-it-have-to-do-with-me/</a>
Race	<ol style="list-style-type: none"> <li>1. An individual is assigned to a constructed racial category based upon their physical attributes.</li> <li>2. <i>[Sociologists describe race as a social construction. This means that race is not based on some innate and immutable scientific fact, but rather, that this concept describes the social meanings ascribed to racial categories.]</i> Race is a category that groups together people who share biological traits that a society believes to be socially significant (from genetics to phenotypic characteristics). It’s not that biological differences don’t exist that makes race a social</li> </ol>	<ol style="list-style-type: none"> <li>1. Bryce, E. (2020). What's the difference between race and ethnicity?. Retrieved 23 July 2020, from <a href="https://www.livescience.com/difference-between-race-ethnicity.html">https://www.livescience.com/difference-between-race-ethnicity.html</a></li> <li>2. Zevallos Z. 2020. Sociology of Race. Accessed 26/07/2020 <a href="https://othersociologist.com/sociology-of-race/#race">https://othersociologist.com/sociology-of-race/#race</a></li> </ol>

	construction, but rather that people's understanding of these differences are shaped by the culture they live in.	
Ethnicity	Self-identifying as someone who belongs to one or multiple societal groups based upon personal attributes like language, nationality, culture, and religion.	Bryce, E. (2020). What's the difference between race and ethnicity?. Retrieved 23 July 2020, from <a href="https://www.livescience.com/difference-between-race-ethnicity.html">https://www.livescience.com/difference-between-race-ethnicity.html</a>
Racial Bias	Prejudices and stereotypes associated with a racial group that results in that group being treated differently to others. This treatment results in unfair advantages or disadvantages.	
Explicit bias	Intentionally behaving or thinking in a manner that exhibits prejudice and stereotypes leading to bias. The individual is conscious of their bias.	Hall, W., Chapman, M., Lee, K., Merino, Y., Thomas, T., Payne, B., Eng, E., Day, S. and Coyne-Beasley, T., 2015. Implicit Racial/Ethnic Bias Among Health Care Professionals and Its Influence on Health Care Outcomes: A Systematic Review. <i>American Journal of Public Health</i> , 105(12), pp.e60-e76.
Implicit bias	Unknowingly acting with bias due to subconscious prejudices and stereotypes despite there being no conscious intent to behave that way. The individual is not conscious of the bias at point of action.	FitzGerald, C. and Hurst, S., 2017. Implicit bias in healthcare professionals: a systematic review. <i>BMC Medical Ethics</i> , 18(1).
Institutional Racism	"...established laws, customs, and practices which systematically reflect and produce racial inequalities in society. If racist consequences accrue to institutional laws, customs or practices, the institution is racist whether or not the individuals maintaining those practices have racial intentions."	Home department. (1999). The Stephen Lawrence Inquiry (p. 47).
Racial Issues	Important problems or topics associated with an individual race such as discrimination.	