

Office of the Vice President for Intercultural Affairs
Helping Loyola Marymount University move toward Inclusive Excellence

Inclusive Excellence

Glossary



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INCLUSIVE EXCELLENCE GLOSSARY

Access (n) – In education, the term access typically refers to the ways in which educational institutions and policies ensure—or at least strive to ensure—that students have equal and equitable opportunities to take full advantage of their education. Increasing *access* generally requires schools to provide additional services or remove any actual or potential barriers that might prevent some students from equitable participation in certain courses or academic programs. Factors such as race, religion, gender, sexual orientation, disability, perceived intellectual ability, past academic performance, special-education status, English-language ability, and family income or educational-attainment levels—in addition to factors such as relative community affluence, geographical location, or school facilities—may contribute to certain students having less “access” to educational opportunities than other students.¹

Ally (n) - Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.²

Bias (n) - A term used to describe a tendency or preference towards a particular perspective, ideology or result, especially when the tendency interferes with the ability to be impartial, unprejudiced, or objective. The term biased is used to describe an action, judgment, or other outcome influenced by a prejudged perspective. It is also used to refer to a person or body of people whose actions or judgments exhibit bias. In this context, the term "biased" is often used as a pejorative.³

Bisexual (adj) - A person emotionally, romantically, sexually and relationally attracted to both men and women, though not necessarily simultaneously; a bisexual person may not be equally attracted to both sexes, and the degree of attraction may vary as sexual identity develops over time.⁴

Campus Climate (n) - The formal and informal environment both institutional and community-based in which individuals learn, teach, work, and live in a postsecondary setting.⁵

¹ Access. (n.d.). In *The glossary of education reform online*. Retrieved from <https://www.edglossary.org/access/>

² Illinois Community of Advocates for Racial Equality. (2016). *Race equity toolkit online*. Retrieved from <https://www.illinoislegalaid.org/sites/default/files/attachments/ICARE%20Race%20>

³ Bias. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

⁴ Bisexual. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

⁵ California State Postsecondary Education Committee (CPEC). (1990). *Toward an understanding of campus climate: A report to the legislature in response to Assembly Bill 4071 (Chapter 690, Statutes of 1988)*. (Report No. 90-19). Retrieved from <https://files.eric.ed.gov/fulltext/ED329202.pdf>

Class (n) - Category of division based on economic status; members of a class are theoretically assumed to possess similar cultural, political and economic characteristics and principles.⁶

Cultural Differences (n) - The diverse behaviors, beliefs, customs, traditions, language and expressions that are characteristic to groups of people of a particular race, ethnicity or national origin. May address organizational culture (e.g. the diverse practices, customs, traditions, language, and expressions that are characteristic of the entire organization or component of an organization).⁷

Culture (n) - The full range of shared, learned, patterned behaviors, values, meanings, beliefs, ways of perceiving, systems of classification, and other knowledge acquired by people as members of a society; the processes or power dynamics that influence whether meanings and practices can be shared within a group or society.⁸

Discrimination (v) - Discrimination means noticing the differences between things or people that are otherwise alike, and making decisions based on those differences. We discriminate when we buy one product over another, when we choose our friends, and when we make personnel decisions based on merit-related factors. All these forms of discrimination are legal and necessary. However, some types of discrimination in employment are not legal. Illegal discrimination is unfavorable treatment of a person by category, class, or group rather than objective treatment on the basis of merit. Under EEO law, it is illegal to discriminate on the basis of race, color, religion, national origin, sex, age, or disability. Illegal discrimination can be intentional or unintentional.⁹

Diversity (n) - Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.¹⁰

⁶ Class. (n.d.). In *Keuka College's key definitions online*. Retrieved from <https://keuka.edu/life-at-kc/diversity/definitions>

⁷ Cultural Differences. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

⁸ Culture. (n.d.). In *American Anthropological Association's online glossary*. Retrieved from <http://www.understandingrace.org/resources/glossary.html#c>

⁹ Discrimination. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

¹⁰ MP Associates and Center for Assessment and Policy Development. (2013). In *WWW.RACIALEQUITYTOOLS.ORG'S online glossary*. Retrieved from http://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf

Equal Employment Opportunity (EEO) (n) - The goal of EEO laws is to make some types of discrimination in employment illegal. Under EEO law, only job-related factors can be used to determine whether an individual is qualified for a particular job.¹¹

Equal Employment Opportunity Laws (n) - Six laws that prohibit discrimination on the basis of race, color, religion, sex, national origin, age, or disability in any terms, conditions, or privileges of employment. The six EEO laws are: ¹²

- The Equal Pay Act of 1963, as amended
- Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 and the Pregnancy Disability Act of 1978
- The Rehabilitation Act of 1973, as amended
- The Age Discrimination in Employment Act of 1967, as amended
- The Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2009
- The Civil Rights Act of 1991

Equity (n) - The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups. ¹³ In academia, it is the point at which a particular ethnic group's representation across all academic indicators such as majors, programs, honors, retention, graduation, and degrees awarded are equal to the group's representation in the student body.¹⁴

Ethnic Group (n) - A group of people whose members may identify with each other, through a common heritage, a common language, a common culture, a shared religion, or a shared ideology that stresses common ancestry or endogamy.¹⁵

Ethnicity (n) - Ethnicity refers to belonging to an ethnic group.¹⁶

¹¹ Equal Employment Opportunity. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

¹² Equal Employment Opportunity Laws. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

¹³ Equity. (n.d.). In *Sierra Club's online glossary of terms*. Retrieved from <https://sites.google.com/site/sierraclubdei/glossary-of-terms>

¹⁴ Bensimon, E. M. (2004, Jan/Feb). The diversity scorecard: A learning approach to institutional change. *Change*, 44-53. Retrieved from https://cue.usc.edu/files/2016/01/Bensimon_The-Diversity-Scorecard.pdf

¹⁵ Ethnic Group. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

¹⁶ Ethnicity. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

Ethnocentrism (n) - The deeply felt belief that your own cultural ways are universal, natural, normal, and even superior to other cultural ways.¹⁷

Gender (n) - System of sexual classification based on the social construction of the categories "men" and "women," as opposed to sex which is based on biological and physical differences which form the categories "male" and "female."¹⁸

Harassment (n) - Any unwelcome, hostile or offensive conduct taken on a prohibited basis that interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment.¹⁹

Implicit Bias (n) - Attitudes, both favorable and unfavorable, that are activated without awareness or intentional control (Greenwald & Krieger, 2006; Staats, 2014) and that are different from and sometimes in contrast to explicit, self-reported beliefs (Nosek, 2007).

A large body of social science evidence has shown that unconscious, automatically activated, and pervasive cognitive associations related to race, ethnicity, gender, age, sexual orientation, and other identities can impact decision-making and judgments without our awareness. These research findings have serious, far-reaching implications for individuals in a wide range of sectors (Kirwan Institute for the Study of Race and Ethnicity, 2016).

Implicit biases result from normal human cognitive processes and are therefore applicable to everyone (Staats, 2014). They develop across the life course as a result of socialization and exposure to certain messages within a culture. Implicit bias can affect behaviors and can result in discrimination, or the differential treatment of individuals based on their group membership (McConnell & Leibold, 2001). Implicit bias can also be internalized by those being targeted and can affect their performance as well as psychological and physical health (Aronson & McGlone, 2009; Steele Spencer & Aronson, 2002).

As is the case with attitudes generally, implicit bias is malleable (Blair, 2002) and new attitudes can be learned that replace or override previously learned associations.²⁰

Inclusion (n) - A practice that enables the full participation and contribution of the workforce in support of the mission of the organization by eliminating implicit and explicit barriers. Inclusion practices allow agencies to leverage the diverse talents and attributes of the entire workforce by configuring work opportunities, business processes, functional

¹⁷ Ethnocentrism. (n.d.). In *American Anthropological Association's online glossary*. Retrieved from <http://www.understandingrace.org/resources/glossary.html#e>

¹⁸ Gender. (n.d.). In *Keuka College's key definitions online*. Retrieved from <https://keuka.edu/life-at-kc/diversity/definitions>

¹⁹ Harassment. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

²⁰ Office of the Vice President for Intercultural Affairs. (n.d.). *Implicit bias facilitator's training manual*. Los Angeles: Loyola Marymount University.

operations, rewards systems, work-life options, professional interactions, communications, information-sharing, and decision-making to empower the full potential of all employees.²¹

Inclusive Excellence (n) – A planning process that is intended to help an institution establish a comprehensive and well-coordinated set of systemic actions that focus specifically on fostering greater diversity, equity, inclusion, and accountability at every level.²² Our notion of Inclusive Excellence re-envisioning both quality and diversity. It reflects a striving for excellence in higher education that has been made more inclusive by decades of campus and national work to infuse diversity into recruiting, admissions, and hiring; into the curriculum and co-curriculum; and into administrative structures and practices. It also embraces newer forms of excellence and expanded ways to measure excellence, that take into account research on learning and brain functioning, the assessment movement, and more nuanced accountability structures. In the same way, diversity efforts move beyond numbers of students or numbers of programs as end goals. Instead, diversity and inclusion, together, become a multilayered process through which we achieve excellence [and equity] in learning; research and teaching; student development; institutional functioning; local and global community engagement; workforce development; and more.²³

Institutional Racism (n) - The embeddedness of racially discriminatory practices in the institutions, laws, and agreed upon values and practices of a society.²⁴

Interculturalism (n) – Refers to sharing and learning across cultures with the aim of promoting understanding, equity, harmony, and justice in a diverse society.²⁵

Microaggression (n) - The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. In many cases, these hidden messages may invalidate the group identity or experiential reality of target persons, demean them on a personal or group level,

²¹ Inclusion. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

²² University of Wisconsin-Stevens Point. (n.d.). In *Inclusive excellence FAQ (short version) online*. Retrieved from <https://www.uwsp.edu/acadaff/Appendix%20H/H06%20UW%20System%20Inclusive%20Excellence%20FAQ%20Short%20Version.pdf>

²³ Clayton-Pederson, A. R., O'Neill, N., & Musil, C. T. (2017, June). *Making excellence inclusive: A framework for embedding diversity and inclusion into colleges and universities' academic excellence mission*. Retrieved from <https://www.aacu.org/sites/default/files/files/mei/MakingExcellenceInclusive2017.pdf>

²⁴ Institutional Racism. (n.d.). In *American Anthropological Association's online glossary*. Retrieved from <http://www.understandingrace.org/resources/glossary.html#i>

²⁵ Office of the Vice President for Intercultural Affairs (n.d.). *Interculturalism: Definition, vision and goals*. Retrieved from <https://resources.lmu.edu/media/lmuinclusiveexcellence/documents/Interculturalism%20Brochure%2017%20-%20PDF.pdf>

communicate they are lesser human beings, suggest they do not belong with the majority group, threaten and intimidate, or relegate them to inferior status and treatment.²⁶

Minority (n) - Term used to describe a group that represents a relatively smaller percentage of the overall population of a nation/state/continent, etc.²⁷

National Origin (n) - Birthplace, ancestry, culture, linguistic characteristics common to a specific ethnic group, or accent. Source: The U.S. Equal Employment Opportunity Commission (<http://www.eeoc.gov/eeoc/publications/fs-nator.cfm>).²⁸

Organizational Change (n) - Transformational, synergistic change within and across organizational systems through the alignment of structures, politics, curricular frameworks, faculty development policies, resources, symbols, and cultures with the aim of making excellence inclusive.²⁹

Person with a Disability (n) - A person who (1) has a physical or mental impairment that hampers their ability to perform one or more major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.³⁰

Prejudice (n) – A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.³¹ Prejudice is not merely a statement of opinion or belief, but an attitude that includes feelings such as contempt, dislike, or loathing.³²

Privilege (n) - Power and advantages benefiting a group derived from the historical oppression and exploitation of other groups.³³

²⁶ Sue, D. W. (2010, November 17). Microaggressions: More than just race [Web log message]. Retrieved from <https://www.psychologytoday.com/us/blog/microaggressions-in-everyday-life/201011/microaggressions-more-just-race>

²⁷ Minority. (n.d.). In *Keuka College's key definitions online*. Retrieved from <https://keuka.edu/life-at-kc/diversity/definitions>

²⁸ National Origin. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

²⁹ Williams, D. A., Berger, J. B., & McClendon S. A. (2005). *Toward a model of inclusive excellence and change in postsecondary institutions*. Washington, DC: Association of American Colleges and Universities. Retrieved from http://www.aacu.org/inclusive_excellence/documents/Williams_et_al.pdf

³⁰ Person with a Disability. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

³¹ Prejudice. (n.d.). In *Sierra Club's online glossary of terms*. Retrieved from <https://sites.google.com/site/sierraclubdei/glossary-of-terms>

³² Plous, S. (2003). The psychology of prejudice, stereotyping, and discrimination: An overview. In S. Plous (Ed.), *Understanding prejudice and discrimination* (pp. 3-48). New York: McGraw-Hill.

³³ Privilege. (n.d.). In *Keuka College's key definitions online*. Retrieved from <https://keuka.edu/life-at-kc/diversity/definitions>

Protected Class (n) - A group protected from employment discrimination by law. These groups include men or women on the basis of sex; any group that shares a common race, religion, color, or national origin; people over 40; and people with physical or intellectual disabilities. Every U.S. citizen is a member of some protected class and is entitled to the benefits of EEO law. However, the EEO laws were originally passed to correct a history of unfavorable treatment of women, minority group members, and people with disabilities.³⁴

Race (n) - A recent idea created by western Europeans following exploration across the world to account for differences among people and justify colonization, conquest, enslavement, and social hierarchy among humans. The term is used to refer to groupings of people according to common origin or background and associated with perceived biological markers. Among humans, there are no races except the human race. In biology, the term has limited use, usually associated with organisms or populations that are able to interbreed. Ideas about race are culturally and socially transmitted and form the basis of racism, racial classification and often complex racial identities.³⁵

Racial Profiling (n) - The use of race (and often nationality or religion) to identify a person as a suspect or potential suspect. Racial profiling is one of the ways that racism is manifested and perpetuated.³⁶

Racism (n) - The use of race to establish and justify a social hierarchy and system of power that privileges, preferences or advances certain individuals or groups of people usually at the expense of others. Racism is perpetuated through both interpersonal and institutional practices.³⁷

Sex (n) - Referring to particular gender; male or female. Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex. Sex discrimination also can involve treating someone less favorably because of his or her connection with an organization or group that is generally associated with people of a certain sex. Source: The U.S. Equal Employment Opportunity Commission (<http://www.eeoc.gov/laws/types/sex.cfm>).³⁸

Sexual Harassment (n) - is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.³⁹

³⁴ Protected Class. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

³⁵ Race. (n.d.). In *American Anthropological Association's online glossary*. Retrieved from <http://www.understandingrace.org/resources/glossary.html#r>

³⁶ Racial Profiling. (n.d.). In *American Anthropological Association's online glossary*. Retrieved from <http://www.understandingrace.org/resources/glossary.html#r>

³⁷ Racism. (n.d.). In *American Anthropological Association's online glossary*. Retrieved from <http://www.understandingrace.org/resources/glossary.html#r>

³⁸ Sex. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

³⁹ Sexual Harassment. (n.d.). In *U.S. Department of Veterans Affairs Office of Diversity and Inclusion online glossary of terms*. Retrieved from <https://www.diversity.va.gov/tools/glossary.aspx>

Social Constructionism (n) - A perception of an individual, group, or idea that is “constructed” through cultural and social practice, but appears to be “natural,” or “the way things are.” For example, the idea that women “naturally” like to do housework is a social construction because this idea appears “natural” due to its historical repetition, rather than it being “true” in any essential sense.⁴⁰

Stereotype (n) - A generalization—or, quite often, overgeneralization—about the members of a group. As with prejudice, these generalizations can at times be positive (e.g., women are nurturing, Japanese excel at math), but for the most part, they tend to be negative and resistant to change. Stereotypes are not only harmful in their own right; they do damage by fostering prejudice and discrimination.⁴¹

Stereotype (v) - To categorize people based on an artificial construction of a certain group designed to impart the “essence” of that group, which homogenizes the group, effacing individuality and difference.⁴² The process of attributing particular traits, characteristics, behaviors or values to an entire group or category of people, who are, as a consequence, monolithically represented; includes the process of negative stereotyping.⁴³

Tolerance (n) - Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.⁴⁴

Underrepresented (adj) - Can be defined as a group whose percentage of the population in a given group is lower than their percentage of the population in the country.⁴⁵

⁴⁰ Social Constructionism (n.d.). In *Keuka College's key definitions online*. Retrieved from <https://keuka.edu/life-at-kc/diversity/definitions>

⁴¹ Plous, S. (2003). The psychology of prejudice, stereotyping, and discrimination: An overview. In S. Plous (Ed.), *Understanding prejudice and discrimination* (pp. 3-48). New York: McGraw-Hill.

⁴² Stereotype. (n.d.). In *Keuka College's key definitions online*. Retrieved from <https://keuka.edu/life-at-kc/diversity/definitions>

⁴³ Stereotype. (n.d.). In *American Anthropological Association's online glossary*. Retrieved from <http://www.understandingrace.org/resources/glossary.html#s>

⁴⁴ Tolerance. (n.d.). In *Keuka College's key definitions online*. Retrieved from <https://keuka.edu/life-at-kc/diversity/definitions>

⁴⁵ Underrepresented. (n.d.). In *Penn State college of agricultural sciences definitions online*. Retrieved from <https://agsci.psu.edu/diversity/definitions>