Antiracism & Inclusion Glossary

This page contains working definitions for some of the terms used in the Sacramento State Antiracism & Inclusive Campus Action Plan.

Antiracism
Intentional and systematic identification, actions, policy development, and practices that address differential experiences and outcomes based on race.

Antiracist
A person who is self-aware, self-critical, self-corrective, and intentionally challenges the status quo and actively practices antiracism.

Belonging
Experiential and psychological security that one is accepted, heard, and affirmed in all aspects of their identities.

Community Involvement
Participation with the larger Sacramento community in an activity, project, or process where feedback, recommendations, and community input are encouraged, expected, included and informs decision-making processes.

Disaggregate
The use of data and its various component parts or sub-groups to uncover hidden patterns and trends.

Diversity
A complex and robust variety of people from various racial, ethnic, cultural backgrounds, ancestry, lifestyles, experiences, interests, social economic status, abilities, gender, sexual orientation and expression.

Equality
The state of being fair and providing the same opportunity, experience, access to resources regardless of circumstance or situatedness.

Equity
Inclusive access to resources, opportunities, and to experiences; the intentional and systemic actions taken to address historical and predictable differential outcomes.

Inclusion
The conscious action and practice to ensure equal access to resources, opportunities, and participation for those who might otherwise be excluded.
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- **Initiation & Progression Timeline**
  Date(s) in which an action, goal, program, or project is started and the targeted date of making progress to reach or complete the action, goal, program or project.

- **Initiator**
  Person who is the catalyst, starts or leads the program, project, or action

- **Living Document**
  A document that is continually edited, updated, and monitored.

- **Intersectionality**
  The intersecting and interdependent characteristics of an individual that includes race, ethnicity, sexual orientation and identity, gender, disability, immigration status, etc.

- **Parity**
  The condition of being equal in terms of representation, enrollment, classification, pay etc.

- **Outcome**
  The results or consequences of an intentional or unintentional action.

- **Overrepresented**
  A disproportionately large number or percentage of a particular group, category, identity, or type of person.

- **Strategic Initiative**
  The mechanism used in an organization to translate vision, goals, and intended outcomes into practice.

- **Underrepresented**
  A disproportionately small number or percentage of a particular group, category, identity, or type of person.