

SYLLABUS

Working with race, discrimination and inclusion is not always easy. The resources use a lot of academic jargon, and end up leaving people even more confused about the topic of diversity. Here is our translation of the most used complicated words about diversity and inclusion.

Allyship

To advocate and actively work for the inclusion of people or groups in marginalized positions in society. Not as a member of that group but in solidarity with and under the leadership of that group.

Bias

Unconscious attitudes, prejudices, and judgments that affect our understanding, actions and decisions.

- **Unconscious bias (or implicit bias)** - happens when preferences or stereotypes influence our decisions, actions, and judgments without us even realizing it. These biases operate automatically and are outside of our conscious control or awareness. In the school system biases often lead to teachers having lower expectations towards ethnically diverse students.

Color blindness

To insist that you do not see skin color or ethnicity. However color blindness ignores the systemic and unequal treatment of people.

Cultural Appropriation

Cultural appropriation refers to the use of objects or elements of a non-dominant culture in a way that reinforces stereotypes or contributes to oppression and doesn't respect their original meaning or give credit to their source.

Integration

Aspiring for the culturally diverse to adapt to existing social rules, customs and traditions of the local culture.

Inclusion

Inclusion aims to create environments that actively embrace and empower all members of society, particularly those who have been historically marginalized or excluded due to racism or other forms of discrimination.

Intercultural Competence

An individual's understanding of and ability to effectively interact and communicate without prejudice with people from other cultures.

- **Multiculturality** - It refers to the multiple cultures present in one group. For example, society.
- **Cross-cultural encounter** - It happens when different cultures enter in contact with one another.



Internalized racism

The process by which individuals who have experienced racism begin to believe and internalize the negative stereotypes and prejudices associated with their racial or ethnic group, leading to a decrease in self-esteem and potentially causing them to treat members of their own group unfairly. It doesn't need to be an explicit racist behavior. One example is adapting to white beauty standards, more generally considering whiteness as normal and everything else as diverse.

Microaggressions

Comment or action that subtly expresses a prejudice toward a person's ethnicity, gender, sexual orientation or other characteristics. Example: A teacher approaches a student with ethnic minority background and says: "You speak Swedish so well! Where are you actually from?"

Minority stress

Unique stressors experienced by people who belong to a minority group as a result of social cultural and structural discrimination and inequalities that these groups face.

Privilege

Literally means "law that applies to only one individual" or by contrast "possibility for one individual to be above the law". In today's society a privilege is an advantage that someone has from birth. It may be linked to race, gender, sexuality, ability, socioeconomic status, etc...

- **White privilege** - "The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed upon people solely because they are white" – Peggy McIntosh

Racial trauma

The cumulative impact that racism, discrimination and structural inequalities based on ethnicity has had on a person's mental health.

Racism

Discrimination or prejudice based on skin color, national or ethnic origin. Racism can occur without overt racist motives. It is not solely based on individual beliefs and attitudes. Racism is deeply rooted in Western societies and affects everyone's social and political views, even when people want to fight it.

- **Institutional racism** - Discrimination within institutions and organizations encompasses policies, practices, and norms that disproportionately disadvantage certain racial or ethnic groups while benefiting others.

White defensiveness

A term that describes the discomfort and defensive responses that happens when people are confronted with issues about racism. It perpetuates racial inequality by preventing meaningful dialogue and hindering efforts to address racism effectively.

