

Anti-Bias Environments: Key Terms

- **Race:** *a category of humankind that shares certain distinctive physical traits.* Race is a social construct that has no genetic basis.
- **Ethnic group:** *a sizeable group of humans whose members identify with one another through a common heritage based on where their ancestors lived* Derman-Sparks and Olsen-Edwards 2020
- **Culture:** *a. the customary beliefs, social forms, and material traits of a racial, religious, or social group b. the set of shared attitudes, values, goals, and practices that characterizes an institution or organization*

*Every family has its own culture!
- **Social Identity:** *Social identity is a person's sense of who they are based on their group membership(s).* Simple Psychology 2023
- **Social-economic status:** *the social standing or class of an individual or group. It is often measured as a combination of education, income and occupation. Examinations of socioeconomic status often reveal inequities in access to resources, plus issues related to privilege, power and control.* American Psychological Association 2022
- **Bias:** *Any attitude, belief, or feeling that justifies or results in unfair treatment of a person or a group of people because of their identity.* Derman-Sparks and Olsen-Edwards 2020
- **Anti-Bias:** *An approach to education that explicitly works to end all forms of bias and discrimination.* Derman-Sparks and Olsen-Edwards 2020
- **Stereotype:** *a widely held but fixed and oversimplified image or idea of a particular type of person or thing, most often negative*
- **LGBTQ:** lesbian, gay, bisexual, transgender, questioning
- **Gender:** anatomically male or female
- **Gender identity:** *as defined in part at G.L. c. 4, § 7, is "a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth."*