

Glosario de términos de justicia social – Social Justice Glossary of Terms

This document was developed by the Language Justice Network as a tool for interpreters working in the area of educational and community activities that promote social justice. We offer this glossary as an organic guide that will inevitably evolve over time to adapt to different contexts. Suggestions are welcome. Contact us at info@just-communities.org or (805) 966-2063.

Este documento fue elaborado por la Red de Justicia Lingüística como una herramienta para los y las intérpretes en el ámbito de educación y actividades comunitarias que promueven la justicia social. Ofrecemos el glosario como una guía “viva” que inevitablemente tendrá que evolucionar con el tiempo y adaptarse a diferentes contextos. Las sugerencias son bienvenidas. Comuníquense con nosotros en info@just-communities.org o (805) 966-2063.

English words	Palabras en español	English definition
Ableism	Opresión basada en la habilidad	Ableism: A system of advantage which favors people with “able” bodies, minds, learning abilities, and emotional skills. The pervasive system of oppression that targets people who have mental, emotional, developmental and physical disabilities and privileges people without disabilities.
Activism	Activismo	Activism: In a general sense, activism can be described as intentional action to bring about social or political change.
Acculturation	Aculturación	Acculturation: Acculturation is a process in which members of one cultural group adopt the beliefs and behaviors of another group.
Adultism	Adultismo	Adultism: A system of advantage which favors adults and targets youth.
African American Black People People of African descent	-Americano/a de herencia/ascendencia africana, afroamericano (en contexto del continente de América) -Estadounidense de herencia/ascendencia africana, (en contexto del país Estados Unidos) -Negro/a, Moreno/a (en contexto de Latinoamérica)	African American: A socially constructed category that has no distinct biological or inherent cultural meaning. This term is used to denote those individuals who are of African descent or who appear black and reside in the United States.
Agency	Agencia	Agency: The capacity of individuals to act independently and to make their own free choices. Human agency is the capacity for human beings to make choices and to impose those choices on the world. A person exhibits agency when they can act for themselves even in the face of social structures that oppress them.
Ageism	Opresión basada en la edad	Ageism: A system of advantage which favors adults of a certain age range (often considered 18 – 65, though there is some varying levels of privilege and targeting even within this group) and targets youth and seniors.
Ally	Aliado/a	Ally: Someone who supports and stands up for the rights and dignity of individuals and identity groups other than their own, especially when that individual or identity group is not present or otherwise able to represent themselves. A person who rejects the dominant ideology and takes action against oppression out of the belief that eliminating oppression will benefit all people in both privilege and target groups.
American	Americano/a (del continente de América) Estadounidense (de los Estados Unidos)	American: A person from North, Central, or South America.
Anglo	Anglosajón(a),o anglo/a	Anglo: In the Southwest United States, Anglo, short for Anglo-American, refers to non-Hispanic European Americans, most of whom speak English but are not necessarily of English descent. Anglo can simply refer to English-speaking population or media, or can also carry connotations of White. In other words the term may also be used as a technically incorrect synonym for White.

English words	Palabras en español	English definition
Anti-Semitism Anti-Jewish Oppression	Anti-semitismo Opresión en contra de los judíos	Anti-Semitism: A system of advantage which favors people who aren't Jewish. "Semitic" originally referred to a family of languages that includes Hebrew. But anti-Semitism came to be applied directly to the hatred of Jews. Anti-Semitism is the systematic oppression of Jews, Judaism and the cultural, intellectual and religious heritage of the Jewish people.
Arab American	Americano/a de herencia/ascendencia árabe, arabeamericano (en contexto del continente de América)	Arab Americans: Americans of Arab ancestry constituting an ethnicity made up of several waves of immigrants from twenty-two Arab countries, stretching from Morocco in the west to Oman in the south east to Iraq in the north. Arab Americans are also Middle Eastern and North African Americans i.e. terms that do not equate ethnic heritage with nationality, but rather a geographic area. Although a highly diverse ethnic group, Arab Americans descend from a heritage that represents common linguistic, cultural, and political traditions. Arab Americans in the United States had been categorized as Caucasian American along with other Middle Eastern Americans by all government agencies and for statistical compiling by the United States census, until their official racial category changed to "White." Despite their official classification, Arab Americans are not generally considered white in American society.
Asexual	Asexual, Asexuado/a	Asexual person: A person who <i>does</i> form meaningful emotional and spiritual connections with other people but who does not experience these feelings in a sexual way.
Asian American	-Americano/a de herencia/ascendencia asiática, asio-americano/a, asiático-americano/a (en contexto del continente de América) -Estadounidense de herencia/ascendencia asiática, (en contexto del país Estados Unidos)	Asian American: A socially constructed category that has no distinct biological or inherent cultural meaning. This term is used to denote those individuals who are of Asian descent or who appear to have features often associated with indigenous people from Asia and reside in the United States. Please note that many consider the term "Oriental" -- when used to label a person -- to be offensive.
Assimilation	Asimilación	Assimilation: The process through which one cultural group adapts to the attitudes, belief systems and ways of life of another culture. Degrees of assimilation range widely. In some cases a group will, over time, lose its cultural distinctiveness and adopt the attitudes, belief, systems and ways of life of a dominant culture. In other cases a cultural group will become part of a new culture, while maintaining important aspects of its tradition and cultural distinctiveness.
Bias	Parcialidad/sesgo	Bias: A conscious or unconscious preference that limits a person's capacity for impartial judgment. A biased way of thinking can result in unfair or discriminatory acts or policies.
Bigotry	Intolerancia con parcialidad, intolerancia con odio	Bigotry: Intolerant prejudice, which glorifies one's own group and denigrates members of other groups.
Biracial or Multiracial	Birracial o multirracial	Biracial or Multiracial: An individual who identifies as being a member of two or more racial groups.
Biological Sex	Sexo biológico	Biological Sex: Sometimes referred to as chromosomal sex. Refers to our "packaging" and is determined by our chromosomes (XX for females, XY for males); our hormones (estrogen and progesterone for females, testosterone for males); and our internal and external genitalia (vulva, clitoris, vagina for females, penis and testicles for males). This is what we're born with. About 4% of the population can be defined as "Intersex" meaning they are born with biological aspects of both sexes to varying degrees. Usually, parents pick one sex for the child through either an operation or hormone treatment or a combination.
Biphobia	Bifobia	Biphobia: The irrational fear of, aversion to, or hatred of bisexual people.
Bisexual	Bisexual	Bisexual: People whose primary romantic, emotional, physical, and sexual attractions and connections can be with both men and women to varying degrees.
Black people	Personas negras	Black: People who self-identify their connection to genetic ancestry associated with indigenous peoples of Africa and who seek to take a word that was historically used as a pejorative during times of slavery and Jim Crow and reclaim it as a term of pride.
Caucasian	Caucásico/a	Caucasian: A socially constructed category used to denote those individuals who appear to have some features often associated with indigenous people of Europe. The concept's existence is based on the now discredited typological method of racial classification. In the United States, "Caucasian" has primarily been used as a distinction based on skin color, for a group commonly referred to as <i>White Americans</i> , as defined by the government and Census Bureau. The

English words	Palabras en español	English definition
		term may be used interchangeably with European American, White American, and Anglo American. In the United States, Caucasian is frequently used to describe non-Hispanic European Americans.
Change Agent	Agente de cambio	Change Agent: Someone who works to bring about change. In our work, a person who works to build an inclusive and just community through taking action to dismantle oppression, including being aware of one's own role in the system of oppression and of power dynamics in groups.
Chicano/a	Chicano/a	Chicano/Chicana (also spelled Xicano/Xicana): is used in reference to Mexican Americans who grew up in the U.S. Its common use within the Mexican American community goes back to at least the 1930s (its first documented use can be traced back to 1911). For many Mexican Americans, in the 1960s the term came to signify pride, political and cultural consciousness, and recognition of a history of oppression.
Cisgender	Cisgénero/a	Cisgender: A term meaning "not transgender," that is, a gender identity or performance in a gender role that society considers to match or be "appropriate" for one's sex. The Latin prefix <i>cis-</i> means "on this side of" or "not across". The term was probably created by Carl Buijs, a transsexual man from the Netherlands, in 1995. It originated as a way to shift the focus off of a marginalized group, by defining not only the minority group but also the majority. This is based upon the hypothesis that categorizing everyone will illustrate a difference between equal identities, whereas singling out the minority group implies some deviance, immorality, or defect on the part of the labeled group.
Classism	Clasismo	Classism: The institutional, cultural and individual set of practices and beliefs that value people differently based on their socio-economic class, privileging people who are wealthy and targeting people who are poor or working class. Classism also refers to the economic system that creates excessive inequality and causes basic human needs to go unmet.
Collusion	Colusión, lo que hacen las personas que refuerza la opresión	Collusion: Thoughts, feelings, behaviors, policies, practices, etc. that perpetuate a system of oppression that are, intentional or unintentional, consciously or unconsciously, by action, inaction or silence and/or because a person, group, organization or society has internalized the false belief that the system is correct, fears repercussion, wants acceptance, chooses to stay unaware, or refuses to take action.
Coming Out	Declarándose, salir del closet, salir del armario	Coming Out: A process without a distinct beginning or a distinct ending in which a person gradually becomes aware of, claims, and develops their identity as gay, lesbian, bisexual, transgender, or queer.
Community	Comunidad	Community: A group of people whose members are connected to one another through a common identity, set of experiences or shared purpose.
Community Cultural Wealth	La riqueza cultural de la comunidad	Community Cultural Wealth: is an array of knowledge, skills, abilities and contacts possessed and utilized by Communities of Color to survive and resist macro and micro-forms of oppression. Communities of Color nurture cultural wealth through at least 6 forms of capital such as aspirational, navigational, social, linguistic, familial, and resistant capital. These various forms of capital are not mutually exclusive or static, but rather are dynamic processes that build on one another as part of community cultural wealth.
<i>Types of social capital:</i> Cultural capital Aspirational capital Linguistic capital Familial capital Social capital Navigational capital Resistant capital	<i>Tipos de capital social:</i> El capital de la cultura El capital (riqueza) de aspiraciones El capital lingüístico El capital social familiar El capital social El capital de navegación/capacidad para desenvolverse El capital de resistencia	<ol style="list-style-type: none"> 1. Cultural capital: refers to non-financial social assets; they may be educational or intellectual, which might promote social mobility beyond economic means. The term cultural capital is used because, like money, our cultural inheritance can be translated into social resources (things like wealth, power and status). Not all classes start with the same kind or level of cultural capital of course. Children socialized into the dominant culture will have a big advantage over children not socialized into this culture because our society attempts to reproduce a general set of dominant cultural values and ideas. One of the problems with cultural capital is that it assumes that low-income non-white families do not hold any cultural values that promote social mobility. Tara Yosso, a professor at UCSB challenges this idea with her concept of community cultural wealth. 2. Aspirational capital refers to the ability to maintain hopes and dreams for the future, even in the face of real and perceived barriers. 3. Linguistic capital includes the intellectual and social skills attained through communication experiences in more than one language and/or style. Linguistic capital reflects the idea that Students of Color arrive at school with multiple language and communication skills. 4. Familial capital refers to that cultural knowledge nurtured among family (kin) that carry a sense of community history, memory and cultural intuition. This form of cultural wealth engages a commitment to community wellbeing and expands the concept of family to include amore broad understanding of kinship. 5. Social capital can be understood as networks of people and community resources. These peer and other social contacts can provide both instrumental and emotional support to navigate through society's institution. This includes family, community organizations, and peers. 6. Navigational capital refers to skills of maneuvering through social institutions. Historically, this infers the ability to maneuver through institutions not created with Communities of Color in mind.

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		<p>7. Resistant capital refers the knowledge and skills fostered through oppositional behavior that challenges inequality. This form of cultural wealth is grounded in the legacy of resistance to subordination exhibited by Communities of Color. Furthermore, maintaining and passing on the multiple dimensions of community cultural wealth is also part of the knowledge base of resistant capital.</p> <p><i>Yosso, Tara. Whose culture has capital? A critical race theory discussion of community cultural wealth, Race Ethnicity and Education 8(1), 2005, 69–91.</i></p>
Consent	Consentimiento	Consent: A key concept in understanding issues of sexual violence. Someone gives <i>consent</i> when they actively agree to participate in sexual activity freely and willingly in a situation where both people have equal power. Consent cannot be given when someone is intoxicated, unconscious, or has been threatened or manipulated into compliance.
Cross Dresser	Travesti	Cross Dresser: A person who enjoys dressing in clothes typically associated with the other gender. The term “transvestite” is also used, although some consider it offensive. Most cross dressers are heterosexual married men.
Culture	Cultura	Culture: Human behavior that includes thoughts, beliefs, speech, action and artifacts. Culture is the story a group of people tell to explain themselves. It includes the agreements people in positions of power come up within order to form an ordered society.
Disability	Discapacidad	Disability: A physical or mental impairment that substantially limits or restricts the condition, manner, or duration under which an average person in the population can perform a major life activity, such as walking, seeing, hearing speaking, breathing, learning, working, or taking care of oneself. (An impairment or diagnosis, in and of itself, does not necessarily constitute a disability: it must "substantially limit" these activities.
Discrimination	Discriminación	Discrimination: Actions, behaviors, or treatment that stems from prejudice and favor a person or group of people and disadvantages others.
Diversity	Diversidad	Diversity: The numerous variants of identity, skill, appearance, abilities, and other characteristics of any group. The level of difference represented within any group.
Domestic Violence	Violencia familiar	Domestic Violence: A repetitive pattern of behaviors to maintain power and control over an intimate partner. These are behaviors that physically harm, arouse fear, prevent a partner from doing what they wish or force them to behave in ways they do not want. Abuse includes the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation. Many of these different forms of abuse can be going on at any one time.
Drag Queen	Drag Queen	Drag Queen: A man who dresses in clothes, typically flamboyant and glamorous styles, associated with female movie stars or singers, all with theatrical intent, sometimes with the intention of poking fun at gender roles.
Drag King	Drag King	Drag King: A woman who performs dressed in clothing associated with men, all with theatrical intent, sometimes with the intention of poking fun at gender roles.
Empower	Dar poder, empoderarse	Empower: Increasing the spiritual, political, social, or economic strength of individuals and/or communities.
Environmental racism	Racismo medioambiental	Environmental racism: The enactment of any policy or regulation that negatively affects the living conditions of low-income or minority communities at a rate disproportionate from affluent communities. The term is often used to describe specific events in which minority communities are targeted for the siting of polluting industries and factories. The term also describes the segregation of minority communities into regions where they are exposed to health hazards. It also includes the exclusion of minority groups from the decision-making process in their communities. The environmental justice movement is intended to combat environmental racism; environmental justice is the fair treatment and meaningful involvement of all people regardless of race, color, sex, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations, and policies.
Ethnic groups	Grupos étnicos	Ethnic Groups: A group of people who share a common culture, language, history and geographic origin.
Ethnicity	Etnicidad	Ethnicity: The classification of a population that shares common characteristics, such as religion, traditions, culture, language, and tribal or national origin.
European American Euro-American	Americano/a de herencia/ascendencia europea, euroamericano/a (en contexto del continente de América)	European American/Euro-American: A person who resides in the United States and is either the descendant of European immigrants or from Europe themselves. Along with Middle Eastern Americans and North African Americans, they are classified as White in the United States Census, 2000. The term is different than Caucasian American, White American, and Anglo American. While Americans of Middle Eastern or North African descent would be considered White, they would not be considered European American. It should, however also be mentioned that the term "European Americans" is sometimes used as a

English words	Palabras en español	English definition
		synonym for White Americans.
Feminism	Feminismo	Feminism: The valuing of women and the belief in and advocacy for social, political, and economic equality and liberation for all people. Feminism questions and challenges patriarchic social values and structures that serve to enforce and maintain men’s dominance and women’s subordination.
Gay	Gay	Gay: People (primarily men) whose primary romantic, emotional, physical, and sexual attractions and connections are with some members of the same gender. The term is sometimes used when referring to people of either gender.
Gender Gender Identity	Género Identidad de género	Gender or Gender Identity: Refers to one's psychological sense of oneself as a woman, man, girl, boy, genderqueer, etc. This is how we think of ourselves. How did I think of myself growing up? How do I think of myself now? As a girl? As a boy? As both? Neither? Individuals generally develop a sense of their gender between the ages of 18 months and 3 years. Most people develop a gender identity “aligning” with their biological sex. For some, however, their gender identity does not “match” their biological sex. This is referred to as having a transgender identity. A “transsexual” is someone of who hormonally and/or surgically changes their sex to more fully “match” their gender identity.
Genderism	Generismo, opresión basada en el género	Genderism: A system of oppression that grants power and privilege to people whose biological sex is consistent with their gender identity (also called “cisgender” people) and that targets people whose gender identity is different from their biological sex (i.e. transgender or genderqueer people).
Gender Roles	Papeles (roles) de género	Gender Roles: Society’s set of roles, values, and expectations for what it means to be a girl/woman or a boy/man in a particular culture. Refers to the set of socially defined roles, behaviors and appearance assigned to females and males. This can vary from culture to culture and over time. Our society recognizes two distinct gender roles. One is the “masculine” (having the qualities or characteristics attributed to males). The other is the “feminine” (having the qualities or characteristics attributed to females). In other words, this is what we learn from our culture about what a “real man” or a “real woman” is supposed to be/do. A third gender role, rarely condoned in our society, is androgyny combining assumed male (andro) and female (gyne) qualities.
Genderqueer	Queer de género	Genderqueer: A genderqueer person is part of a group of people who do not feel that they fit into the traditional two-gender or gender-binary system. As with any other groups that may be aligned with transgender identities, the reasons for identifying as genderqueer vary.
Genocide	Genocidio	Genocide: The attempt to kill all of the members of a cultural or racial group.
Gentrification	Gentrificación, aburguesamiento, elitización residencial, desplazamiento comunitario	Gentrification: The process of renewal and rebuilding accompanying the influx of middle-class or affluent people into deteriorating areas that often displaces poorer residents.
Hate crime	Crimen de odio	Hate Crime: Any unlawful action designed to frighten, harm, injure, intimidate, or harass an individual, in whole or in part, because of bias motivation against the actual or perceived race, religion, ethnic/national origin, sexual orientation, gender, or disability of the target.
Hate incident	Incidente de odio	Hate Incident: An act of hate that does not rise to the status of a “crime.” I.e., the act itself (hate speech, epithets, a sign, etc.) does not break a law, but is motivated by hate or bias against a protected group.
Hegemony	Hegemonía	Hegemony: According to Gramsci hegemony is the permeation <i>throughout</i> society of an entire system of values, attitudes, beliefs and morality that has the effect of supporting the status quo in power relations. Hegemony in this sense might be defined as an 'organizing principle' that is diffused by the process of socialization into every area of daily life. To the extent that this prevailing consciousness is internalized by the population it becomes part of what is generally called 'common sense' so that the philosophy, culture and morality of the ruling elite comes to appear as the natural order of things (Boggs, 1976, p39).The ruling class may keep its grip on society either by <i>social hegemony</i> , that is, the use of force to maintain order in society, or, much more ubiquitously, by <i>cultural hegemony</i> ; by producing ways of thinking and seeing, and especially by subtly eliminating alternative views to reinforce the status quo.
Heterosexism	Heterosexismo	Heterosexism: A system of advantage which favors heterosexuals. Institutionalized homophobia. The assumption that being heterosexual is inherently better, more moral, or more natural than being lesbian, gay, or bisexual. Like racism, sexism and other forms of oppression, heterosexism awards power to members of the dominant group (straight people / heterosexuals) and denies privilege to members of the subordinate group (lesbians, gay men, and bisexual women and men, etc.)
Heterosexual	Heterosexual	Heterosexual: People whose primary romantic, emotional, physical, and sexual attractions and connections are with some members of the opposite gender.

English words	Palabras en español	English definition
		Also referred to as a person who is “straight.”
Homeless people People experiencing homelessness	Gente indigente	Homeless people: A homeless person is an individual without permanent housing who may live on the streets; stay in a shelter, mission, single room occupancy facilities, abandoned building or vehicle; or in any other unstable or non-permanent situation.
Homophobia	Homofobia	Homophobia: The irrational fear of, aversion to, or hatred of gays, lesbians, and bisexuals. Also: the irrational fear of being labeled by association with or perceived as gay, lesbian, or bisexual; the irrational fear of one’s own feelings towards members of the same sex; and the irrational fear of behavior that is outside the boundaries of traditional gender roles. Homophobia is used to reinforce both sexism and heterosexism.
Immigrant	Inmigrante	Immigrant: Someone who moves from one country or region and intends to reside permanently in that country or region. Immigration means “in-migration” into a country, and is the reverse is emigration, or “out-migration.” The long term and/or permanent movement of human population in general, whether into, out of, or within countries (or before the existence of recognized countries) is regarded as migration.
Imperialism	Imperialismo	Imperialism: The policy or practice of the government of one nation dominating people of other nations by gaining control of their land, politics and economy.
Inclusion	Inclusión	Inclusion: A set of community values which suggest that people of all backgrounds, identities, abilities, perspectives and beliefs should have an equal opportunity to belong, achieve and contribute to their community(ies). Inclusion required people to value, respect and accept diversity.
Income	Ingresos	Income: The amount of money or its equivalent received during a period of time. For example, when people look at their salary (either annual or hourly), they are referring to income.
Indigenous people	La gente indígena	Indigenous People: People who were originally in a place, people who have a long history of being in a particular place and who retain their identity within a larger entity, state or empire. Other related terms for indigenous peoples include aborigines, native peoples, first peoples, and first nations. <i>Indigenous peoples</i> may often be used in preference to these or other terms, as a neutral replacement where these terms may have taken on negative or pejorative connotations by their prior association and use. It is the preferred term in use by the United Nations and its subsidiary organizations.
Internalized Oppression	Opresión internalizada	Internalized Oppression: Destructive patterns of feelings and behaviors experienced by the targets of oppression, turned inward upon themselves and directed at other members of the target group. A vehicle that makes Target Group Collusion possible.
Internalized Racism	Racismo internalizado	Internalized Racism: Destructive patterns of feelings and behaviors, experienced by People of Color, turned inward upon themselves and directed at each other.
Internalized Superiority	Superioridad internalizada	Internalized Superiority: When members of privilege groups either consciously or unconsciously learn to look at themselves, each other, and society through a distorted lens that allows them to believe that they deserve the structural privileges they enjoy and that the cultural practices and values of their group are normal, superior, and/or universal. A vehicle that makes Privilege Group Collusion possible.
Intersex	Intersexualidad, intersexuado/a	Intersex: About 4% of the population can be defined as “Intersex” born with biological aspects of both sexes to varying degrees. Intersex people were formerly referred to as “hermaphrodites” but that term is now archaic and often considered offensive. Because of societal pressure to stay within the male/female binary, usually at birth, parents are encouraged to pick one sex for the child through either an operation or hormone treatment or a combination.
Intersectionality	Interseccionalidad	Intersectionality: Examines the ways that different forms of oppression based on gender, race, class, sexuality, etc. work together. Each person has multiple identities stemming from relationships, history, and power structures that allow individuals to experience both oppression and privilege. Intersectionality suggests that to create a truly just society, all forms of oppression must be dismantled.
Latino/a	Latino (a)	Latino/a: Refers to people from Central America (such as Mexico, Guatemala, Nicaragua, El Salvador), South America (such as Argentina, Brazil, Uruguay), and the Spanish-speaking Caribbean (such as Puerto Rico, Dominican Republic, Cuba). The term also includes Chicanos/as (Mexican Americans). The term Latino refers to a shared cultural heritage, a history of colonization by Spain, and a common language (Spanish). The term does not refer to people from Spain. (Although Brazil was colonized by the Portuguese, it is included in this category because of its geographic location). “Latino” is used when referring to

English words	Palabras en español	English definition
		a male and “Latina” to refer to a female. The word “Hispanic” is also used to refer to people in this group, although some, particularly those in the Western states of the US, consider it to be offensive.
Lesbian	Lesbiana	Lesbian: A woman whose primary romantic, emotional, physical and sexual attractions and connections are with other women.
LGBTQ	LGBTQ	LGBTQ: People who self-identify as lesbian, gay, bisexual, transgender, queer, or questioning. An inclusive term that seeks to capture all sexual and gender identities other than “heterosexual.”
Marginalized Group	Grupo marginalizado	Marginalized Group: A group of people that is systematically blocked from rights, opportunities and resources.
Mestizo/a	Mestizo/a	
Microaggression	Microagresión	Microaggression: These are subtle putdowns. In and of itself a microaggression may seem harmless, but the cumulative burden of a lifetime of microaggressions can theoretically contribute to diminished mortality, augmented morbidity, and flattened confidence (Pierce, 1995, p. 281). Microaggressions have been defined as brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicates hostile, derogatory, or negative insults. Racial jokes are an example of a microaggression.
Middle Easterner	Persona del Medio Oriente	Middle Easterner: Refers to people from the Middle East including Jordan, Iran, Iraq and Israel. Sometimes also includes Gulf States such as United Arab Emirates, Bahrain and Qatar as well. Sometimes includes countries from North Africa like Egypt and the Sudan. Middle Easterners also often experience discrimination as a result of societal prejudice around Muslims, Arabs and terrorists all being seen as the same group.
Mixed Race	De raza mixta, de raza mezclada	Mixed race: Belonging to more than one racial category.
Nationality	Nacionalidad	Nationality: Identity based on one’s nation of birth or nation of citizenship.
Native American American Indian	Indio americano, indígena	Native American/American Indian: Refers to the descendants of the original people who inhabited North, South and Central America prior to the conquest by Europeans. Recommended usage is to refer to particular people or nation by name, such as Cherokee, Hopi and Seminole.
Nativism	Nativismo (favorecimiento de los habitantes establecidos)	Nativism: A sociopolitical policy, or especially in the United States in the 19th century, favoring the interests of established inhabitants over those of immigrants. ⁱ
Oppression	Opresión	Oppression: A system of advantages that benefits some groups (often called “dominant” or “privileged” groups) and disadvantages other groups (often called “target groups”). The one-way systemic mistreatment of a defined group of people that is reinforced by society through a complex system of beliefs, and practices (both conscious and unconscious, personal and institutional). Oppression is discrimination that is carried out not by individual actions, but through the policies, procedures, structures and the culture of our institutions and society as a whole. This system of advantage enables privileged/dominant groups to exert control over target groups by limiting their rights, freedom and access to necessary resources. It also places the cultural values and norms of one group above the values and norms of all other groups; the subordinate groups are expected to adhere to the values and norms of the dominant group. Examples of oppression include racism, sexism, classism, ageism, heterosexism, anti-Semitism, ableism, religious oppression, etc.
Orientalism	Orientalismo	Orientalism: A form of exoticification and objectification of all things Asian (this includes “West Asian” aka: Middle-East). Orientalism, in large part, is about the appropriation and the adoption of an “Asian” style/dress/fashion as a type of fetish object or as decoration—as rendering “Asian” into the “Orient” into an “object” rather than a SUBJECT (a person, a human).
Pacific Islanders	Habitante de las islas del Pacífico De herencia/ascendencia de las islas del Pacífico	Pacific Islanders: Refers to people from the islands of the Pacific such as Philippines, Tahiti and Indonesia. Native Hawaiian Islanders are Pacific Islanders as well as U.S. citizens.
Pansexual	Pansexual	Pansexual: People whose primary romantic, emotional, physical and sexual attractions and connections can be with some members of all sexes and genders to varying degrees (though not necessarily at the same time). The term is used to describe people of all sexes and genders.
Patriarchy	Patriarcado	Patriarchy: A socioeconomic system whereby property and inheritance is passed down through the male line. Often used to describe any system of male

English words	Palabras en español	English definition
		domination and sometimes used interchangeably with sexism.
People of Color	Personas de color	People of Color: A term of solidarity referring to Peoples of African, Arab/Middle Eastern, Asian & Pacific Islander, Latinos/a, Native American, Indigenous, and Biracial/Multiracial heritages. This term is sometimes preferred to other common terms, such as minority and non-white. While people of color are currently a minority in the United States, they are a vast majority -- 90% -- of the world's population. White people are a distinct minority of the people of the earth. The term "colored" in particular (along with "Negro") has fallen out of popular usage in the United States over the last third of the 20th century, and is now archaic and potentially derogatory, except in certain narrow circumstances such as the name of the National Association for the Advancement of Colored People (NAACP).
Polysexual	Polisexual	Polysexual: Refers to people who are attracted to more than one gender or sex but do not wish to identify as bisexual because it implies that there are only two binary genders or sexes.
Power	Poder	Power: The ability to influence outcomes in order to get what one wants or needs. Power is a key concept because it is the unequal distribution of power in our society that is at the root of oppression.
Power at the Individual level Power at Intrapersonal level	Poder a nivel individual Poder a nivel intrapersonal	Power at the Individual / Intrapersonal Level – At this level, power comes from within. Do I feel powerful? Do I think of myself as powerful? Another word for personal power is <i>empowerment</i> . Am I empowered? Anyone – members of targeted group or dominant groups – can be empowered or disempowered based on a variety of factors in their lives. Social identities can, however, impact an individual's level of empowerment or disempowerment, making it easier for people with more privilege group identities to feel more empowered than people with fewer privilege group identities.
Power at the Group level Power at Interpersonal level	Poder a nivel de grupo Poder a nivel interpersonal	Power at the Group / Interpersonal Level – Power at the group level comes through coalitions, teamwork, influence, etc. Power at the group level is situational – contextual. If I have situational power over you in a given context, I can discriminate against you. In the context of our relationship, who holds the power? Can I make decisions that affect your life? Power comes from one's level of authority (formal or informal). Power at this level is relative and both dominant and targeted group members are capable of holding it in a given situation. Oppression plays a role in determining situational power in that it is more likely for a man to be a boss than for a woman to be a boss; more likely for a student of color to have a white teacher or principal than for a white student to have a person of color as a teacher or principal, and so on.
Power at Societal level Power at the Institutional level Power at the Systematic level	Poder a nivel sociedad Poder a nivel institucional Poder a nivel de sistemas/sistémico	Power at the Societal / Institutional/ Systemic Level – Power at the societal or institutional level comes from those who control the institutions. Whose culture is dominant? Who sets the policies? The procedures? The practices? Who built the systems and who controls them? Who controls the resources? Who has the most access to those resources? The "who" in most of these cases is not an individual, but a group, as systems and institutions tend to give power to groups. In our society, dominant groups always have more institutional power than target groups. In our society, this type of power has been historically held by white, wealthy, Protestant, hetero/straight, adult, able-bodied, adult men. And the more one fits this description, the more access to institutional / societal power one has. The less one fits this description, the less access to institutional / societal power one has.
Praxis	Poner en práctica	Praxis: The process by which a theory, lesson, or skill is enacted or practiced, embodied and/or realized. "Praxis" may also refer to the act of engaging, applying, exercising, realizing, or practicing ideas. Praxis requires reflective action, and reflection on action.
Prejudice	Prejuicio	Prejudice: An adverse judgment or feeling formed beforehand or without knowledge or examination of the facts.
Privilege	Privilegio	Privilege: Privilege is unearned or enhanced access to resources (advantages, benefits) that increase one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life. Privileges manifest themselves in thoughts, feelings, behaviors, policies, procedures, structures and culture.
Individual Privilege Intrapersonal Privilege	Privilegio individual Privilegio intrapersonal (sentimiento de privilegio)	Individual/intrapersonal Privilege: relates to whether or not the individual feels privileged, special, or entitled or thinks of her/himself as privileged, special, or entitled.
Group Privilege Interpersonal Privilege	Privilegio de grupo Privilegio interpersonal	Group / Interpersonal Privilege: relates to the specific group you are working with and whom the group grants privilege to (i.e. who the group respects, trusts, listens to, allows to influence it, etc.).
Privilege Group	Grupo privilegiado	Privilege Group: Individuals who belong to a social group that receives unearned or enhanced access to resources (advantages, benefits) that increase one's

English words	Palabras en español	English definition
		chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.
Privilege Group Collusion	Colusión del grupo privilegiado, conjura para mantener el privilegio	Privilege Group Collusion: Beneficial patterns of feelings and behaviors experienced by privilege group members, turned inward upon themselves and directed at each other. What members of a privilege group do to help perpetuate their unearned or enhanced access to resources.
Problem Posing Education	Problematización	Problem Posing Education: Paulo Freire defines problem-posing education as education for freedom in which teachers see themselves in a partnership with their students. As part of this relationship, the teachers must see themselves as teacher-student, ready to accept that their students possess knowledge and solutions they can share with the teacher. Such an approach to education emphasizes learning for freedom rather than learning to earn (to enter the economy). At the core of Freire's critical pedagogy is a cyclical process of praxis with five stages 1. Identify a problem., 2. Analyze the problem., 3. Create a plan of action to address the problem., 4. Implement the plan of action., 5. Analyze and evaluate the action. (Jeffrey M. Duncan-Andrade, Ernest Morrell, <i>The Art of Critical Pedagogy: Possibilities for Moving from Theory to Practice in Urban Schools</i> , 2008)
Queer	Queer	Queer: Originally a derogatory label used to refer to, intimidate and offend lesbian and gay people. More recently, this term has been reclaimed by <i>some</i> lesbians, gay men, bisexual people and transgender people as an inclusive and positive way to identify all people targeted by heterosexism and homophobia, biphobia, and transphobia.
Questioning Person	Persona con dudas sobre su orientación sexual, persona cuestionando	Questioning Person: A person who is uncertain whether their primary romantic, emotional, physical, and sexual attractions and connections are with someone of the same gender, or another gender, or both and who is actively engaged in trying to figure it out. Questioning is not a sexual orientation. Rather, it is a stage in people's awareness and acceptance of their sexual orientation.
Race	Raza	Race: A socially constructed concept used to put people in categories based on physical characteristics without basis in biological facts. Biologically speaking, there is no such thing as different human races. The term has, however, attained socio-political significance as a tool for oppressing groups of people based on common physical characteristics.
Racial Battle Fatigue	Fatiga (cansancio) de la lucha racial	Racial Battle Fatigue: Stress and anxiety caused by constantly dealing with both overtly racist actions and subtle references to one's race. This is an academic term that was created to describe the experiences of undergraduate and graduate students of color. The mundane but extreme stress caused by microaggressions can lead to mental, emotional, and physical strain termed racial battle fatigue.
Racism	Racismo	Racism: A system of oppression that privileges white people and targets people of color. It is a complex system of beliefs and behaviors, which are both conscious and unconscious; personal and institutional. It is a system grounded in a presumed superiority of the white race.
Rape	Violación sexual	Rape: is any nonconsensual sexual conduct. It can occur when a person uses force, threats, fear, manipulation, or intimidation to get another person to have sex. Rape can also happen when one person is unable to give consent, such as when they are under the influence of Rohypnol ("roofies"), drugs, or alcohol.
Religious Oppression	Opresión religiosa	Religious Oppression: A system of oppression that privileges people of one religious group and targets other religious groups or those who do not believe in a religion. It is a complex system of beliefs and behaviors, which are both conscious and unconscious; personal and institutional.
Sex	Sexo	Sex: See " Biological Sex. " Biological Sex: Sometimes referred to as chromosomal sex. Refers to our "packaging" and is determined by our chromosomes (XX for females, XY for males); our hormones (estrogen and progesterone for females, testosterone for males); and our internal and external genitalia (vulva, clitoris, vagina for females, penis and testicles for males). This is what we're born with. About 4% of the population can be defined as "Intersex" meaning they are born with biological aspects of both sexes to varying degrees. Usually, parents pick one sex for the child through either an operation or hormone treatment or a combination.
Sexism	Sexismo	Sexism: A system of advantage based on sex and reinforced and maintained through a complex system of gender role conditioning that privileges males and targets females. The cultural, institutional, and individual beliefs and practices that privilege men, subordinate women, and denigrate women-identified values, roles, and femininity in general.
Sexual Assault, sexual	Asalto sexual, abuso sexual, violencia	Sexual Assault: Any sexual contact that occurs without consent, including rape, child sexual abuse, sexual harassment, and stalking. Sexual assault is about

English words	Palabras en español	English definition
violence	sexual	power and control and can happen to people of any gender identity.
Sexual Behavior	Comportamiento sexual/conducta sexual	Sexual Behavior: Refers to who we have sexual contact with: <ul style="list-style-type: none"> • heterosexual = other-sex sexual behavior (i.e. female/male) • homosexual = same-sex sexual behavior (i.e. female to female or male to male) • bisexual = both same-sex and other-sex sexual behavior to varying degrees •
Sexual Orientation	Orientación sexual	Sexual Orientation: An identity based on who we primarily develop romantic, emotional, physical, and sexual and attractions, desires, and fantasies for and connections with. It is who we fall in love with.
Social Construct	Creación social	Social Construct: a social category or mechanism created and developed by society; a perception, of an individual, group, or idea that is constructed through cultural or social practice. When we say that something is socially constructed, we are focusing on its dependence variables of our society rather than any inherent quality. For example, the concepts of good and evil: what these terms include and don't include and what it means to society, do not exist "out there" in the world, but only in and through the social institutions that give them meaning within a culture
Social Groups	Grupos sociales	Social Groups: A group of people who share a common social identity. Any group of people set apart by socially defined boundaries such as race, gender, sexual orientation, religion, age, ethnicity, ability, socio-economic class, etc. In each social group, individuals are either members of privileged groups (those with the social power) or members of target groups (those who are oppressed). The number of memberships an individual has in the privileged groups defines one's amount of social power in the U.S. society.
Socio Economic Class Socio Economic Status	Clase socioeconómica Estatus socioeconómico	Socio Economic Class/Status: The social structure of the United States is a vaguely defined concept which includes several commonly used terms that use educational attainment, income and occupational prestige as the main determinants of class. While it is possible to create dozens of social classes within the confines of American society, most Americans employ a six or five class system.
Socio Economic: Upper Class	Clase alta (desde el punto de vista socioeconómico)	<ul style="list-style-type: none"> • Upper Class: Those with great influence, wealth and prestige. They control their own destiny to a certain extent through commerce or land ownership. Members of this group tend to act as the grand-conceptualizers and have tremendous influence of the nation's institutions.
Socio Economic: Upper Middle Class	Clase media-alta o acomodada (desde el p.v. socioeconómico)	<ul style="list-style-type: none"> • Upper Middle Class: The upper middle class consists of white collar professionals with advanced post-secondary educational degrees and comfortable personal incomes. Upper middle class professionals have large amounts of autonomy in the workplace and therefore enjoy high job satisfaction. In terms of income they tend to reside in households with six figure incomes. Especially in the United States, the ideal of a middle class reached via the "American Dream" is of central importance when discussing social class.
Socio Economic: (Lower) Middle Class	Clase media (-baja) (desde el punto de vista socioeconómico)	<ul style="list-style-type: none"> • (Lower) Middle Class: Semi-professionals, non-retail salespersons and craftsmen who have some college education. Out-sourcing tends to be a prominent problem among those in this class who often suffer from a lack of job security. Households in this class may need two income earners to make ends meet and therefore may have household incomes rivaling the personal incomes of upper middle class professionals such as attorneys.
Socio Economic: Working Class	Clase obrera/laboral (desde el punto de vista socioeconómico)	<ul style="list-style-type: none"> • Working Class: According to some experts such Michael Zweig, this class may constitute the majority of Americans and include those otherwise referred to as lower middle. It includes blue as well as white collar workers who have relatively low personal incomes and lack college degrees with many being among the 45% of Americans who have never attended college.
Socio Economic: Poor/Lower Class	Clase pobre/baja (desde el punto de vista socioeconómico)	<ul style="list-style-type: none"> • Poor/Lower Class: This class includes the poor, alienated and marginalized members of society. While most individuals in this class work, they commonly drift in and out of poverty throughout the year.
South Asian	Del sur de Asia	South Asian: Refers to people from South Asia, i.e., India, Pakistan, Nepal, Cambodia, etc.
Stereotype	Estereotipo	Stereotype: A fixed image, exaggerated belief or distorted truth about a person or group of people that allows for no individuality, critical judgment or social variation.
Straight Person	Persona heterosexual	Straight Person: A person whose primary romantic, emotional, physical and sexual attractions and connections are with someone of another gender.
System of Advantage	Sistema de ventajas	System of Advantage: Basic to understanding many of the terms in this glossary is the concept of a system of advantage. As used here, a system of

English words	Palabras en español	English definition
		advantage is that set of opportunities and circumstances which benefits certain groups of people at given times. These benefits are bestowed upon those who happen to be members of the “rule-making group” (sometimes referred to as “dominant” or “privileged” group), and negatively affect members of other groups (sometimes referred to as target groups). See also <i>Oppression</i> .
Targeted Group	Grupo oprimido/señalado/discriminado	Targeted Group: Individuals who belong to a social group that faces discrimination and are denied access and availability to resources which enhance chances of getting what one wants and influencing others.
Target Group Collusion	Colusión del grupo oprimido/señalado, lo que hacen los miembros del grupo oprimido que refuerza esa opresión	Target Group Collusion: Destructive patterns of feelings and behaviors experienced by the targets of oppression, turned inward upon themselves and directed at each other. What target members do to help perpetuate their own oppression.
Targeting	Desventajas institucionales , señalamiento Oprimir, discriminar, señalar	Targeting: The hurtful and destructive things that are done to members of a targeted group that put up barriers, obstacles and limitations that result in disadvantages, denied access and availability to resources which enhance chances of getting what one wants and influencing others.
Transgender	Transgénero/a	Transgender: A term referring to a person whose gender identity or gender role performance does not “match” what society considers to be “appropriate” for one’s biological sex. A Transgender person is someone whose gender display at least sometimes runs contrary to what other people in the same culture would normally expect, or a person whose self-identification challenges traditional notions of gender and sex. Transgender identities may include “transsexual,” a person who by medical intervention (including hormones and reassignment procedures) seeks to change their physical body to “match” their gender identity, although not all transgender people are transsexual.
Transphobia	Transfobia/Fobia a las personas transgéneras	Transphobia: The irrational fear, dislike, or hatred of transgender people or the fear that one’s own gender identity may be questioned.
Transsexual	Transexual	Transsexual: A person whose biological sex does not “match” their gender identity and who, through gender reassignment surgery and/or hormone treatments, seeks to change their physical body to match their gender identity. Transsexuals’ sexual orientation can be gay, lesbian, bisexual or heterosexual.
Undocumented Immigrants Unauthorized Immigrants	Sin autorización migratoria Indocumentado/a Sin papeles	Undocumented immigrants: Undocumented immigrants are foreign nationals who: 1) entered the United States without authorization; or 2) entered legally but remained in the United States without authorization. However, undocumented youth and students usually have no role in the decision to come to this country. They are usually brought to this country by relatives, and for many, they have spent many more years in the United States than in their country of origin. Many undocumented students are honor students, athletes, student leaders, and aspiring professionals. But because of their immigration status, the majority are unable to access higher education and even if they do, they are not legally able to obtain employment upon graduation.
Wealth	Riqueza	Wealth: Wealth refers not only to the annual salary, but can include investments, property, inheritance, savings, means of production, and all other assets owned by the individual or family minus any debt s/he or they might have. When people talk about their total net worth, they are referring to the level of wealth they have. It is possible to have a high income and high wealth, a low income and low wealth, low income and high wealth, high income and low wealth, or any other combination.
White People	Gente blanca	White People: A term used to describe people of European ancestry who have who have historically held positions of dominance and social power in Western society. This term has changed over time based on societal notions of those in power. For example, until the later part of the twentieth century, Jewish people were not considered white, though this is no longer true in the U.S. and in some other parts of the world.
Youth Ally	Aliado/a de los jóvenes	Youth Ally: A person who does not identify themselves as a youth who acts in partnership with youth. Youth allyship is fostered in personal, cultural, social, or institutional relationships through partnerships, or mentoring. Someone who supports and stands up for the rights and dignity of youth, especially when youth are not present or otherwise able to represent themselves.
Xenophobia	Xenofobia, fobia al extranjero/al de fuera/alguien diferente de uno mismo	Xenophobia: The fear or contempt of foreigners or strangers. The term is typically used to describe fear or dislike of foreigners or in general of people different from one's self.

