

KIDS, RACE AND UNITY

A NICK NEWS SPECIAL

VOCABULARY LIST FOR PARENTS AND KIDS



THANKS TO OUR PARTNER, THE CONSCIOUS KID, FOR PROVIDING THESE IMPORTANT TERMS AND DEFINITIONS. FOR MORE INFORMATION, PLEASE GO TO [THECONSCIOUSKID.ORG/RESOURCES](https://theconsciouskid.org/resources).

Ally

Someone who supports a group other than one's own, in terms of racial identity, gender, sexual orientation, etc. Allies acknowledge disadvantage and oppression of other groups, take risks and supportive action on their behalf, commit to reducing their own complicity or involvement in oppression of those groups, and invest in strengthening their own knowledge and awareness of oppression.

Anti-Black racism/ Anti-Blackness

Personal, cultural, social, legal, and structural attacks on Black people. This term highlights the unique and disproportionate amount of racism that Black people face.

Colorblindness

A concept that reinforces a perspective that race is insignificant, does not limit a person's opportunities, and does not matter. It ignores race, racism, and the social, historical, and present effects they have, as well as the cultural wealth of communities of color.

Colorism

Discrimination based on skin color. Colorism puts dark-skinned people at a disadvantage, while favoring light-skinned people. All communities are susceptible to colorism.

Critical consciousness

The ability to recognize, analyze, and critique systems of inequity, and the commitment to take action against these systems.

Equality

Providing the same opportunities for everyone. The problem is that equality does not take into consideration historical and contemporary forms of discrimination, such as racism, which privilege white people at the expense of people of color.

Equity

A condition that recognizes historical and contemporary oppression and acknowledges that different communities require different types and levels of support to succeed and survive. To achieve equity, policies and procedures may require unequal distribution of resources to redress disparities and disadvantages and achieve equal outcomes.

Implicit bias

Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Implicit bias develops over the course of a lifetime, beginning at a very early age, through exposure to direct and indirect messages, including through early life experiences, the media, and news programming.

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Individual racism

Refers to individual discriminatory beliefs, assumptions, or behaviors. Examples include telling a racist joke or using hate speech. Individual racism is connected to broader socioeconomic histories and processes. It is supported and reinforced by systemic/structural racism.

Micro-affirmations

Small gestures extended on a daily basis that foster inclusion, listening, comfort, and support for people who may feel unwelcome or invisible in their environment.

Microaggressions

Subtle, stunning, often automatic and nonverbal exchanges that are put-downs of Black people. They're also 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.

Race

A social, political, and legal construct created by white people to further their economic and political interests at the expense of Black people, Indigenous people, and people of color across the globe. Although race is not biologically grounded or natural, it has very real implications regarding the current and historical marginalization of Black and Brown communities because of institutional racism. Race is not to be confused with ethnicity; your race is determined by how you look, while your ethnicity is based on the social and cultural groups you belong to. The fundamental difference is that race is socially imposed, hierarchical, and inequitable.

Racism

Laws, institutions, and policies working in tandem with individual- and group-level processes to reproduce racial inequity.

Stereotype

A fixed, preconceived, and oversimplified idea or set of beliefs about a person or group. Stereotypes can be either positive or negative, and are based on an inaccurate understanding and generalization that all people with a particular characteristic are the same.

Systemic/Structural racism

A historical and present system in which public policies, institutional practices, cultural representations, and other norms work in various and often reinforcing ways to perpetuate racial inequity, specifically against Black and Brown communities.

White privilege

The unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white. White privilege is *not* the suggestion that white people have never struggled or had it hard, but that race/skin color is not one of the things making it harder.