



Intersectionality 101 Glossary

1. **Intersectionality:** The theory suggests and examines how biological, social and cultural categories such as gender, race, class, ability, sexual orientation, and other identities interact on multiple and often simultaneous levels, contributing to multiple forms of discrimination and systematic social inequality.
2. **Power:** Power is a relational term describing relationships between human beings in specific historical, economic and social settings. Although power is often conceptualized as “power over” other individuals or groups, other variations are “power with” (used in the context of building collective strength) and “power within” (which references an individual’s internal strength).
3. **Privilege:** Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, cisgender privilege, etc.). Privilege is usually invisible to those who have it because we’re taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.
4. **Rank:** A way of indicating a level of status, privilege and power and can be derived from bases or sources, for example social, psychological, economic, moral, cultural, educational, and so on. (from Breakthrough Consultancy)
5. **Oppression:** Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.
6. **Implicit Bias:** Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Notably, implicit biases have been shown to trump individuals’ stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess.
7. **Prejudice:** A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.
8. **Internalized Bias:** The internalization of stereotypes, generalizations, and myths about one or more of one’s own identities or social categories.

Sources:

Racial Equity Tools. Glossary. <http://racialequitytools.org/glossary>

Ignite! An Anti-Racist Toolkit. http://antiracist-toolkit.users.ecobytes.net/?page_id=124

Rank, power and privilege. Breakthrough Consultancy. <http://www.breakthrough.ie/articleissues/rankpowerprivilegevol2no12.htm>