

## **The following are terms about anti-oppression:**

**Ableism-** The system and belief that is designed to harm and control people with mental and physical disabilities. Examples of this are cutting funds to social security, refusing to make stores wheelchair accessible, or firing someone for having depression.

**Ageism-** The system and belief that is designed to harm and control people who are considered “too young” or “too old”. In modern day society usually those who are elderly or youth tend to suffer the most discrimination to this system due to the belief that their ages make them unable to make good decisions. Examples are not allowing youth to sign contracts until they are 18 years old, forcing older people to retire from jobs, and paying people less because they are seen as too young or too old

**Anti-blackness-** The systems and belief that is designed to harm and control black people, and the foundation of white supremacy. Examples including organizations hiring brown people in larger numbers than black people; black erasure from brown Latin@ communities; mass incarceration of black people; judges giving dark skinned people longer sentences than light skinned black people; and discrimination against black people who are dark skinned, have dreadlocks, thick lips, and other features attributed to black people

**Anti-oppression-** Methods and analyses used to address and dismantle systems that result in discrimination. Examples include insuring people of color have better access to leadership positions, educating men on how they can stop discriminating against other genders, and making sure areas are wheelchair accessible

**Biphobia-** The system and belief that is designed to harm and control people who identify as bisexual. Examples include referring to bisexual people as confused, and refusing to hire someone to a queer organization because they are bisexual, and domestic abuse against bisexual partners

**Classism-** The system and belief that is designed to harm and control people who are working class poor, and homeless. Examples are how those who are homeless are denied jobs, or when middle class people support laws that don't benefit the poor.

**Decolonize-** A broad term pertaining to ending all systems of oppression both institutionally and in everyday life. It's main focus is on undoing the systems placed upon the world by European colonialism. Examples include abolishing prisons, creating alternative forms of decision making, and addressing discrimination within one's own communities and organizations

**Gender discrimination-** The act in which cisgender men discriminate against women, transgender men discriminate against transgender women and trans\* femme people, and cisgender men and cisgender women discriminate against transgender people as a whole.

**Homophobia-** The system and belief that is designed to harm and control people who are lesbian, gay, bisexual, or queer. Examples include attacking people for being queer and denying queer people employment

**Islamophobia-** The system and belief that is designed to harm and control people who are Muslim. Examples include detaining Muslims without probable cause, portraying Muslims as terrorists in films, and passing laws to make religious clothing illegal

**Mansplain-** The act in which a man (or men) explains something to a woman in a condescending manner based on the perceived superiority of his gender, restates what a woman has said because he believes that his explanation is more suffice, tells a woman he know more about sexism and gender discrimination than herself, and/or denies the existence of sexism and gender discrimination.

**Patriarchy-** An overarching system of oppression that enforces male superiority and violence against other genders. Systems within this system include sexism/misogyny and gender based violence.

**People of color (POC)-** A broad term referring to any group of people who are not white

**Racialism-** The idea that different races should stay separate from one another in all walks of life, and that racial mixing is inherently wrong and immoral. Examples of this are when people force biracial/multiracial people to “choose one race” or when a parents refuses to have their child date someone of a different race

**Racism-** The system and and belief that is designed to harm and control people of color. Examples include racial profiling, prison systems, and not hiring people of color for employment.

**Safe Space-** Any place where people feel comfortable to express themselves and do not have to face discrimination or violence. Safer Space is a term that is used instead because no space can be 100% safe as long as systems of oppression still exist.

**Sexism-** The system that is designed to harm and control people who women, transgender, and gender non-conforming. Examples include domestic violence against trans\* people, women being paid less in employment, and male domination in leadership roles

**Step up, step back-** a process used during meetings in which those who usually talk during conversations are encouraged to not talk as much, and those who usually don't talk during meetings are encouraged to talk more often. This is very effective in creating a safe space because people from marginalized groups may feel intimidated to speak.

**Transmisogyny-** The system and belief that is designed to harm and control people are trans\* women and trans\* feminine, and the foundation of patriarchy. Examples include hiring trans\* men and trans\* masculine people over trans\* women and trans\* feminine people; disproportionately high rates of violence against trans\* women and trans\* feminine people; and the discrimination of feminine trans\* people who were assigned male at birth

**Transphobia-** The system and belief that is designed to harm and control people who are trans\* and gender non-conforming. Examples include teaching that being trans\* is a mental illness, denying trans\* people jobs, and acts of violence against trans\* people

**Whiteness-** Having characteristics that are considered to be “European” in origin. This is used as a way of trying to make some races more acceptable in White Supremacist society. Examples of this are when modeling agencies recruit people of different races who have long flowing hair and lighter skin, or when business only hire people who speak English or do not have a “non-American” accent.

**White Supremacy-** An overarching system of oppression that enforces white superiority. Examples include racism and the prison system

**Whitesplain-** The act in which a white person(s) explains something to a person of color in a condescending manner, restates what a person of color has said because they believe that their explanation is more suffice, tells a person of color how they know more about racism than a person of color, and/or denies the existence of racism.

**Xenophobia-** The system that is designed to harm and control people who are immigrants. In the United States, it focuses mainly on immigrants who are people of color. Examples include mass deportations, detaining immigrants without probable cause, and paying immigrants less money during employment