

# GLOSSARY



**Active bystander** (noun): A person who, when witnessing instances of conflict or problem behavior, actively participates in resolving the situation in a positive way.

**Accountability** (noun): Responsibility for one's thoughts, actions, behaviors, and beliefs.

**Adulthood** (noun): Reliance on or deference to a particular person because they are an adult. This can occur intentionally or unintentionally, and should be avoided in situations where you want to encourage youth leadership or responsibility.

**Advocate** (noun): A person who promotes a certain person or cause.

**Agency** (noun): The ability to act in one's own interest.

**Androgyny** (noun): a gender expression that has both masculine and feminine elements; can be fluid or more static.

**Androgyne** (noun): non-binary gender identity that is a combination or flux between or in relation to masculine and feminine.

**Allyship** (noun): The practice of supporting people of marginalized identities regardless of whether or not you share that identity.

**Asset** (noun): A useful or practical tool for accomplishing a goal.

**Attachment** (noun): A strong connection or bond between two or more people or things.

**Authenticity** (noun): The quality of being honest, accurate, or real.

**Bias** (noun): Internalized, deeply-held beliefs which affect our world view. Conscious bias is a bias which you are aware you hold, unconscious bias is a bias which you are unaware of, but which can still affect your perceptions.

**Bigotry** (noun): A mindset which confers inferiority or superiority to certain people or groups based on stereotypes, prejudice, or other forms of inaccurate or irrelevant information.

**Boundaries** (noun): Limits on what is acceptable or unacceptable in a given situation. Boundaries can be set by you, or be imposed on explicit rules (e.g. dress codes) or by implicit social convention (e.g. "boys don't wear pink").

**Bullying** (noun): The intentional use of power or privilege to antagonize, harass, or control someone with less power or privilege.

**Consent** (noun): Explicit approval.

**Contextual** (adjective): Something which depends on another thing in order to make sense or be meaningful or effective.

**Citizenship status** (noun): A person's legal status as it relates to their place of residence.

**Credibility** (noun): A person or thing's trustworthiness, believability, or authority in subject.

**Debrief** (noun): A discussion or summarization of, or a reflection on, an event, incident, or meeting.

**Diversity** (noun): The quality, especially within a group of people, of containing a plurality of different people, things, or identities.

**Empowerment** (noun): The process of a group being given or gaining power and control within their society.

**Facilitation** (noun): The act of overseeing or guiding an event, meeting, or program.

**Femininity** (noun): Behavior and norms which are associated with biologically-female or female-identifying persons.

**Fragility** (noun): The state of being easily breakable; for a person, the state of being easily or quickly manipulated to emotional extremes.

**Gender** (noun): Gender is the public perception of a person's biological sex. Unlike biological sex, gender is an imposed construct of society, and may vary between cultures. In the United States, gender is predominantly viewed as a male-female binary.

**Gender expression** (noun): A person's response to their self-knowledge of their gender.



**Gender fluidity** (noun): The state of not explicitly or regularly identifying with or corresponding to any single norm for gender expression.

**Gender non-conforming** (noun): The state of not identifying with the dominant gender norms within one's society.

**Gender role** (noun): The behaviors associated with one's gender.

**Gender Scripts** (noun): The attitudes associated with one's gender.

**Guidelines** (noun): A set of written rules or instructions that govern an activity.

**Harassment** (noun): Unwanted and persistent annoying, hateful, or inappropriate actions directed by one person or group against another person or group.

**Help-seeking** (noun): An action or activity carried out by someone who perceives themselves as needing personal, psychological, or affective assistance or health or social services, with the purpose of meeting this need in a positive way.<sup>23</sup>

**Heteronormativity** (noun): A system or frame of mind in which heterosexuality is considered the norm or expectation.

**Heterosexist** (noun): Attitudes or behaviors caused by heteronormativity.

**Holistic** (adjective): All-encompassing or comprehensive.

**Homophobia** (noun): Fear of homosexuals or homosexuality.

**Hyper-masculinity** (noun): The practice of enacting masculinity-associated behaviors to an extreme degree, usually resulting in negative outcomes.

**Inclusive** (adjective): The quality of being welcoming or attractive to people regardless of sex, race, age, disability, color, creed, national origin, religion.

**Internalization** (noun): The act of adopting attitudes, behaviors, or opinions from outside sources.

**Interconnectedness** (noun): The idea that all people and systems rely on one another to function.

**Intersectionality** (noun): The interaction between different social justice causes. The interconnected nature of social categorizations such as race and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Liberation** (noun): The process of removing constraints imposed by traditional society upon oppressed classes of people; total removal of constraints from all people. This is the end goal of all equity-based practices.

**Maladaptive** (adjective): Intentionally acquired but to harmful effect.

**Maleness** (noun): The set of qualities which are traditionally associated with male-presenting individuals in a given society.

**Male-presenting** (noun): A public appearance which corresponds with traditionally-masculine behavior.

**Manhood** (noun): The status of being considered a man.

**Marginalization** (noun): Exclusion of or discrimination against a set of group based on a shared quality of that group.

**Masculinity** (noun): The qualities which determine manhood.

**Misogyny** (noun): Negative attitudes or behaviors towards women based on internalized biases.

**Morphology** (noun): The physical attributes of a person's body, especially as they relate to that person's gender.

**Mythology** (noun): Specific stories or legends which justify or explain a specific world view to the people who have adopted that world view.

**Mythos** (noun): Generalized ideas which inform a world view; mythos, unlike mythology, don't rely on specific characters or events to communicate their ideas and hence are more pervasive and have more longevity.

**Non-judgement** (noun): The practice of not judging individuals; assessing actions, not actors.

<sup>23</sup>World Health Organization, 2007



**Norms** (noun): The predominant set of rules or beliefs (implicit or explicit) which govern how a culture behave.

**Oppression** (noun): Institutional prejudice or abuse of a person or group.

**Patriarchy** (noun): A societal system where men hold the greatest degree of power.

**Perpetual** (adjective): Without an end.

**Prejudice** (noun): A negative pre-conception not based in fact.

**Presumptuous** (adjective): Based on preconceived assumptions.

**Principles** (noun): Strongly-held beliefs that inform one's daily behavior, regardless of the situation.

**Privilege** (noun): Elevated status or advantage based on conditions other than merit.

**Reflection** (noun): The act of thinking about oneself.

**Sexism** (noun): discrimination based on presented sexual identity.

**Sexuality** (noun): A person's sexual preferences or feelings about sex.

**Sexual Harassment** (noun): Unwanted and persistent annoying, hateful, or inappropriate actions motivated by an individual's sexuality.

**Sexual orientation** (noun): A way of describing a person based off of the gender or genders to which a person is emotionally or sexually attracted.

**Shame** (noun): Embarrassment or guilty feelings related to a perceived personal failure.

**Social construct** (noun): A rule or practice (implicit or explicit) which is based on societal preference rather than need or necessity.

**Stereotype** (noun): A behavior which is commonly attached to a certain group or type of people.

**Structural** (adjective): Integral to something; part of a structure or construct and as a result, difficult or impossible to displace.

**Systemic** (adjective): Occurring as part of a system of practice.

**Toxic** (adjective): Harmful, especially when maintained, kept, or held over a long period of time.

**Trauma** (noun): An extremely physically or psychologically distressing experience.

**Triggers** (noun): Triggers are actions, words, phrases, or subject matter which may trigger strong psychological or emotional responses from a person. Because triggers are often a product of trauma, it is often helpful to preface discussions of commonly-experienced traumatic events with a warning, which is known as a trigger warning.

**Two Spirit** (noun): An English-language term for a person, who, in Native American culture, embodies aspects of both male and female genders. The word "Two Spirit" attempts to incorporate and honor the hundreds of ancient, respectful, Native Language terms that have long been used in tribal societies to denote people who traditionally have special roles within tribal communities, cultures, and ceremonial life. "Two Spirit indicates an ability to see the world from both male and female perspectives and to bridge the world of male and female. The concept of balance is important in our traditional views, and balance can be between people, or groups, or within a particular person.<sup>24</sup>"

**Validation** (noun): Approval or affirmation, especially for a choice made or action taken.

**Vigilance** (noun): Awareness, especially of things which may not be immediately apparent or visible.

**Vulnerability** (noun): Emotional or physical exposure risk; often viewed as a sign of trust or confidence.

**White supremacy** (noun): The belief that people with "white" skin or heritage are inherently superior.

<sup>24</sup> Edmo & Ridings, 2017