



CommunityBuild Ventures

Shared Language

Anti-Black Racism¹

Prejudice, attitudes, beliefs, stereotyping or discrimination that is directed at people of African descent. Rooted in Black peoples unique history and experience of enslavement, segregation and perpetual racial trauma in the US. Deeply embedded in American institutions, policies and practices, to the point that it becomes a part of our systems.

Anti-racism²

A process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions.

Community-led Grantmaking

An intentional, facilitated, power transformational process of centering the lived experiences and voices of Black people in a defined geographical area. It shifts philanthropy from centering whiteness and power hoarding to power sharing, building and wielding and leadership from communities most affected by inequity.

Healing

Naming, identifying, articulating, locating the trauma laying dormant to ever present and investigating ways to move the trauma out of the nervous system. Healing allows us to get closer to the authentic self and reduce primal stress responses (fight, flight, freeze and fawn).

Healing Justice

Healing justice is an active intervention in which we transform the lived experience of Blackness in our world. Healing Justice seeks to confront and transform historical and intergenerational trauma from oppression, policing, surveillance, colonization and attempted genocide in our lives.

Healing Justice is rooted in traditions and practices of ancestral, cultural, environmental, spiritual, physical, emotional context and conditions that center healing in relationship to our collective bodies, memory, and resiliency.

Institutional Racism

Discriminatory treatment, unfair policies, and inequitable opportunities and impacts, based on race, produced and perpetuated by institutions (schools, media, nonprofits, etc.). Individuals within institutions take on the power of the institution when they act in ways that advantage and disadvantage people, based on race.

¹ Adapted from The BIPOC Project

² Adapted from What is Anti-racism? (<https://www.verywellmind.com/what-is-anti-racism-5071426>)



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Interpersonal Racism³

The expression of racism between individuals. It occurs when individuals interact and their private beliefs affect their interactions.

Implicit Bias

Implicit biases are unconscious attitudes and stereotypes that can manifest in the criminal justice system, workplace, school setting, and in the healthcare system.

Microaggressions

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Misogynoir⁴

Anti-black racism experienced and directed towards Black women where race and gender both play roles in bias. The term was coined by queer Black feminist Moya Bailey.

Oppression

Unjust or cruel exercise of authority or power; mistreatment at scale.

Personal Racism

The private beliefs, prejudices, and ideas that individuals have about the superiority of whites and the inferiority of People of Color. Among People of Color, it manifests as internalized oppression. Among whites, it manifests as internalized racial superiority.⁵

Power Building or Building Power

Supporting systemic change by funding and/or supporting civic engagement, advocacy and community organizing among communities facing injustice.

Power Sharing or Sharing Power

Nurturing transparent, trusting, transformative relationships and co-creating strategies with stakeholders facing injustice.

Power Wielding or Wielding Power

Exercising public leadership to create equitable, catalytic change

Race⁶

The social interpretation of how we look.

³ Adapted from Interaction Institute for Social Change

⁴ Adapted from The BIPOC Project

⁵ Adapted from Interaction Institute for Social Change

⁶ As defined by Camara Phyllis Jones, MD, MPH, PhD



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Racial Bias

The form of implicit bias (which is a prejudice in favor of or against one thing, person, or group compared with another based on race, usually in a way considered to be unfair) that refers to the attitudes or stereotypes that affect an individual's understanding, actions, and decisions in an unconscious manner.

Racial Equity Centered Design

A unique creative problem solving process that acknowledges structural and institutional racism, integrates history and healing practices, addresses power dynamics, and co-creates with the community.

Racial Equity⁷

Race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.

Racism⁸

A system of power that structures opportunity (education, housing, jobs, justice) and assigns value (worthy or unworthy, full of potential or full of menace) based on so-called "race", the social interpretation of how we look.

Self-care

- Act of resisting systems designed to kill humanity (white supremacy, capitalist patriarchy, racism)
- Act of being conscious of myself as a human
- Act of articulating and locating my innate value
- Act of holding space but not allowing the energy to overwhelm or consume
- Act of practicing emotional, spiritual, physical and mental well-being.

Structural (or Systemic) Racism

The normalization and legitimization of an array of dynamics-historical, cultural, economic, institutional and interpersonal-that routinely advantage whites while producing cumulative and chronic adverse, even deadly, outcomes for People of Color; a system of hierarchy and inequity, primarily characterized by preferential treatment, privilege and power for white people.

White Dominate Culture or White Supremacist Culture⁹

The explicit and subtle ways that the norms, preferences and fears of white European descended people overwhelmingly shape how we organize our work and institutions, see ourselves and others, interact with one another and with time, and make decisions.

⁷ Adapted from Center for Assessment and Policy Development

⁸ As defined by Camara Phyllis Jones, MD, MPH, PhD

⁹ As defined by Tema Okun



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White-Body Supremacy¹⁰

The all-encompassing centrality and assumed superiority of people defined and perceived as white. White perceived bodies are seen as the standard human and People of Color as a deviation from that norm. The cultural operating system of white-body supremacy influences or determines many of the decisions we make, the options we select, the choices open to us, and how we make those decisions and choices. The operating system affects all of us, regardless of the hue of our skin.

White Supremacy

A political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings.

¹⁰ As defined by Robin DiAngelo and Resmaa Menakem