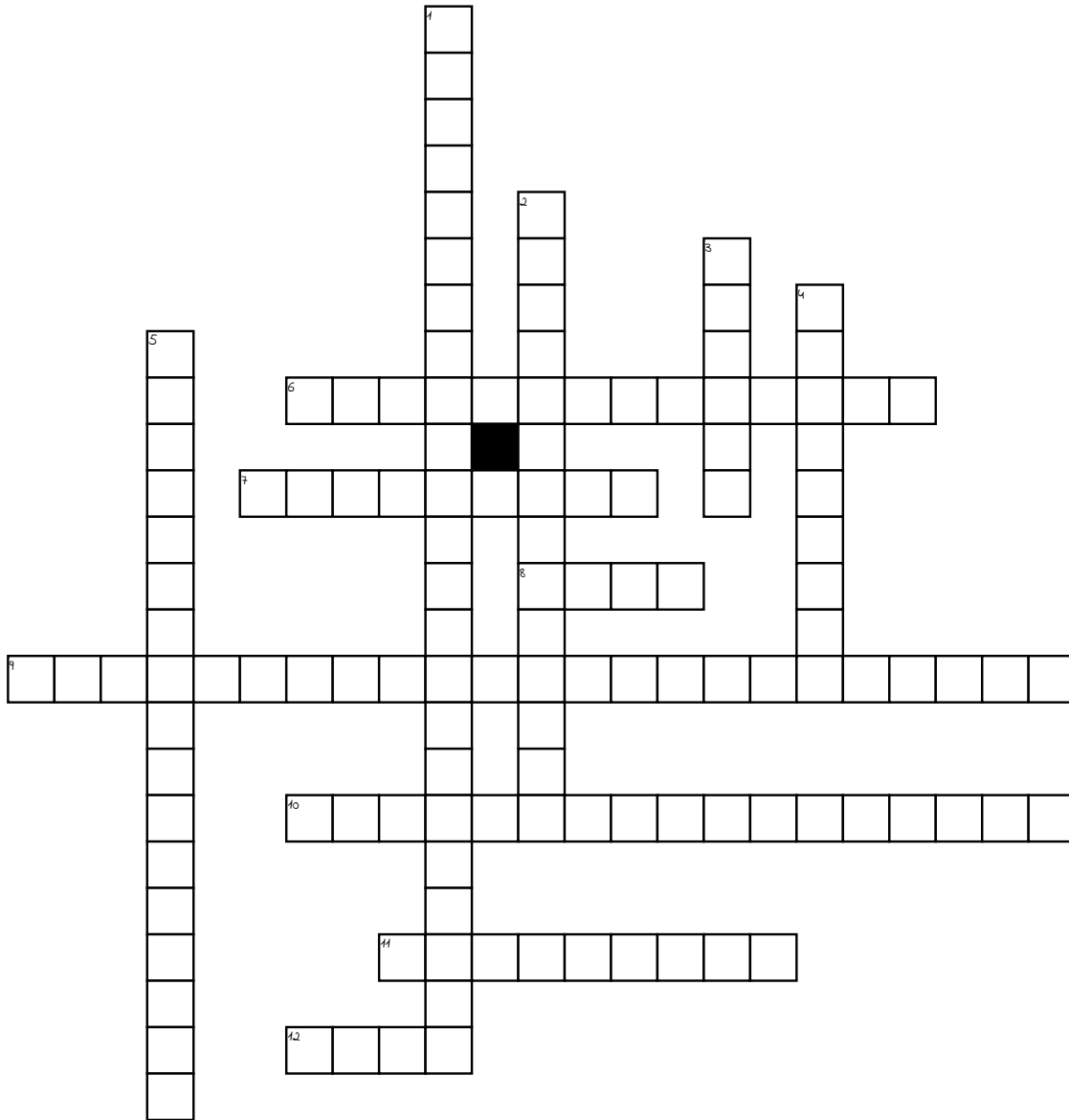


JL Diversity & Inclusion: Key Terms



Across

6. Long-term organizational health and viability that results from engagement with all groups within a League's community.

7. Differences among people based on race, ethnicity, age, culture, religion, systems of thought and approaches, ability, experience, marital status, sexual orientation, gender identity, socioeconomic status and other characteristics.

8. Predisposing judgment that may be favorable/unfavorable, conscious/unconscious, or explicit/implicit

9. The systematic mistreatment of people based on their identity; it results when established policies, practices and/or laws reflect, replicate and produce inequities. (2 words)

10. Recognizes that people embody not just one but multiple identities or factors, such as gender and race, immigration and health status...

11. The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to fully participate.

12. Someone from an advantaged social group who recognizes their privilege, takes a stand against oppression and ...

Down

1. Process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. (2 words)

2. Negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. (2 words)

3. The fair treatment of all people, ensuring that everyone has access to the resources and opportunities that they need in order to thrive.

4. The usually implicit or unspoken social, economic and/or other advantage that society confers upon members of a certain group.

5. Refers to policies that seek to increase the representation of historically underrepresented people (2 words)