

## Terminology Guide

**Accessibility** The intentional design or redesign of physical spaces, technology, policies, system, entity products, and services (to name a few) that increase one's ability to use, access, and obtain the respective element. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Active Bystander** someone who not only witnesses a situation but takes steps to speak up or step in to keep a situation from escalating or to disrupt a problematic situation. <https://www.luc.edu/safetynet/resources/bystander/#:~:text=An%20active%20bystander%20is%20someone,to%20disrupt%20a%20problematic%20situation.>

**Acculturation** The process whereby individuals from one culture adopt the behaviors, attitudes, and values of the prevailing culture [https://www.cdc.gov/pcd/issues/2014/14\\_0142.htm#:~:text=Acculturation%20is%20the%20process%20whereby,the%20prevailing%20culture%20\(5\).](https://www.cdc.gov/pcd/issues/2014/14_0142.htm#:~:text=Acculturation%20is%20the%20process%20whereby,the%20prevailing%20culture%20(5).)

**Advocate** Someone who speaks up for themselves and members of their identity group. <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/education-resources/glossary-terms>

**Affirmative Action Proactive** Policies and procedures for remedying the effect of past discrimination and ensuring the implementation of equal employment and educational opportunities, for recruiting, hiring, training and promoting women, minorities, people with disabilities and veterans in compliance with the federal requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP). <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Ally** a person, group, or nation that is associated with another or others for some common cause or purpose <https://www.dictionary.com/browse/ally>

**Assimilation** The process by which an individual of a minority group gradually adopts characteristics of the majority culture, thereby, becoming a member of that culture. This can include the adoption of language, culinary tastes, interpersonal communication, gender roles, and style of dress; can be voluntary or forced. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Cultural Competence** The ability of an individual or organization to understand how inequity can be (and has been) perpetuated through socialized behaviors and using that knowledge to disrupt inequitable practices; the ability to function effectively and empathetically as an individual and/or as an organization within the context of the cultural beliefs, behaviors, and needs presented by another's culture. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Multicultural competence** A 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. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them. <https://www.racialequitytools.org/glossary>

**Bigotry Intolerant** Prejudice that glorifies one's own group and denigrates members of other groups. <https://www.racialequitytools.org/glossary>

**BIPoC** An acronym that stands for Black, Indigenous and People of Color. It is based on the recognition of collective experiences of systemic racism and meant to emphasize the hardships faced by Black and Indigenous people in the United States and Canada and is also meant to acknowledge that not all People of Color face the same levels of injustice.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Classism** The institutional, cultural, and individual set of actions and beliefs that assign differential value to people according to their socioeconomic status.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Colonization** The action or process of settling among and establishing control over the indigenous people of an area that can begin as geographical intrusion in the form of agricultural, urban or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. The dispossession of lands is often legalized after the fact resulting in institutionalized inequality that becomes permanent fixtures of society. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Color Blind** The belief in treating everyone "equally" by treating everyone the same; based on the presumption that differences are by definition bad or problematic, and therefore best ignored (i.e., "I don't see race, gender, etc."). <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Colorism** A form of prejudice or discrimination in which people are treated differently based on the social meanings attached to skin color. This behavior can occur within a subgroup or culture involving only people of color. This behavior can also occur involving the dominant race when interacting and/or discriminating against certain people of color based on their skin tone or complexion. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion> <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Critical Race Theory (CRT)**- A school of thought that acknowledges that racism exists within U.S. social institutions, systems, laws, regulations, and procedures and produce differential outcomes. CRT explores and critiques American history from this race-based perspective as a

way to openly talk about how the country's history influences our society and institutions today. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Cultural Appropriation** The act of adopting or stealing cultural elements (e.g., icons, rituals, aesthetic standards or behavior) of one culture or subculture by another for personal use or profit. It is generally applied when the subject culture is a minority culture. Often occurs without any real understanding of why the original (or "appropriated") culture took part in these activities. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Discrimination** The unequal and unfair treatment of individuals or groups unequal and unfair treatment based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, intellectual or mental abilities and other categories that may result in differences. It also describes the act of making unjustified distinctions between certain social or racial groups or classes. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Disease Prevention** - Activities to stop people from getting diseases or to stop a disease from getting worse.  
[https://www.cdc.gov/globalhealth/healthprotection/fetp/training\\_modules/3/prevention-and-control\\_ppt\\_final\\_0926013.pdf](https://www.cdc.gov/globalhealth/healthprotection/fetp/training_modules/3/prevention-and-control_ppt_final_0926013.pdf)

**Primary** Intervening before health effects occur, through measures such as vaccinations, altering risky behaviors (poor eating habits, tobacco use), and banning substances known to be associated with a disease or health condition.  
[https://www.cdc.gov/pictureofamerica/pdfs/picture\\_of\\_america\\_prevention.pdf](https://www.cdc.gov/pictureofamerica/pdfs/picture_of_america_prevention.pdf)

**Secondary** Screening to identify diseases in the earliest stages, before the onset of signs and symptoms, through measures such as mammography and regular blood pressure testing.  
[https://www.cdc.gov/pictureofamerica/pdfs/picture\\_of\\_america\\_prevention.pdf](https://www.cdc.gov/pictureofamerica/pdfs/picture_of_america_prevention.pdf)

**Tertiary** Managing issues post screening/diagnosis to slow or stop progression.  
[https://www.who.int/sdhconference/resources/ConceptualframeworkforactiononSDH\\_eng.pdf](https://www.who.int/sdhconference/resources/ConceptualframeworkforactiononSDH_eng.pdf)

**Diversity** The presence of different and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability.  
<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Dominant Culture** The group within a society with the power, privilege and social status that controls and defines societal resources and social, political, and economic systems and norms. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Emotional Intelligence (EI)** the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically. <https://positivepsychology.com/emotional-intelligence-frameworks/>

**Equity** The process of identifying and removing the barriers that create disparities in the access to resources and means, and the achievement of fair treatment and equal opportunities to thrive. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Health Equity** The attainment of the highest level of health for all people. <https://www.aha.org/system/files/2018-11/value-initiative-issue-brief-3-equity.pdf>

**Health Inequity** Health differences that are socially produced, systematic in their distribution across the population, and unfair <https://www.healthinsurance.org/glossary/fee-for-service/>

**Equality** Treating everyone the same and giving everyone access to the same opportunities. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Ethnicity** A common identity based on ancestry, language, culture, nation or region of origin. Ethnic groups can possess shared attributes, including religion, beliefs, customs and/or shared memories and experiences. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Ethnocentricity** An attitude that views one's own culture as superior <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Feminism** The advocacy of women's rights on the ground of the equality of the sexes. <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Food Insecurity** The disruption of food intake or eating patterns because of lack of money and other resources. <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources/food-insecurity>

**Food Security** When all people, at all times, have physical, social and economic access to food which is safe and consumed in sufficient quantity and quality to meet their dietary needs and food preferences, and is supported by an environment of adequate sanitation, health services

and care, allowing for a healthy and active life. <https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>

**Food Justice** communities exercising their right to grow, sell, and eat healthy food. Healthy food is fresh, nutritious, affordable, culturally appropriate, and grown locally with care for the well-being of the land, workers, and animals. People practicing food justice leads to a strong local food system, self-reliant communities, and a healthy environment. <https://www.hungercenter.org/wp-content/uploads/2015/07/Food-Justice-Defs-compilation.pdf>

**Food Apartheid** the root causes of inequity in our food system are caused by issues of race, class, and geography. It is the result of decades of discriminatory planning and policy decisions. <https://www.karenthefarmer.com/faq-index>

**Gender** The socially constructed roles, behaviors, activities, and attributes expected of people based on their sex. <https://www.cdc.gov/healthyouth/terminology/sexual-and-gender-identity-terms.htm>

**Gender Expression** How an individual chooses to present their gender to others through physical appearance and behaviors, such as style of hair or dress, voice, or movement. <https://www.cdc.gov/healthyouth/terminology/sexual-and-gender-identity-terms.htm>

**Gender Fluid** A person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity. <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Gender Identity** An individual's sense of their self as man, woman, transgender, or something else. <https://www.cdc.gov/healthyouth/terminology/sexual-and-gender-identity-terms.htm>

**Cis-Gender** Individuals whose current gender identity is the same as the sex they were assigned at birth. <https://www.cdc.gov/healthyouth/terminology/sexual-and-gender-identity-terms.htm>

**Transgender/trans** Individuals whose current gender identity differs from the sex they were assigned at birth. <https://www.cdc.gov/healthyouth/terminology/sexual-and-gender-identity-terms.htm>

**Gender Nonconforming (Non-Binary)** The state of one's physical appearance or behaviors not aligning with societal expectations of their gender (a feminine boy, a

masculine girl, etc.). <https://www.cdc.gov/healthyyouth/terminology/sexual-and-gender-identity-terms.htm>

**Gender Pronouns** The set of pronouns that an individual personally uses and would like others to use when referring to them. There are several types of personal pronouns used for different groups and identities including: gendered, gender neutral and gender inclusive. Although the list of personal pronouns is continuously evolving, the intention of using a person's pronouns correctly is to reduce the adverse societal effects those with personal pronouns that don't match their perceived gender identity face.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Health as a Human Right** A rights-based approach to health that requires health policy, programs, and stakeholder participation to prioritize the needs of those furthest behind first towards greater equity, a principle that has been echoed in the recently adopted 2030 Agenda for Sustainable Development and Universal Health Coverage. <https://www.who.int/news-room/fact-sheets/detail/human-rights-and-health>

**Health Disparities** Preventable differences in the burden of disease, injury, violence, or in opportunities to achieve optimal health experienced by socially disadvantaged racial, ethnic, and other population groups, and communities.

<https://www.cdc.gov/aging/disparities/index.htm#:~:text=Health%20disparities%20are%20preventable%20differences,age%20groups%2C%20including%20older%20adults.>

**Health Policy** health goals at the international, national, or local level and specifies the decisions, plans and actions to be undertaken to achieve these goals.

<https://www.euro.who.int/en/health-topics/health-policy>

**Heterosexism** The presumption that everyone is, and should be, heterosexual.

<https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Housing Instability** A number of challenges, such as having trouble paying rent, overcrowding, moving frequently, staying with relatives, or spending the bulk of household income on housing that may negatively affect physical health and make it harder to access health care.

<https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources/housing-instability>

**Implicit Bias (Hidden or Unconscious Bias)** The unconscious attitudes or stereotypes that affect a person's understanding, actions, or decisions, in both positive and negative ways, as they relate to people from different groups.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Inclusion** Creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to participate fully

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Intersectionality** The intertwining of social identities such as gender, race, ethnicity, social class, religion, sexual orientation, or gender identity, which result in unique experiences, opportunities, barriers, or social inequality. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Intersex** An umbrella term for unique variations in reproductive or sex anatomy, compared to the two usual paths of human sex development. Variations may appear in a person's chromosomes, genitals, or internal organs like testes or ovaries. Some intersex traits are identified at birth, while others may not be discovered until puberty or later in life.

<https://interactadvocates.org/intersex-definitions/>

**Upstream (Approaches/Interventions)** Policy approaches that have the potential to affect large populations through regulation, increasing access, or economic incentives.

[https://www.cdc.gov/pcd/issues/2010/jul/09\\_0249.htm#:~:text=Upstream%20interventions%20involve%20policy%20approaches%20that%20have%20the%20potential%20to,within%20organizations%2C%20such%20as%20worksites.](https://www.cdc.gov/pcd/issues/2010/jul/09_0249.htm#:~:text=Upstream%20interventions%20involve%20policy%20approaches%20that%20have%20the%20potential%20to,within%20organizations%2C%20such%20as%20worksites.)

**LGBTQ** Acronym that refers to the lesbian, gay, bisexual, transgender, and queer/questioning community. <https://www.cdc.gov/healthyyouth/terminology/sexual-and-gender-identity-terms.htm>

**LGBTQIA+** An expanded acronym that refer to communities of individuals who are not heterosexual and/or cisgender. Individually, the letters stand for lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual. The plus (+) includes all other expressions of gender identity and sexual orientation and recognizes that definitions may grow and evolve overtime. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Queer** An umbrella term sometimes used to refer to the entire LGBT community. <https://www.cdc.gov/healthyyouth/terminology/sexual-and-gender-identity-terms.htm>

**Questioning** For some, the process of exploring and discovering one's own sexual orientation, gender identity, or gender expression. <https://www.cdc.gov/healthyyouth/terminology/sexual-and-gender-identity-terms.htm>

**Marginalization** The process that occurs when members of a dominant group relegate a particular group (minority groups and cultures) to the edge of society by not allowing them an

active voice, identity, or place for the purpose of maintaining power. Marginalized groups have restricted access to resources like education and healthcare for achieving their aims.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Microaggression** Commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory slights toward culturally marginalized groups. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Microinvalidation** Communications that subtly exclude, negate, or nullify the thoughts, feelings or experiential reality of a person of color. <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Model Minority** Refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of success than the population average. This success is typically measured in income, education, and related factors such as low crime rate and high family stability. <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Power** The ability to exercise one's will over others. Power occurs when some individuals or groups wield a greater advantage over others, thereby allowing them greater access to and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Prejudice (Bias)** An inclination or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes that deny the right of individual members of certain groups to be recognized and treated as individuals with unique characteristics, both positive and negative. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Race** A social construct that divides people into distinct groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation, cultural history, ethnic classification and, often, are associated with the social, economic, and political needs of a society at a given time. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Racial Equity** The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them. <https://www.racialequitytools.org/glossary>



**Racial Justice** The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Racism** The systematic subjugation of members of targeted racial groups, generally non-white groups, who hold less socio-political power. It involves actions correlated with or resulting from bigotry or the thinking that one's racial differences produce an inherent inferiority of a particular race, mainly the dominant race. Racism differs from prejudice, hatred, or discrimination because it requires one racial group to have systematic power and superiority over other groups in society. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Individual Racism** Individual or personal beliefs, assumptions, attitudes, and actions that perpetuate or support racism. Individual racism can occur at both a conscious and unconscious level and can be active or passive. Examples can include avoiding people of color, accepting, or approving of racist acts or jokes.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Institutional Racism** Unfair or biased institutional or organizational practices and policies that create different (or inequitable) outcomes for different racial groups. These policies may not specifically target any racial group but may create advantages for some groups and oppression or disadvantages for others.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Internalized Racism** The conscious or unconscious development of ideas, beliefs, social structures, actions, and behaviors that confirm one's acceptance of the dominant society's racist tropes and stereotypes about their own race. It is the simultaneous hating of oneself and one's own race and valuing the dominant race.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Structural Racism** The overarching system of racial bias across institutions and society. It is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial inequities. It encompasses dimensions of our history and culture that have allowed privileges associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Systemic Racism** In many ways “systemic racism” and “structural racism” are synonymous. If there is a difference between the terms, it can be said to exist in the fact that a structural racism analysis pays more attention to the historical, cultural, and social psychological aspects of our currently racialized society.

<https://www.sdfoundation.org/news-events/sdf-news/what-is-social-justice/>

**Safe Space** Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule, or denial of experience.

<https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**Sexual Orientation** Refers to a person’s sexual and emotional attraction to another person and the behavior and/or social affiliation that may result from this attraction (lesbian, gay, bisexual, etc.)

<https://www.cdc.gov/healthyouth/terminology/sexual-and-gender-identity-terms.htm>

**Social Determinants of Health (SDOH)** Social determinants of health (SDOH) are the underlying community wide social, economic, and physical conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.

<https://health.gov/healthypeople/objectives-and-data/social-determinants-health>

**Social Justice** A form of activism based on principles of equity and inclusion that encompasses a vision of society in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Social Needs** Individual material resources and psychosocial circumstances required for long term physical and mental well-being, such as food, housing, and transportation; see [Maslow’s Hierarchy of Needs](#).

**Stereotype** A form of generalization rooted in blanket beliefs and false assumptions, a product of categorization processes that can result in a prejudiced attitude, uncritical judgment and intentional or unintentional discrimination. Stereotypes are typically negative and based on little information that does not recognize individualism and personal agency.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Stratified Data** Data separated by race, gender, zip code or other common characteristic of people served

**Tokenism** Hiring or seeking to have representation such as a few women and/or racial or ethnic minority persons to appear inclusive while remaining mono-cultural.

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Weathering** the repeated exposure to socioeconomic adversity, political marginalization, racism, and perpetual discrimination that can harm an individual's health.

**Whiteness** A broad social construction that embraces the white (Eurocentric/Anglo-Saxon, Christian) culture, history, ideology, racialization, expressions, and economic, experiences, epistemology, and emotions and behaviors and nonetheless reaps material, political, economic, and structural benefits for those socially deemed white. <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

**White Fragility** The state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves in white people. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. Racial stress results from an interruption to what is racially familiar. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**White Privilege** The inherent set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white; an exemption of social, political, and/or economic burdens placed on non-white people. Generally, white people who experience privilege, both at the collective and individual level, do so without being conscious of it and may not experience socioeconomic privilege but are not hindered by the economic barriers associated with the color of one's skin. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**White Supremacy** The idea (or ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. White supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>

**Xenophobia** Any attitude, behavior, practice, or policy which explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels of oppression and white supremacy. <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>