

MRAC FY19 Grant Guideline Glossary

Art the expression or application of human creative skill and imagination, producing works to be appreciated primarily for their beauty or emotional power.

Culture¹ is a set of shared ideas, customs, traditions, beliefs, and practices shared by a group of people that is constantly changing, in subtle and major ways.

Diversity¹ Representations of differing of people, viewpoints, experiences, and numerical representation. It refers to the various backgrounds and races that comprise a community, nation or other grouping. In many cases the term diversity does not just acknowledge the existence of diversity of background, race, gender, religion, sexual orientation and so on, but implies an appreciation of these differences. The structural racism perspective can be distinguished from a diversity perspective in that structural racism takes direct account of the striking disparities in well-being and opportunity areas that come along with being a member of a particular group and works to identify ways in which these disparities can be eliminated. These differences can be along the dimensions of race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, physical abilities, nationality, language, religious beliefs, and socioeconomic background and other areas of identity.

Furthermore, a person cannot be “diverse” (as in “diverse candidate”). Diversity is the outcome of inclusion and equity efforts. ”

Equity utilized to talk about addressing disparity of resources and how they are structurally allocated to marginalized communities. Resources are defined as money, power, access, human resources. Outcomes focused; used to address “disparities” caused by “structural” impediments to opportunity. ² Equity is an approach based in fairness to dismantle systems that privilege and disadvantage people based on their identities. In practice, it ensures everyone is given equal opportunity to thrive; this means that resources may be divided and shared unequally to make sure that each person can access an opportunity. Equity takes into account that people have different access to resources because of system of oppression and privilege. Equity seeks to balance that disparity.³

Inclusion² refer to when diverse people, viewpoints, experiences are “heard” and counted. Belief that this leads to better solutions. Associated with policies and practices. Perceived (by some) to be the floor towards the goal of equity. It is active,

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intentional, and ongoing engagement of the diversity of an organization, organizational culture, production of art on stage (essentially all of the ways that an individual might connect and interact with the organization, systems, and community) in order to create equal access, well-being, and a sense of belonging for all members of the organization. Inclusion is closely tied to the culture of an organization.

IPOC stands for Indigenous and People of Color (communities of color), using people first language. People of color is a multicultural umbrella term used to represent minority populations within the U.S. The term IPOC recognizes individuals for who they are, as opposed to terms such as "non-white", which reinforce the notion of white supremacy or white as the default. As Indigenous people are a sovereign people, established through treaty rights, terms like "American Indian" and "Native American" are political in nature. Thus, the reason POC alone does not appropriately encompass Indigenous people and necessitates the distinction of Indigenous people.

Marginalized³ refers to the process in which groups of people are excluded by the wider society. Marginalization is often used in an economic or political sense to refer to the rendering of an individual, an ethnic or national group, or a nation-state powerless by a more powerful individual.

Sources:

¹ Adapted from [The Avarna Group](#)

² Adapted from Beth Zemsky and the Intercultural Index

³ Adapted from [Center for the Study of Social Policy](#)