

Ally: Someone from a different racial, gender, religious, sexual orientation etc. group that acknowledges the oppression and who will commit to working on his/her own part that may contribute to that oppression, and support those who are oppressed through actions and taking stands.

Ethnic Breakdown of 6-year Graduation Rates: Asian - 97%, Black - 88%, White - 94%, Bi/Multiracial - 95%

Institutionalized Racism: The network of institutional structures, policies, and practices that create advantages and benefits for Whites, and discrimination, oppression, and disadvantages for people from targeted racial groups.

Cultural Racism: Aspects of society that attribute value and normality to white people and whiteness, and devalue, stereotype, and label people of color as "other"

Gender Breakdown of the Engineering School: 71% male, 29% female

Cisgender: Gender identity through which a person's self-perception of their gender matches the biological sex they were assigned at birth

Model Minority Stereotype: Refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of 'success' than the population average. Becomes problematic when all members of this group are expected and perceived to meet this standard.
Ex) All Asian-Americans are good at math and science

Privilege: A right that only some people have access to because of their social group memberships

Racial/Ethnic Breakdown of Wash. U?: 6% African American, 15% Asian American, 58% Caucasian, 4% Hispanic American, 7% International, 10% Multiracial, <1% Native American (Class of 2014)

Scapegoating: The action of blaming an individual or group for something when in reality, there is no one person or group responsible for the problem.

Ableism: A form of discriminatory behavior against persons with mental or physical limitations

Stereotype: An oversimplified generalization about a person or group of people without regard for individual differences

Pell Grant: Pell grants award low-income students with money to help them access post-secondary education. Unlike other federal financial aid, Pell grants do not need to be repaid. Six percent of Wash. U. undergraduate students receive Pell grants.

Heteronormativity: The cultural bias that favors opposite-sex romantic relationships and “others” same-sex romantic relationships. Example: Asking a male acquaintance if he has a girlfriend.

Microaggression: Brief and commonplace verbal, behavioral, or environmental indignities, whether intended or unintentional, that communicate hostile, derogatory, or negative slights against a person’s identity. Example: Locking one’s car door when a black male walks past.

Bias: An inclination or preference either for or against an individual or group that interferes with impartial judgment

Percent of Wash. U. undergraduate students receiving any type of financial aid: 56%

Internalized oppression: The process by which a member of an oppressed group comes to accept and live out the inaccurate myths and stereotypes applied to the group