

# GLOSSARY OF TERMS

---

The following are general terms often associated with diversity awareness, anti-bias programs and resources.

**Ally**

Someone who speaks out on behalf of someone else or takes actions that are supportive of someone else.

**Anti-bias**

Anti-bias is an active commitment to challenging prejudice, stereotyping, and all forms of discrimination.

**Bias**

Bias is an inclination or preference either for or against an individual or group that interferes with impartial judgment.

**Bigotry**

Bigotry is an unreasonable or irrational attachment to negative stereotypes and prejudices.

**Bystander**

Someone who sees something happening and does not say or do anything.

**Discrimination**

Discrimination is the denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing, banking, and political rights. Discrimination is an action that can follow prejudicial thinking.

**Diversity**

Diversity means different or varied. The population of the United States is made up of people from diverse races, cultures, and places.

**Multicultural**

Multicultural means many or multiple cultures. The United States is multicultural because its population consists of people from many different cultures.

**Perpetrator**

Someone who says or does something against another person.

**Prejudice**

Prejudice is prejudging or making a decision about a person or group of people without sufficient knowledge. Prejudicial thinking is frequently based on stereotypes.

**Scapegoating**

Scapegoating is blaming an individual or group for something based on that person or group's identity when, in reality, the person or group is not responsible. Prejudicial thinking and discriminatory acts can lead to scapegoating.

**Stereotype**

A stereotype is an oversimplified generalization about a person or group of people without regard for individual differences. Even seemingly positive stereotypes that link a person or group to a specific positive trait can have negative consequences.

**Target**

Someone who is the focus of mistreatment.

