

GLOSSARY



Glossary of Racial Equity and Community Engagement Terms

About APPR

Advancing Pretrial Policy and Research (APPR) is dedicated to achieving fair, just, effective pretrial practices, every day, throughout the nation. It works with criminal justice professionals to improve their pretrial justice systems in ways that prioritize community well-being and safety, racial justice, and the effective use of public resources. APPR is a project of the National Partnership for Pretrial Justice, with support from Arnold Ventures.



The Center
for Effective Public Policy
Helping Justice Systems Discover Solutions

The **Center for Effective Public Policy** (cepp.com) leads all implementation and technical assistance activities for APPR.

© 2020 Center for Effective Public Policy

Cover photo: “community” by [Vanessa Marie Hernandez](#) is licensed under CC BY-NC 2.0.

Contents

I. Introduction	1
II. Definitions	3
A. Racism	3
Individual Racism	3
Institutional Racism	3
Structural (Systemic) Racism	3
B. Bias	4
Explicit Bias	4
Implicit Bias	4
C. Community Well-Being and Safety	4
D. Disparity	5
Racial and Ethnic Disparity	5
Disparities Specific to Individual Groups	5
Unequal Treatment of Women	5
Sexual Orientation and/or Gender Identity Disparity	5
Socioeconomic Disparity (Wealth-Based Discrimination)	5
Disability Disparity	6
Disproportionality	6
Intersectionality	6
E. Equity	7
Equality	7
Racial Equity	7
Racial Inequity	7
F. Oppression, Power, Privilege, and Advantage	8
Systemic Oppression	8
Power	8
White Privilege/Advantage	8
G. Community Engagement	8
H. Justice	9
Color-Blind Justice	9
Racial Justice	9
Restorative Justice	9
Transformative Justice	9
III. Notes	10

I. Introduction

Advancing Pretrial Policy and Research

Advancing Pretrial Policy and Research (APPR) believes that in a system of fair and effective pretrial justice, all people are treated equally, regardless of their race, ethnicity, wealth, or gender. APPR endeavors to support jurisdictions as they work toward building racial equity and as they engage their local communities in improving their pretrial systems so that they are fair, just, and equitable for *all* individuals. APPR values community members as essential partners in advancing system change, and recognizes that the individuals and communities who are most impacted by the criminal justice system have critical knowledge not only about how the system works but also about how the system might evolve to be equitable for all people.

Learn more about APPR's values and activities related to racial equity and community engagement.

APPR Racial Equity and Community Engagement Committee

APPR's racial justice and community engagement work is guided by an advisory committee composed of individuals and organizations with expertise in these areas of work. The mission of APPR's Racial Equity and Community Engagement Committee (RECEC) is to provide thought leadership to APPR. This work requires the meaningful engagement of communities and people who have been directly impacted by the pretrial phase of the justice system. APPR thanks the members of the committee for their contributions to and review of this document:

- Tshaka Barrows, Chief Executive Officer, [W. Haywood Burns Institute](#)
- Quixada Moore-Vissing, PhD, Associate Director for National Engagement Programs, [Public Agenda](#)
- Wendy Talley, Independent Consultant
- Deloris Vaughn, Senior Director, Evaluation and Learning, [Everyday Democracy](#)
- Avi Viswanathan, Independent Consultant

Why a Glossary of Racial Equity and Community Engagement Terms?

This glossary is designed to identify and define some of the most commonly used terms related to discussions of racism, racial equity and disparity, and community engagement. APPR believes that helping practitioners understand the terms defined in this glossary and encouraging consistency in the use of language is of critical importance to jurisdictions that are working to address and reduce inequality and to increase community partnership.

APPR holds as one of its foundational principles that efforts to enhance pretrial justice *must include* deliberate strategies to eliminate racial, ethnic, gender, and economic disparities. It is our hope that this glossary will be a useful resource for pretrial system practitioners in the increasingly urgent national discussion about the harms of structural racism and the path forward toward equity.

Methodology

This glossary represents a compilation of definitions that are aligned with APPR's principles and values. In preparing this glossary, APPR identified a list of commonly used terms related to racial justice and community engagement, and researched existing definitions for these terms. Recognizing that scholars and organizations committed to racial equity, community engagement, and the advancement of justice had already undertaken extensive and important work to define these terms, APPR did not attempt to duplicate their important efforts. Rather, APPR chose to amplify, share, and appropriately attribute their work with APPR's audience.

For the purposes of this document, APPR has used the term Black, Indigenous, and People of Color (BIPOC). The use of the term BIPOC is meant to center the reality that Black, Brown, and Indigenous people disproportionately bear the many impacts of structural racism, oppression, and injustice, particularly in the criminal justice system.

Feedback

This glossary is a living document; your reactions and suggestions will help APPR make this the most effective resource possible. If you have questions or recommendations, please do not hesitate to [contact APPR](#).

II. Definitions

A. Racism

Racism can be defined as the “historically rooted system of power hierarchies based on race—infused in our institutions, policies and culture—that benefit [w]hite people and hurt [BIPOC].”

Source: *Race Forward*

Individual Racism

“Individual racism...refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing.”

Source: *Potapchuk, Leiderman, Bivens, and Major*

Institutional Racism

Institutional racism refers not to people’s beliefs or attitudes but specifically to the ways that “institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantages for people from groups classified as non-white.”

Source: *Potapchuk, Leiderman, Bivens, and Major*

Structural (Systemic) Racism

Structural racism is the “normalization and legitimization of an array of dynamics—historical, cultural, institutional and interpersonal—that



"File: RACISM IS A PUBLIC HEALTH CRISIS IMG 5004a (50097284701).jpg" by Elvert Barnes from Baltimore, Maryland, USA is licensed under CC BY-SA 2.0.

routinely advantage whites while producing cumulative and chronic adverse outcomes for [BIPOC]...Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually producing new, and re-producing old, forms of racism.” Structural racism is “the most profound and pervasive form of racism—all other forms of racism...emerge from structural racism.”

Source: *Aspen Institute on Community Change and Applied Research Center at UC Berkeley*

“Understanding the structures that support inequity (with a particular emphasis on structural racism) is essential for effective dialogue and long-term change on every issue.”

—Everyday Democracy

B. Bias

Bias is defined as a “natural inclination for or against an idea, object, group, or individual. It is often learned and is highly dependent on variables like a person’s socioeconomic status, race, ethnicity, educational background, etc.”

Source: *Psychology Today*

Explicit Bias

Explicit bias refers to the “attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat.”

Source: *Perception Institute*

Implicit Bias

Implicit bias refers to the “attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal...The implicit associations we hold do not necessarily align with our declared beliefs or even reflect stances we would explicitly endorse.”

Source: *Kirwan Institute for the Study of Race and Ethnicity*

C. Community Well-Being and Safety

APPR uses the phrase “community well-being and safety” instead of “public safety.”

This shift in language recognizes the structural conditions and policies that have historically favored certain groups of people over others and acknowledges the disproportionate impact the criminal justice system has had on communities of color in the name of public safety. Community well-being reimagines traditional notions of safety beyond crime reduction to include a focus on physical and mental health, safe housing and schools, employment opportunities, the presence of community spaces for recreation and congregation, and other key indicators of successful, thriving communities. This deliberate shift in terminology reflects APPR’s vision of equity and justice for all.



“MLK Day of Service (NHQ202001210007)” by NASA/Aubrey Gemignani is licensed under CC BY-NC-ND 2.0.

D. Disparity

Disparities refer to instances where a person experiences differential treatment or outcomes based on their race or ethnic background, gender, socioeconomic status, or differing abilities.

Racial and Ethnic Disparity

Racial and ethnic disparity is defined as existing in the criminal justice system when “the proportion of a racial/ethnic group within the control of the system is greater than the proportion of such groups in the general population...Illegitimate or unwarranted racial disparity in the criminal justice system results from the dissimilar treatment of similarly situated people based on race.” Racial disparity in the criminal justice system can also be quantified as the “difference in level of system involvement as expressed by a rate, proportion, average or some other quantitative measure (i.e., disproportionality and overrepresentation).”

Sources: *The Sentencing Project*; *W. Haywood Burns Institute*

Disparities Specific to Individual Groups

BIPOC who are also part of traditionally marginalized groups may experience more complex and negative outcomes in the criminal justice system, including the following:

- **Unequal Treatment of Women**

The unequal treatment of women in the justice system has increased in recent decades. Since 1980, the incarceration of women in the United States has increased at twice the rate as it has for men. This increase can be traced to changes in state and national drug policies that mandate prison terms for even relatively low-level offenses, changes in law enforcement practices (particularly policies in disproportionately impacted neighborhoods), and barriers to reentry that uniquely affect women. Sources: *The Sentencing Project; Aleks Kajstura, Prison Policy Initiative*



"Hispanic/Latinx Heritage Month Celebration 2019" by Cal State Fullerton is licensed under CC BY-NC-SA 2.0.

- **Sexual Orientation and/or Gender Identity Disparity**

LGBTQ+ people, especially LGBTQ+ BIPOC, “are overrepresented in the criminal and juvenile justice systems. [LGBTQ+] people are frequently targeted by and vulnerable to increased criminalization and abuse by law enforcement.” Transgender, intersex, and non-gender-conforming people are also more likely to experience extreme physical, sexual, and emotional abuse and brutality while in the system. Sources: *Movement Advancement Project*; *UNODC*

- **Socioeconomic Disparity (Wealth-Based Discrimination)**

Wealth-based discrimination occurs when “our laws and policies disadvantage or [disproportionately] punish people simply because they are poor” (e.g., through fees, fines, or financial conditions of release). Research widely indicates that “incarceration is associated with a high risk of unemployment, family instability, and other social hazards” that can continue to contribute to a disadvantaged socioeconomic status. Sources: *Equal Justice Under Law*; *Western and Muller*

- **Disability Disparity**

Disability disparity refers to the fact that people with disabilities are more likely to experience victimization, be arrested, be charged with a crime, and serve longer incarceration sentences once convicted than those without disabilities. Justice professionals may lack experience and accurate knowledge about disabilities, leading to misidentification of disability, a heightened risk of false confessions, inaccurate assumptions about competency and credibility, inappropriate placement in institutions, and the unknowing waivers of rights. *Source: The Arc*

Disproportionality

Disproportionality is the measurable predominance of a particular group in the criminal justice system relative to the general population—for example, the percent of Black prisoners in a jurisdiction compared to the

percent of Black people in the local population. Disproportionality can also be measured as a comparison to white representation in the criminal justice system—for example, the Black incarceration rate compared to the white incarceration rate. *Source: Dr. Alexis Harris, University of Washington*

Intersectionality

Intersectionality is the “acknowledgement that multiple power dynamics/‘isms’ are operating simultaneously—often in complex and compounding ways—and must be considered together in order to have a more complete understanding of oppression and ways to transform it. There are multiple forms of privilege and oppression based on race, gender, class, sexuality, age, ability, religion, citizenship or immigration status, and so on...Every person is privileged in some areas and disadvantaged in other areas.” *Source: Race Forward*



"The Criminalization of Black Youth in the Classroom" by New America is licensed under CC BY 2.0.

E. Equity

Equity is the “notion of being fair and impartial as an individual engages with an organization or system.” It reflects processes and practices that both acknowledge that we live in a world where everyone has not been afforded the same resources and treatment while also working to remedy this fact. “‘Equity’ is often conflated with the term ‘Equality’ (meaning sameness)” and assumes, incorrectly, that we all have had equal access, treatment, and outcomes.

Source: *Brandeis University*

Equality

Equality means “ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.” This definition of equality recognizes that “historically certain groups of people with [particular] characteristics such as race, disability, sex and sexual orientation have experienced discrimination.” Source: *Equality and Human Rights Commission*

Racial Equity

“Racial equity is the condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares... This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.” Source: *Racial Equity Tools*

Racial Inequity

There is racial inequity “when two or more racial groups are not standing on approximately equal footing.” Source: *Ibram X. Kendi*



"Equity, diversity, inclusion" by Quinn Dombrowski is licensed under CC BY-SA 2.0.

F. Oppression, Power, Privilege, and Advantage

Systemic Oppression

Systemic oppression refers to a system that is not designed for equity but for the “systematic subjugation of one social group for the social, economic, and political benefit of the more powerful social group.” This oppression exists when “the oppressor group has the power to define reality for themselves and others, the target groups...internalize the negative messages about them and end up cooperating with the oppressors...and members of both the oppressor and target groups are socialized to play their roles as normal and correct.” *Source: Dismantling Racism Works*

Power

“Power is unequally distributed...in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.” Power may be understood as the ability to influence others and impose one’s beliefs. Power “can be used malignantly and

intentionally. However, this need not be the case as individuals within a culture may benefit from power of which they are unaware.”

Sources: Intergroup Resources; Alberta Civil Liberties Research Centre

White Privilege/Advantage

White privilege or advantage refers to the “unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white.” Furthermore, structural white privilege is the “accumulated and interrelated advantages and disadvantages of white privilege that are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth and other outcomes, in part through different access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms and other behaviors and assumptions that maintain them.” *Source: Racial Equity Tools*

G. Community Engagement

Community engagement is the process by which people’s values, concerns, and needs are incorporated into decisions on public issues. It usually includes a combination of:

1. listening to diverse perspectives within a community;
2. collaboration between public leaders and community members, as well as among community members themselves, to review

information, share opinions about important issues, and identify solutions together; and

3. actual participation by community members in important policy decisions.

Engagement is often initiated by public institutions or community-serving organizations and is most authentic when it is multidirectional and mutually beneficial. *Source: Public Agenda*

H. Justice

When there is justice, people are treated with fairness, their human rights are honored, and they have access to equitable opportunities. *Source: Tshaka Barrows, W. Haywood Burns Institute (February 4, 2020).*

Color-Blind Justice

“Color-blind” justice is a term for the use of seemingly race-neutral language that reinforces racial difference and legitimizes disparate treatment. *Source: Dr. Nikki Jones, University of California, Berkeley (July 1, 2020).*

Racial Justice

Racial justice is the “proactive reinforcement of policies, practices, attitudes and action that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.” Racial justice is more than “anti-racism” or the “absence of discrimination and inequities, but also the

presence of deliberate systems to achieve and sustain racial equity.” *Sources: Applied Research Center and Philanthropic Initiative for Racial Equity; The Annie E. Casey Foundation*

Restorative Justice

Restorative justice is a “theory of justice that emphasizes repairing the harm caused by criminal behavior. It is best accomplished through cooperative processes that allow all willing stakeholders to meet.” *Source: Centre for Justice and Reconciliation*

Transformative Justice

Transformative justice focuses not only on repairing damage done at the individual level but also on changing broader social systems to help prevent the occurrence and recurrence of harmful incidents. *Source: Zehr Institute for Restorative Justice*



"No Justice | No Peace" by Salomee" by wiredforlego is licensed under CC BY-NC 2.0.

III. Notes

Alberta Civil Liberties Research Centre. (n.d.). *What is racism?*

Annie E. Casey Foundation. (2014). *Embracing equity: 7 steps to advance and embed race equity and inclusion within your organization*.

Applied Research Center and Philanthropic Initiative for Racial Equity. (2009). *Catalytic change: Lessons learned from the Racial Justice Grantmaking Assessment*.

The Arc. (2014). *Criminal justice system position statement*.

Brandeis University. (n.d.). *Diversity, equity & inclusion: Our social justice definitions*.

Center for Justice & Reconciliation. (n.d.). *Lesson 1: What is restorative justice?*

Dismantling Racism Works (dRworks) (2020). *What is racism?: Racism defined*.

Eaglin, J., & Solomon, D. (2015). *Reducing racial and ethnic disparities in jails*. Brennan Center For Justice.

Equal Justice Under Law. (n.d.). *Dispelling myths about poverty*.

Equality and Human Rights Commission. (2018). *Understanding equality*.

Everyday Democracy. (2018). *7 key lessons for addressing racism in community programs*.

Harris, A. (n.d.). *Racial disproportionality in the criminal justice system*.

Intergroup Resources. (n.d.). *Power*.

Kajstura, A. (2019). *Women's mass incarceration: The whole pie 2019*. Prison Policy Initiative.

Kendi, I. X. (2020). *Ibram X. Kendi defines what it means to be antiracist*.

Kirwan Institute for the Study of Race and Ethnicity at Ohio State University. (2015). *Understanding implicit bias*.

Lawrence, K., & Keleher, T. (2004). *Structural racism*.

Movement Advancement Project. (n.d.). *Criminal justice*.

Perception Institute. (n.d.). *Explicit bias*.

Potapchuk, M., Leiderman, S., Bivens, D., & Major, B. (2005). *Flipping the script: White privilege and community building*.

Psychology Today. (n.d.). *Bias*.

Public Agenda. (2000). *Strengthening and sustaining public engagement*.

Race Forward. (2015). *Race reporting guide*.

Racial Equity Tools. (n.d.). *Transforming white privilege: A 21st century leadership capacity*.

The Sentencing Project. (2008). *Reducing racial disparity in the criminal justice system: A manual for practitioners and policymakers*.

The Sentencing Project. (2020). *Women*.

UNODC. (n.d.). *Crime prevention & criminal justice—Module 9, topic 3: Discrimination and violence against individuals that identify as, or are perceived to be, LGBTI*.

Western, B., & Muller, C. (2013). Mass incarceration, macrosociology, and the poor. *The ANNALS of the American Academy of Political and Social Science*, 647(1), 166–189.

Zehr, H. (2011). *Restorative or transformative justice?* Zehr Institute for Restorative Justice.



"Latinx Graduation 2018" by MiraCosta Community College is marked with CC PDM 1.0.

