Person Centered Cultural Humility
An Abridged Glossary of Terms

This glossary of terms is designed to give participants of the Person Centered Cutural Humility learning experiences the opportunity to explore beyond the sessions. Note: This is an abridged glossary that requires further personal interrogation around one's own journey toward more cultural humility.

Access:

The commitment to foster attitudes, behaviors, and procedures to facilitate authentic opportunities and access to privilege in society that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to communities and organizations. Access is also about removing barriers (such as technology, housing, employment, and transportation) to opportunities that exist for a person where such an opportunity would otherwise be available to the person.

Active Listening:

Active listening is the process of listening attentively to what someone is saying, taking into account the verbal and nonverbal cues, and responding in a way that shows you are understanding and engaged. Active listening is important in communication because it helps to build rapport, foster understanding, and resolve conflict. Some tips for active listening include:

- Pay attention to the speaker. This means making eye contact, leaning in, and being free of distractions.
- Listen for the speaker's meaning. Don't just listen to the words they are saying, but also try to understand what they are trying to communicate.
- Respond to the speaker. This means asking questions, paraphrasing what they have said, and sharing your own thoughts and feelings.
- Check for understanding. Ask the speaker if you have understood them correctly.

Affinity Groups:

Affinity groups are groups of people who share a common interest or identity. They can be formed based on race, ethnicity, gender, sexual orientation, religion, or any other shared characteristic. Affinity groups can provide a sense of belonging and support, and can also be a way to learn about different cultures and perspectives.

Aligned (Also see Congruent)

Aligned means to be in agreement or harmony with something. It can also mean to be consistent or compatible with something. For example, if two people are aligned on a goal, they are working together to achieve that goal. If two processes are aligned, they are working together in a way that is efficient and effective.

Ally/Advocate:
An ally is someone who is supportive of a cause or group of people that they are not a part of. Allies can be helpful in raising awareness of issues and advocating for change. They can also provide support to people who are facing discrimination or oppression.

There are many ways to be an ally. Some examples include:

- Educating yourself about the issues that a particular group of people is facing.
- Speaking out against discrimination and oppression.
- Supporting organizations that are working to create change.
- Volunteering your time to help people who are in need.
- Building relationships with people from different cultures and backgrounds.

Being an ally is not always easy. It can require challenging your own beliefs and assumptions, and it can be uncomfortable to speak out against injustice. However, it is important to remember that being an ally is a choice that can make a real difference in the lives of others.

Authentic:

Being authentic means being true to oneself and one's values. It means being honest with oneself and others, and not trying to be someone one is not. It also means being open to new experiences and perspectives, and being willing to learn and grow.

When one is authentic, they are more likely to be successful in their relationships, career, and life. People are drawn to authenticity, and they are more likely to trust and respect those who are genuine. Others are more likely to be authentic when they are engaged in conversation with others who are being the same way. Some tips for being more authentic include:

- Being honest with yourself about your strengths and weaknesses.
- Being true to your values and beliefs.
- Don't try to be someone you are not.
- Being open to new experiences and perspectives.
- Being willing to learn and grow.

Acknowledge:

Acknowledge means to be aware of and accept the existence or reality of something. It can also mean to express recognition or appreciation for something.

Barriers:
Barriers are anything that prevents or makes it difficult for someone to do something. They can be physical, psychological, or social.

Physical barriers can make it difficult for people to get around, access services, or participate in activities.

- Inaccessible buildings: Buildings that are not wheelchair accessible or have steps instead of ramps can make it difficult for people with disabilities to enter and use them.
- Lack of public transportation: People who do not have access to a car may have difficulty getting to work, school, or other essential services.
- Unsafe streets: Streets that are not well-lit or maintained can be dangerous for pedestrians and cyclists.
- Environmental hazards: Natural hazards such as flooding, wildfires, and earthquakes can make it difficult for people to live in certain areas.

Psychological barriers can prevent people from taking action or achieving their goals. Psychological barriers: These can include things like fear, anxiety, or depression.

- Fear: Fear of failure, rejection, or criticism can prevent people from trying new things or taking risks.
- Anxiety: Anxiety can make it difficult to concentrate, make decisions, or take action.
- Depression: Depression can sap a person's motivation and energy, making it difficult to do even simple tasks.

Social barriers can prevent people from participating in society or achieving their full potential. Social barriers: These can include things like discrimination, prejudice, or lack of opportunity.

- Discrimination: Discrimination based on race, gender, sexual orientation, or disability can make it difficult for people to get jobs, housing, or education.
- Prejudice: Prejudice against people who are different can make it difficult for them to feel welcome or accepted.
- Lack of opportunity: People who lack opportunities may not have the same chances to succeed as others.

Barriers can have a significant impact on people's lives. They can make it difficult to access essential services, participate in society, or achieve their

full potential.

It is important to be aware of the different types of barriers that exist and to work to remove them. This can be done through education, advocacy, and policy change. By removing barriers, we can create a more equitable and inclusive society for everyone.

Bias:

Bias is the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, color, age, sex, social class, or disability.

Champion/Advocate:

A champion is a person who actively supports or promotes a particular cause or person.

An advocate is someone who speaks or argues in favor of something. A champion is someone who actively supports or promotes something. Both terms are often used interchangeably, but there is a slight difference in meaning. An advocate may simply be speaking or arguing in favor of something, while a champion is actively working to promote it.

For example, a person who speaks out against climate change is an advocate for the environment. A person who works to reduce greenhouse gas emissions is a champion for the environment.

Community:

A group of people living in the same place or having a particular characteristic in common: "the human services community" "New York City's theater community"'

A particular area or place considered together with its inhabitants:
"a rural community" "an urban community"

Congruent (Also see Aligned):

Congruent means to be in agreement or harmony with something. It can also mean to be consistent or compatible with something.

Culture:

An agreed upon way of doing things by a person or a group to which the person belongs.

The customary beliefs, social forms, and material traits of a racial, religious, or social group; also : the characteristic features of everyday existence (such as diversions or a way of life) shared by people in a place or time popular culture, New Orleans culture

The set of shared attitudes, values, goals, and practices that characterizes an institution or organization a not for profit culture focused on the well being of the people they serve

The set of values, conventions, or social practices associated with a particular field, activity, or societal characteristic

A feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals

Cultural Competence:

The ability to understand, communicate with and fffectively Interact with people across cultures; being open minded and respectful of cultural differences in people we meet.

Being aware of one's own world view: can help us understand how our cultural beliefs (a set of behavior patterns such as thoughts, manners and actions, which members of society have shared and passed down through generations) may positively or negatively influence communications and relationships with the persons to whom you provide services and supports and their families. Knowing one's self is key to being culturally proficient (competent or skilled in honoring all cultures)

Developing positive attitudes towards cultural differences; we can do that by continuing to learn about cultural practices of the people we support, both the similarities and differences between people from all cultural groups

Gaining knowledge of different cultural practices and world views: Understand what might be contributing as a cultural barrier to accessing services and supports;

Cultural Group:

A group of people who have a known way of life that include behaviors, beliefs, values, symbols, rituals, language, arts, songs, traditions, and rites of initiation. Most people want to belong to a group. Cultural groups are an important part of people's identity and experiences. By understanding the groups people belong to or identify with, we can better understand and support the whole person. In some cultures, there may be more focus on family and taking care of family within the family.

Cultural Humility:

A lifelong commitment to self-evaluation and personal critique to addressing the power imbalances that are oftentimes built into the doctor-patient, provider-client or provider-person receiving supports or services relationships to develop mutually beneficial partnerships with communities and people and sometimes on behalf of people. (Tervalon and Murray-Garcia)

The ability to hold "an accurate perception of their own cultural values as well as maintain an other-oriented perspective that involves respect, lack of superiority and attunement regarding their own cultural beliefs and values" (Hook)

Cultural Humility is the desire to want to learn more about yourself in settings with other people for the purpose of interacting with, and in some cases, supporting others, to improve their quality of life and to improve communities in which they live, work, play, and pray. (Najoli)

It is not only a quality of an individual person but a characteristic of a broader system for institutional accountability. (Moon & Savage)

Cultural Proficiency:

Is understanding what culture is and how important it is in people's lives; Understanding and honoring differences between cultures; Viewing diversity as a benefit; Interacting knowledgeably and respectfully among and across a variety of cultural groups; Integrating an appreciation of cultures into the work of the organization; Adapting our organization to people instead of asking people to adapt to the organization.

Curiosity:

Curiosity is the desire to learn and understand new things. It is a natural human instinct that drives us to explore our surroundings and to seek out new experiences. Curiosity is often sparked by something that is new, different, or unexpected. It can also be triggered by a desire to solve a problem or to understand a concept.

Curiosity is a powerful force that can lead to great discoveries and innovations. It is the driving force behind scientific research, technological advancements, and artistic creativity. Curiosity has also been linked to a number of positive outcomes, such as improved problem-solving skills, increased creativity, and greater life satisfaction.

There are a number of things that can be done to encourage curiosity in people. These include:

- Providing opportunities for people to explore their surroundings.
- Introducing people to new experiences.

- Asking open-ended questions.
- Validating one's own and other people's curiosity.
- Encouraging others to take risks.

Curiosity is a gift that should be nurtured. It is a key ingredient to a happy, fulfilling, and meaningful life.

Discrimination:

The unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, color, age, sex, social class, or disability:

Diversity:

Is an inclusive concept encompassing, without limitation, race, color, ethnicity, gender identity, sexual orientation or identity; religion, nationality, age, economic class, educational level, language, physical, mobility and ability, geography, and marital and parental status. The state of being diverse means having the broadest possible representation of individuals, experiences, and perspectives in all-encompassing terms.

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

Empathy:

The ability to place oneself in another's position to understand and feel what they might be feeling. Empathy encompasses a broad range of social, cognitive, and emotional processes primarily concerned with understanding others (and others' emotions in particular).

Part of showing empathy is being kind and curious. Not fixing it or making people feel better. Connecting and listening is powerful. Trying to understand how the person is feeling (not how you might feel in the same situation). Helping people know that they are not alone in their feelings. Even if you've never had that experience, you might know the feeling. Letting people know that you are grateful they shared with you. Allowing opportunities for second chances. When we miss the opportunity to show empathy or when we would like the opportunity to do it better, we can say, "I'd like to circle back." In this context, circling back means practicing empathy by trying again.

Equity:

Justice according to natural law or right specifically, freedom from bias or favoritism. Prioritizing fair and contextually appropriate access to resources and opportunities. Equality means the state of being equal, and equity adds the element of justice or fairness; it's possible that "equal" treatment does not produce "equity" when conditions and circumstances are very different.

Implicit Biases:

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner - this means it happens without us knowing it. These biases, which include both favorable and unfavorable conclusions that are happening in the moment and without our awareness or intentional control.

Everyone has implicit bias. The impact of our implicit bias on others, however, significantly depends on our social and professional roles in society. Bias held by educators, human service providers, physicians, prosecutors and criminal court judges can significantly affect the life outcomes of large swaths of people in our society.

Fail Forward:

Fail forward is a term used to describe the process of learning from mistakes and setbacks in order to improve performance. It is based on the belief that failure is not the end of the road, but rather a learning opportunity. When we fail forward, we are able to identify our weaknesses and areas for improvement, and we can use this information to make better decisions in the future.

Failing forward is a valuable skill for anyone who wants to be successful. It requires a willingness to take risks and to learn from mistakes. It also requires resilience and the ability to bounce back from setbacks.

There are a number of ways to fail forward. One way is to experiment and try new things. When you experiment, you are bound to make mistakes, but you will also learn a lot. Another way to fail forward is to ask for feedback from others. Feedback can help you identify your weaknesses and areas for improvement. Finally, it is important to be open to change. When you are open to change, you are more likely to learn from your mistakes and to make better decisions in the future.

Failing forward is not easy, but it is worth it. When you fail forward, you are not only learning from your mistakes, but you are also growing and becoming a better person.

Humanity:

Humanity is the human condition, specifically the quality of being human. It encompasses the distinctively human qualities of compassion, love, and intelligence, as well as the less desirable qualities of greed, hatred, and

cruelty. Humanity is also the human race, or all of the people in the world considered as a whole.

Human Rights:

Human rights are fundamental rights and freedoms that all people are entitled to, regardless of their race, sex, nationality, religion, or any other status. They are based on the principle of human dignity and are essential for the full development of human potential.

The Universal Declaration of Human Rights, adopted by the United Nations in 1948, is the foundation of international human rights law. It sets out a broad range of rights, including the right to life, liberty, equality, security of person, freedom of expression, freedom of religion, and the right to education and social security.

Human rights are important because they protect people from discrimination, oppression, and exploitation. They also provide a framework for ensuring that everyone has a fair and just chance to live a good life.

There are many different ways to promote human rights. One important way is to educate people about their rights and responsibilities. Another way is to advocate for changes to laws and policies that violate human rights. Finally, it is important to support organizations that are working to protect and promote human rights.

Ideas:

Ideas are thoughts or concepts that exist in the mind. They can be original or borrowed, and they can be abstract or concrete. Ideas are the foundation of creativity and innovation, and they can be used to solve problems and make decisions. Understanding the ideas of a person can greatly aid in knowing how a person might think about people who are different from them in significant ways.

Some common characteristics of ideas include:

- Originality: Ideas can be completely new or they can be based on existing ideas.
- Abstractness: Ideas can be abstract concepts or they can be concrete objects.
- Creativity: Ideas can be creative and innovative, or they can be more ordinary.
- Problem-solving: Ideas can be used to solve problems or make decisions.
- Communication: Ideas can be communicated through language, art, or other forms of expression.

Ideology:

Ideology is a system of ideas and beliefs that form the basis of a political or economic system. It is a set of beliefs that guides a person's or group's actions and provides a framework for interpreting the world. Ideologies can be based on a variety of factors, including religion, philosophy, economics, and history. Some common examples of ideologies include liberalism, conservatism, or socialism.

Ideologies can have a profound impact on society. They can shape laws, policies, and institutions. They can also lead to conflict and violence. It is important to be aware of the different ideologies that exist and to understand their implications.

Inclusion:

The ability to attract, retain, accommodate, and involve a range of diverse people who are valued, accepted, and comfortable at all levels of an organization. The act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, ability, etc.)

Intentionally create and sustain an environment that supports direction, alignment, and commitment from everyone in your organization. Create welcoming community spaces where everyone belongs.

Institutional Accountability:

Institutional accountability is the obligation of an organization to be answerable for its actions and decisions to its stakeholders. This includes being transparent about its operations, financial dealings, and decision-making processes. It also involves being responsive to the needs and concerns of stakeholders and taking steps to address any negative impacts that the organization's activities may have.

Institutional accountability is important for several reasons. First, it helps to build trust between an organization and its stakeholders. When stakeholders know that an organization is accountable to them, they are more likely to trust the organization and have confidence in its decisions. Second, institutional accountability helps to ensure that organizations are operating in a responsible and ethical manner. When organizations know that they will be held accountable for their actions, they are more likely to make decisions that are in the best interests of their stakeholders. Third, institutional accountability can help to improve the performance of organizations. When organizations are accountable to their stakeholders, they are more likely to be responsive to their needs and to take steps to improve their performance.

Intentionality:

Intentionality is the quality of being deliberate and purposeful in one's actions, thoughts, and behaviors. It involves having a clear understanding of one's goals and values, and making conscious choices that are aligned with those goals and values. Intentionality is often contrasted with automaticity, which is the tendency to act without conscious thought or effort.

Here are some examples of intentionality:

- Setting specific goals for oneself and developing a plan to achieve them.
- Being mindful of one's thoughts and feelings, and choosing to focus on positive and productive thoughts.
- Making conscious choices about how to spend one's time and energy.
- Being present in the moment and savoring experiences fully.
- Acting with kindness and compassion towards others.

Intentionality is an important quality for personal growth and success. It allows one to take control of one's life and make choices that are in line with one's values and goals. It can also lead to greater happiness and fulfillment, as one is more likely to experience a sense of purpose and meaning in life.

Intersectionality:

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups

Joy:

Joy is a positive emotion characterized by feelings of happiness, contentment, and well-being. It is often associated with pleasurable experiences, such as spending time with loved ones, achieving goals, or engaging in enjoyable activities. Joy is typically contrasted with sadness, anger, or fear, and it can be a powerful force for good in our lives. When we experience joy, we are more likely to be optimistic, creative, and resilient. We are also more likely to be kind and compassionate towards others. This is different from happiness as it is characterized by what happens. Joy is a time honored abiding feeling that is not predicated upon circumstance or events.

Joy can come from many different sources, such as our relationships, our work, our hobbies, or our spiritual beliefs. It is important to find things in life that bring us joy and to make time for them on a regular basis. When we do, we are more likely to live happier, healthier, and more fulfilling lives.

Learning Organization:

A group of people working together collectively to enhance their capacities to create results they really care about. Some researchers believe that the characteristics of a learning organization are factors that are gradually acquired, rather than developed simultaneously. These characteristics are systems thinking, personal mastery, shared vision, and team learning.

Leader-Member Exchange:

Leader-member exchange (LMX) is a dyadic relationship between a leader and a subordinate. It is based on the quality of the interactions between the two individuals, and it can have a significant impact on the subordinate's performance, satisfaction, and commitment.

There are two main types of LMX relationships: in-group and out-group. In-group members are those who have a high-quality relationship with their leader, while out-group members are those who have a low-quality relationship. In-group members receive more resources, opportunities, and support from their leaders, and they are more likely to be satisfied with their jobs and committed to their organizations. Out-group members, on the other hand, receive fewer resources and opportunities, and they are more likely to be dissatisfied with their jobs and less committed to their organizations.

The quality of the LMX relationship is determined by a number of factors, including the leader's personality, the subordinate's personality, the organizational context, and the nature of the work. Leaders who are supportive, open, and communicative are more likely to have positive LMX relationships with their subordinates. Subordinates who are competent, motivated, and willing to take on responsibility are also more likely to have positive LMX relationships with their leaders.

LMX is an important concept in organizational behavior because it has a significant impact on individual and organizational outcomes. Leaders who are able to build positive LMX relationships with their subordinates are more likely to have high-performing teams and organizations.

Leader-member exchange (LMX)
can be related to parent-child relationships and client-person receiving
services relationships in a number of ways.

- Parent-child relationships: In a parent-child relationship, the parent is the leader and the child is the subordinate. The quality of the LMX relationship between a parent and a child can have a significant impact on the child's development, including their self-esteem, social skills, and academic achievement. Parents who are supportive, open, and communicative are more likely to have positive LMX relationships with their children.

Children who are competent, motivated, and willing to take on responsibility are also more likely to have positive LMX relationships with their parents.

- Client-person receiving services relationships: In a client-person receiving services relationship, the person providing the services is the leader and the client is the subordinate. The quality of the LMX relationship between a person providing services and a client can have a significant impact on the client's satisfaction with the services, their willingness to comply with treatment recommendations, and their overall health outcomes. People providing services who are supportive, open, and communicative are more likely to have positive LMX relationships with their clients. Clients who are competent, motivated, and willing to take on responsibility are also more likely to have positive LMX relationships with the people providing services.

It is important to note that LMX is a complex concept and there are many factors that can influence the quality of the relationship. However, the principles of LMX can be applied to a variety of relationships, including parent-child relationships and client-person receiving services relationships.

Liminal/Threshold:

Liminal is a fancy word for "on the threshold of something."
In psychology, it means the state of being between two states or stages,
like the state between waking and sleeping. Liminal spaces are also seen as
places of transition or transformation, like doorways, thresholds, or crossroads.

Microaggression:

The term microaggressions refers to subtle acts that show dominance; specifically, when members of a higher-status group behave in small ways, perhaps obliviously, such that they effectively exert or reinforce dominance over members of a lower-status group

Microaffirmation:

Micro affirmations have been described as the antidote to microaggressions. They are small, brief acts that affirm other people's competence and value; they serve to acknowledge people and to counteract some of the negative consequences of microaggressions. Examples of micro affirmations could include nodding your head in response to what someone is saying, backing someone up publicly when they offer an opinion or suggestion, or giving someone your complete attention while they are speaking.

Mindfulness:

Mindfulness is the ability to pay attention to the present moment, without judgment. It is a state of being aware of our thoughts, feelings, and bodily sensations, without getting caught up in them. Mindfulness can be practiced through meditation, yoga, or simply taking time to sit quietly and observe our thoughts and feelings.

Neuroplasticity:

Neuroplasticity is the ability of the brain to change and adapt throughout life. It is the process by which new neural connections are formed, and existing connections are strengthened or weakened, in response to new experiences. Neuroplasticity is essential for learning and memory, and it is also involved in recovery from injury or disease.

There are two main types of neuroplasticity:

- **Structural plasticity:** This refers to changes in the physical structure of the brain, such as the formation of new synapses or the growth of new neurons.
- **Functional plasticity:** This refers to changes in the way the brain functions, such as the way that information is processed or stored.

Neuroplasticity is a lifelong process, and it is constantly being shaped by our experiences. The more we learn and the more new experiences we have, the more our brains change and adapt. This is why it is important to challenge ourselves and to try new things, as this will help to keep our brains healthy and functioning well.

Neuroplasticity can also be used to help people recover from injury or disease. For example, people who have suffered a stroke can undergo rehabilitation therapy to help them regain lost function. This therapy works by stimulating the brain to form new connections and to strengthen existing connections, which can help to improve motor skills, speech, and other functions.

Neuroplasticity is a remarkable process that allows us to learn, grow, and adapt throughout our lives. It is an important part of our overall health and well-being, and it is something that we can all benefit from.

Resilience:

The ability to adapt - bounce back - after something difficult has happened. According to The Resilience Project, there are five factors that build resilience:
1. Positive connections to safe adults
2. A sense of belonging with local groups such as faith based groups, clubs, and interest groups
3. An external support system such as friends, faith, a spiritual practice, or a pet
4. Self esteem: self worth; self-compassion - feeling good about one's self
5. Voice, choice, and control regarding big and small things in life

Oppression:

Any case where a person or group objectively exploits another person or group or hinders their pursuit of self-affirmation as a responsible person. There is a warning to the oppressed gaining power over other oppressed people and becoming their oppressors, as they seek their own individual liberation

Person Centered Practices:

A set of practices and approaches that centers around who the person is, what is meaningful to the person and what is important for the person, such that there is an openness to the ways that the person receives services and supports that directly reflect their current needs and wishes. It considers that nothing should be done for the person without the person's presence or buy in to enhance the person's life. Person centered practices and approaches hold space for trying new things and being able to garner some successes and failures from which to grow and learn. The person centered relationships 'travel at the speed of trust' and there is an acknowledgement that supporting the person may take time to listen deeply to the person and a willingness to check courses of actions regularly with the person for accuracy and positive impact.

Person Centered Cultural Humility:

Person Centered Cultural Humility is a set of ideas and practices that focuses on self reflection and self critique of the person providing the services as well as a recognition of the built in power imbalances that are within a provider and person receiving support and services.

Person Centered Cultural Humility can be used as a planning process that includes a collection of ideas, thoughtful questions, artifacts, and practices that honors and respects a person's culture and cultural identity as they wish to express and experience them to effectively support them in their daily lives. This approach can be fully incorporated within other person centered practices the person may experience or it can be facilitated as a stand alone application.

Polarization:

Polarization is the process by which people become more and more extreme in their views, and the distance between opposing viewpoints widens. It can happen in any group or society, but it is especially common in political and social contexts.

There are a number of factors that can contribute to polarization, including:

- **Social media:** Social media platforms can amplify polarization by creating echo chambers, where people are only exposed to information that confirms their existing beliefs.
- **Media coverage:** The way that the media reports on controversial issues can also contribute to polarization, by focusing on the most extreme viewpoints and making it seem like there is no middle ground.
- **Political parties:** Political parties can also contribute to polarization by taking increasingly extreme positions in order to appeal to their base.
- **Economic inequality:** Economic inequality can also contribute to polarization, by creating a sense of resentment and distrust between different groups of people.

Polarization can have a number of negative consequences, including:

- **Increased conflict:** Polarization can make it more difficult to find common ground and resolve conflicts.
- **Reduced trust:** Polarization can erode trust between people from different groups.
- **Less cooperation:** Polarization can make it more difficult to work together to solve problems.
- **Increased political instability:** Polarization can lead to political instability, as it makes it more difficult for governments to function effectively.

There are a number of things that can be done to address polarization, including:

- **Promoting critical thinking:** Critical thinking skills can help people to evaluate information more objectively and to avoid being influenced by confirmation bias.
- **Encouraging dialogue:** Dialogue between people from different viewpoints can help to bridge the gap between them and to find common ground.
- **Building trust:** Trust can be built between people from different groups by working together on common goals and by getting to know each other on a personal level.
- **Addressing economic inequality:** Addressing economic inequality can help to reduce resentment and distrust between different groups of people.

Polarization is a complex problem, but it is one that we need to address if we want to create a more just and equitable society.

Popular Education:
Popular education is a form of education that is designed to empower people to take action to improve their lives and their communities. It is based on the principles of critical thinking, dialogue, and action. Popular education is often used in social justice movements, as it can help people to understand the root causes of their oppression and to develop strategies for change.

There are many different approaches to popular education, but some common elements include:

- **Empowerment:** Popular education is designed to empower people to take action to improve their lives and their communities. This is done by helping people to develop critical thinking skills, to understand the root causes of their oppression, and to develop strategies for change.
- **Dialogue:** Popular education is based on dialogue, or the exchange of ideas and experiences. This is important because it allows people to learn from each other and to build a shared understanding of the issues they are facing.
- **Action:** Popular education is not just about learning about the problems; it is also about taking action to solve them. This can involve anything from organizing a peaceful protest to starting a community project.

Popular education has been used successfully in a variety of social justice movements, including the civil rights movement, the women's movement, and the environmental movement. It is a powerful tool for empowerment and change.

Power Imbalance:
Power imbalance is a situation in which one person or group has more power than another. This can happen in relationships, organizations, and societies. Power imbalance can have a number of negative consequences, including:

- **Inequity:** When one person or group has more power than another, it can lead to inequity. This can mean that the less powerful person or group has less access to resources, opportunities, and decision-making power.
- **Exploitation:** Power imbalance can also lead to exploitation. This can happen when the more powerful person or group uses their power to take advantage of the less powerful person or group.
- **Violence:** Power imbalance can also lead to violence. This can happen when the more powerful person or group uses their power to harm the less powerful person or group.

There are a number of things that can be done to address power imbalance, including:

- **Education:** Education can help people to understand the dynamics of power imbalance and how it can lead to negative consequences.
- **Empowerment:** Empowerment can help people to gain the skills and resources they need to challenge power imbalance.
- **Collaboration:** Collaboration can help to build relationships and trust between people from different power groups.

Prejudice:

Preconceived opinion that is not based on reason or actual experience.

Prejudice is a preconceived opinion that is not based on reason or actual experience. It is often negative and can be directed towards individuals or groups of people based on their race, gender, religion, or other characteristics. Prejudice can lead to discrimination and other forms of injustice.

Psychological Safety:

Psychological safety is the belief that you won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. It's a shared belief, whether articulated or unspoken, held by members of a team that others on the team will not embarrass, reject, or punish them for speaking up.

The presence of psychological safety in the workplace means that people feel comfortable being themselves. People bring their full selves to work and feel okay laying all of themselves on the line because they know members of their team will support them. When people don't feel comfortable talking about initiatives that aren't working, the organization isn't equipped to prevent failure. When people aren't fully committed, the organization has lost an opportunity to leverage the strength of all its talent. Psychological safety doesn't mean everyone is nice all the time. It means that employees feel comfortable embracing the conflict and using their voice to speak up about something they know needs to be addressed.

Racial Categories/Groups:

Racial categories are socially constructed classifications of people based on physical characteristics, such as skin color, hair texture, and facial features. They are often used to divide people into distinct groups and to create hierarchies of superiority and inferiority.

Racial categories have been used throughout history to justify discrimination, exploitation, and violence. They were used to justify the transatlantic slave trade, the colonization of Africa and Asia, and the apartheid regime in South Africa. Today, racial categories are still used to marginalize and oppress people of color.

There are a number of criticisms of racial categories. One criticism is that they are arbitrary and unscientific. There is no biological basis for dividing people into distinct racial categories. Another criticism is that racial categories are used to perpetuate racism and discrimination. They can be used to justify unequal treatment, segregation, and violence.

There are a number of alternatives to racial categories. One alternative is to focus on individual identity and to reject the idea of race as a meaningful category. Another alternative is to use terms like "ethnicity" or "culture" to describe people's backgrounds. These terms are less divisive and more inclusive.

Racial categories are a harmful and divisive social construct. They have been used to justify discrimination, exploitation, and violence. There are a number of alternatives to racial categories that are more inclusive and just.

Racial Group Dynamics:

Racial groups dynamics are the interplay between racial classifications often based on divisive nature of difference including elements of inferiority and superiority.

Radical Healing:

Radical healing involves being or becoming whole in the face of identity-based "wounds," which are the injuries sustained because of our membership in an oppressed racial or ethnic group. Wounds also include the ways in which our parents and their parents were harmed and traumatized by racist policies and practices, such as being denied the right to vote, being forced to attend assimilation schools, or being denied citizenship. These also include deep wounds that our ancestors experienced including broken treaties, stolen lands, enslavement, colonization, exploitation, internment camps, and the attempted erasure of these histories from public memory.

Racism:

A belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race

The systemic oppression of a racial group to the social, economic, and political advantage of another

Respect:

Respect is a feeling of admiration for someone or something elicited by their abilities, qualities, or achievements. It can also be a feeling of regard for the rights and dignity of a person or group.

Respect is important in all relationships, whether personal or professional. It is a key ingredient for trust, cooperation, and collaboration. When people feel respected, they are more likely to be open to new ideas, to share their thoughts and feelings, and to work together to achieve common goals.

There are many ways to show respect to others. Some examples include:

- Listening attentively
- Being open-minded

- Considering other people's perspectives
- Accepting people for who they are
- Acknowledging their accomplishments
- Giving them credit where credit is due
- Apologizing when you make a mistake
- Not making assumptions about people based on their race, gender, sexual orientation, religion, or other characteristics

Respect is a choice. It is something that we decide to do, even when it is difficult. It is a way of showing that we value other people and that we care about their feelings. When we respect others, we make the world a more positive and welcoming place.

Self-Awareness:

Is how an individual consciously knows and understands their own character, feelings, motives, and desires. There are two types of self-awareness: private and public. Private or internal self-awareness is when people are aware of something about themselves that others might not be — like being anxious about reading out loud. Public or external self-awareness is when people are aware of how others see them.

Self-Reflection/Self-Examination:

The act of introspection, self-contemplation, self-observation, self-questioning for the benefit of supporting or serving another person.

Self-Compassion:

Self-compassion is the ability to be kind and understanding to oneself, in the same way that one would be to a good friend. It involves recognizing one's mistakes and shortcomings, but not judging oneself harshly for them. Self-compassion also involves accepting oneself for who one is, with all of one's flaws and imperfections.

There are many benefits to self-compassion, including:

- Reduced stress and anxiety
- Improved mood
- Increased resilience
- Better relationships
- Increased self-esteem
- Improved physical health

If you want to develop more self-compassion, there are a few things you can do:

- Practice mindfulness. Mindfulness is the ability to pay attention to the present moment, without judgment. When you practice mindfulness, you can learn to observe your thoughts and feelings without getting caught up in them. This can help you to be more accepting of yourself, even when you make mistakes.
- Be kind to yourself. Talk to yourself the way you would talk to a good friend. Avoid criticizing or judging yourself harshly. Instead, focus on being understanding and compassionate.
- Forgive yourself. Everyone makes mistakes. It's important to forgive yourself for your mistakes and learn from them. Holding on to guilt and shame will only hurt you in the long run.
- Accept yourself for who you are. Everyone is unique, with their own strengths and weaknesses. It's important to accept yourself for who you are, even if you don't always meet your own expectations.

Self-compassion is a skill that takes time and practice to develop. But it's worth it.

Self-Critique:

The act or an instance of critically examining or interrogating oneself for the benefit of supporting or serving another person.

Social Justice:

Focuses on the issues of fairness in relations between individuals in society and equal access to wealth, opportunities, and social privileges.

Stereotype:

A widely held, exaggerated, but fixed and oversimplified image or idea of a particular type of person, group, or thing. "All women are caring." "All dog owners treat their pets like full fledged members of their families." etc

Stigma:

Refers to a set of negative and often unfair beliefs that a society or group of people have about something. Examples of stigma is how people feel about people experiencing homelessness, aging, disability, andvmental illness,

Strength Based Communication:

Strength-based communication is a communication style that focuses on the strengths and assets of individuals and groups, not their real or perceived deficits, faults, or flaws. It is a positive approach to communication that is solutions based and moves conversations forward in a supportive, healthy, and psychologically safe manner for all participants. It is based on the idea that people are more likely to be motivated and engaged when they feel valued and appreciated.

Strength-based communication can be used in a variety of settings, including the workplace, the classroom, and the home. There are also a number of benefits to using strength-based communication. For example, strength-based communication can:

- Increase motivation and engagement
- Improve relationships
- Reduce stress and anxiety
- Promote positive self-esteem
- Enhance creativity and problem-solving

There are a number of ways to practice strength-based communication. Some tips include:

- Focus on the positive. When you talk to someone, focus on their strengths and accomplishments.
- Be specific. When you compliment someone, be specific about what you appreciate about them.
- Be sincere. Your compliments should be genuine and heartfelt.
- Listen actively. When someone is talking to you, listen attentively and show that you are interested in what they have to say.
- Ask questions. Ask questions to learn more about the other person's strengths and interests.
- Be supportive. Offer your support when someone is struggling.
- Be respectful. Treat others with respect, even if you don't agree with them.

Strength-based communication is a powerful tool that can have a positive impact on your relationships and your life. Communication that emphasizes the strengths, opportunities and power of an individual, group or community. It represents people positively, in a way that feels true and empowering to them.

Tokenism:

the practice of making only a perfunctory or symbolic effort to be inclusive to members of oppressed and devalued groups, especially by recruiting one or a small number of people from underrepresented groups in order to give the appearance of doing something to show that you are following rules or doing what is expected or seen to be fair, things like sexual, racial, and

ability equality within a workforce. Tokenism is a practice of making only a perfunctory or symbolic effort to be inclusive to members of minority groups1. It is often used to give the appearance of racial or gender equality within a workplace or educational context1. Tokenism is the policy or practice of making only a symbolic effort2. It is the fact of doing something only to show that you are following rules or doing what is expected or seen to be fair, and not because you really believe it is the right thing to do3

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