

Dane County Planning & Development Department
Racial and Gender Equity and Inclusion (REI)
Glossary of Terms

Adverse Impacts: Refers to practices or policies that appear neutral but have a discriminatory effect on a protected group such as women, disabled, people of color, people of Hispanic origin, etc.

Community Indicator: The means by which we can measure socio-economic conditions in the community. Community indicators shall be disaggregated by race, gender, and ethnicity, where possible.

Contracting Equity: Investments in contracting, consulting and procurement should benefit the communities Dane County serves, proportionate to the demographics in Dane County. Solicitation for contracts should consider REI in the drafting, disseminating and hiring of contractors.

Discrimination: Refers to practices or policies that may be considered discriminatory and illegal if they have a disproportionate "adverse impact" on persons in a protected class.

Diversity: Refers to and includes all the ways in which people differ. Diversity encompasses all the different characteristics that make one individual or group different from one another.

Equity: The practice of ensuring that everyone has access to resources, services, support and opportunities to achieve economic, political and social success and equality. Fair and just inclusion into society in which all, including all racial and ethnic groups and genders, can participate, prosper and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.

Equity Outcome: When one's identity cannot predict the social, economic, geographic or cultural outcome.

Equity Lens: A critical thinking approach, a framework for analysis, to evaluate burdens, benefits, and outcomes to underserved communities. Application of an equity lens helps to increase awareness and understanding of discrimination, and has as its goal the undoing of institutional and structural racism.

Equality: Where individuals and groups have equal access and/or the provision of equal opportunities; where individuals are protected from being discriminated against

Ethnicity: A category of people who identify with each other based on common language, ancestral, social, cultural, or national experiences.

Explicit Bias: The evaluation of one group and its members relative to one another, expressed directly, with full awareness. Biases that people are aware of and that operate consciously.

Gender Equity: When gender can no longer be used to predict life outcomes.

Housing Discrimination: Discriminatory practice by which banks, insurance companies, real estate agents, landlords, etc., refuse to rent, sell insurance products, limit loans, mortgages, offer housing, etc. within specific geographic areas to persons of a protected class.

Impediments to Fair Housing: Include, but are not limited to capping the number or percent of multi-family units versus single family homes; lot size – requiring higher minimum lot sizes can make housing unattainable and drive up land costs; restricting density; restricting house and lot size within subdivision ordinances.

Inclusion: Authentically bringing traditionally excluded individuals and or groups into processes, activities, decision making and policy in a way that shares power.

Implicit Bias: Biases people are usually unaware of and that operate at the subconscious level. Bias can be understood as an inclination toward (or away from) one way of thinking, often based on how you were raised. Implicit bias is usually expressed indirectly. Examples include, preferring job candidates with certain names, or preferring one gender over another; addressing one gender over another in discussion at a work meeting where both are present. *Affinity bias* is the tendency to prefer individuals who appear similar to ourselves. *Confirmation bias* is the tendency to seek information that confirms pre-existing beliefs and ignore information that does not conform to expectations.

Individual Racism: Pre-judgment, bias or discrimination based on race by an individual.

Institutional Racism: Policies, practices and procedures within communities, organizations, businesses, schools, recreational facilities, local governments, churches, etc...that work better for white people than for people of color, often unintentionally.

Protected Class: The following is a list of federally protected classes that cannot be discriminated against including race, color, religion or creed, national origin or ancestry, pregnancy, age, sex, veteran status, physical or mental disability.

Race: A non-scientific classification of human beings which assigns human worth and social status for the purpose of establishing and maintaining privilege and power.

Racial Bias: A form of implicit **bias**, which refers to the attitudes or stereotypes that affect an individual's understanding, actions, and decisions in an unconscious manner. Bias can also be understood as prejudice in thought or action toward one group and its members relative to another group. As an example, you may choose whether or not to sell your house or your land to an individual based on their race, gender, or age. You may choose to work with an organization based on the racial makeup of their staff or members, or hire someone based on their race, or gender.

Redlining: The illegal practice where banks, insurance companies, etc., refuse to offer bank loans, credit or insurance in a particular community, because of the race, gender, ability or ethnicity of the resident.

Racial Equity: Race can no longer be used to predict life outcomes.

Racial Inequity: Race can be used to predict life outcomes, e.g., disproportionality in education such as high school graduation rates; jobs - unemployment rate; and, criminal justice through arrest and incarceration rates, etc.

Segregation: A system that keeps different groups, often underserved, separate from each other through physical dividers, geographical limitations, social pressures, or laws. For example, a community that is separated by a road or highway, adjacent to an industrial site, lacks access to food, transportation, etc.

Structural Racism: A racial bias among institutions and across society, combining to create a system that negatively impacts communities of color.

Title VI, Civil Rights Act (1964): Refers to Federal law, and states no person in the United States, on the grounds of Race, Color, or National Origin, and other protected classes, shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program, service, or activity of a public entity, like Dane County and its municipalities, that receives local, state or federal assistance.

Under-served: Refers to people and places that historically and currently have not had equitable resources or access to infrastructure, healthy environments, housing choice, etc. Disparities may be recognized in both services and in outcomes.

Workforce Equity: The workforce reflects the diversity of Dane County residents throughout the organization, company, industry, or local government.