

Glossary of Terms

BIPOC – Black, Indigenous, People of Color

Cisgender – a person whose sense of personal identity and gender corresponds with their birth sex

Coercive power – comes from the power holder’s capacity to impose sanctions. The ability to give and take away rewards and execute punishment. The oppressed person’s desire to get valuable rewards, and their fears of losing them, is ultimately the source of power.

Community – King county residents who have lived experience with the criminal justice system whether direct, through a family member, or professionals who have served youth and families who are involved with the criminal justice system and live in King County. This does not include King County legal system staff, who participate in upholding a system that criminalizes youth, regardless whether they live in King County or if they are BIPOC. Community itself gets to define who does and does not get considered to be “community.” King County employees benefit from privileges and power that community members do not, thereby existing a separation.

Conceptual framework - an analytical tool with several variations and contexts. It can be applied in different categories of work where an overall picture is needed. It is used to make conceptual distinctions and organize ideas.

Cultural Racism – is how the dominant culture is founded upon and then shapes norms, values, beliefs, and standards to advantage white people and oppress People of Color. It is how the dominant culture defines reality to advantage white people and oppress PoC. Uses cultural differences to overtly and covertly assign value and normality to white people and whiteness in order to rationalize the unequal status and degrading treatment of people and communities of color.

Culture – Refers to the knowledge, experience, beliefs, values, attitudes, meanings, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions acquired by a group of people in the course of generations through individual and group striving.

Diversity – The full range of differences and similarities, visible and non-visible that make each individual unique.

Equality – Values “equal inputs” of resource, time, amount, opportunities, etc. Assumes everyone begins with “the same” resources.

Equity – Values “equal outcomes” (of performance, achievement, opportunity, resources, etc.) Assumes everyone starts from different places (in terms of history, experiences, opportunities, resources, etc.)

Exploited – when one social group is able to take for itself what is produced by another group

Gender – The attitudes, feelings, and behaviors that a culture associates with a person’s biological sex.

Generalization – are made to make sense of the juvenile legal system based on the lived experiences of the most impacted populations with the goal of knowing what it is and how to react to and interact with it.

Inclusion – An environment that engages multiple perspectives, differing ideas, and individuals from different backgrounds to help define organizational policy and practice, and help shape organizational culture

Intersectionality – Framework for understanding how aspects of a person's social and political identities might combine to create unique modes of discrimination and privilege. Intersectionality identifies advantages and disadvantages that are experienced by people due to a combination of factors.

Intersex – Umbrella term describing people born with reproductive or sexual anatomy that cannot be classified as typically male or female

People of color – carries with it seemingly inescapable persecution, terror and a circumstance of perpetual struggle that is foreign to most people with white skin.

Power – Relationship of forces that occur in society at a given moment, therefore power is everywhere, and powerful agents cannot be considered independently from these relationships. Has more influence than law or truth. The ability to control one's own life and environment.

Privilege – A right or advantage that is given to some people and not others

Race – a socially constructed characterization of individuals based on skin color, culture, etc.

Racism – Racial prejudices & social and institutional power. A system of advantage and oppression based on race and built to maintain white supremacy. Any act that even unwittingly tolerates, accepts or reinforces racially unequal opportunities or outcomes for youth to thrive.

Resourced – Affirmed, has access to meet basic needs, represented, considered worthy and capable in society

Stereotype – are assumptions based on unfounded ideas about groups. They signify a gap or lack in understanding. Stereotypes are made when there is no understanding or knowledge about groups of people.

Whiteism – not recognizing the domination and unearned power and privileges associated with having white skin; having a sense of (White) entitlement and lacking awareness of the experiences and perspectives of non-white skinned people.

Whiteness – the component of each and every one of ourselves that expects assimilation to the dominant culture

White Supremacy Culture – the idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. It is an artificial, historically constructed culture which expresses, justifies and binds together the U.S. white supremacy system. It is the glue that binds together white-controlled institutions into systems and white-controlled systems into the global white supremacy system.