Here is a list of terms and language that you might find useful as you discuss racial justice. This glossary is by no means complete. Rather, it should be used to make sure that everyone is grounded in the same language and can fully participate in the conversation.

Language and terms can be powerful tools to discuss race, power, and privilege. By using terminology preferred or created by a marginalized community, we celebrate their dignity and leadership. But language is not static; it constantly evolves as we grow and change. It is part of the responsibility of people in solidarity with marginalized communities to keep up with those changes.

**ALLY**
A person who actively supports and advocates for people who belong to marginalized, silenced, or less privileged groups without actually being a member of those groups. This person will often challenge or confront systems of oppression. Allyship should be approached as a continuous process of standing with and following the leadership of oppressed groups as they fight for justice and dignity.

**INSTITUTIONAL RACISM**
When prejudices around race, particularly the inferiority of people of color, are structured into the social and economic institutions in society. Institutional racism occurs when organizations, businesses, or institutions like schools and police departments discriminate, either deliberately or indirectly, against certain groups of people to limit their rights because of their race.

**INTERSECTIONALITY**
Kimberle Williams Crenshaw introduced that within systems of oppression, domination or discrimination intersect and frequently reinforce each other. For example, all women are impacted by sexism but a transgender woman of color has a different experience of sexism than a white cisgender woman because the sexism she experiences is intersected with racism and transphobia.
PEOPLE OF COLOR (POC)
People who have a diversity of racial identities and are not included in the United States’ normative and privileged definition of “white;” a term to describe people with racial identities who face systematic oppression in the U.S. Those identities can include: Black, Latinx, Indigenous, Asian, Middle Eastern, and Pacific Islander, although not all people with those identities will self-describe as people of color or fit in those clear racial binaries.

PRIVILEGE
Unearned advantages that work to systematically empower certain groups in our society over others; a right that only some people have access or availability to because of their social group memberships.

RACE
A social and political construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, and ethnic classification.

RACIAL JUSTICE
The struggle for equitable outcomes for people of color; a wide range of ways in which groups and individuals struggle to change laws, policies, practices, and ideas that reinforce and perpetuate racial disparities.

JEWS OF COLOR (JOC)
Jews who are people of color (see definition for people of color).

MULTI RACIAL/MULTI ETHNIC JEWISH COMMUNITY
Jewish communities around the world developed rituals, traditions, food, and prayer in relation to local culture and communities. While the image of “a Jew” is often tied to whiteness in mainstream US culture, there are multiracial and multiethnic Jewish communities in the US and global Jewish communities in countries like India, China, Ethiopia, Kurdistan, and Yemen. The terms Ashkenazi, Mizrahi, and Sephardi designate the ethnic and cultural background of a Jewish person or community.

Mizrahi Jews trace their roots to the Middle East
Sephardi Jews trace their roots to Spain and the Spanish diaspora
Ashkenazi Jews trace their roots to Central and Eastern Europe
Ethiopian Jews trace their roots to Ethiopia

There is a wide diversity of practice and identities in these communities; some Mizrahi and Sephardi Jews identify themselves as Jews of Color and others do not (and further reject the title Mizrahi).

GLOSSARY of RACIAL JUSTICE TERMS