Glossary of Terms as used in Taproot's Solidarity Statement

- **BIPOC**
  Black, Indigenous, People of Color (pronounced "bye-pock"). "Black" and "Indigenous" are called out separately from "People of Color" to center the unique experience of Black and Indigenous people in the history of the United States. This history has shaped the experience of all people of color within the U.S. context.

- **White Supremacy Culture**
  White Supremacy Culture refers to established standards of behavior that have evolved from our nation's history of white supremacy. This culture places the greatest value on ways of thinking/behaving that are familiar to people from a white, western tradition. Another term used to describe this is "white normality."
  (Expanded definition: https://www.racialequitytools.org/glossary)

- **Black Lives Matter**
  A statement emphasizing the need for the basic human rights of Black people to be honored, valued, and protected by government, social, and legal systems. Taproot means this literally: Black. Lives. Matter.

- **Historically White Organization**
  An organization that has been predominately led by white people throughout its history. This often inadvertently leads to organizational systems, policies, and/or practices that favor white culture. Another term used to describe this is "white normality."
  (Expanded definition: https://www.thoughtco.com/whiteness-definition-3026743)

- **Anti-racist**
  The opposite of *being racist* isn't a passive attitude of *not being racist*. Instead, it's an active commitment to being *anti-racist*. "Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life."
  (https://www.racialequitytools.org/glossary)

- **Structural Racism**
  The terms "structural racism" and "systemic racism" are virtually synonymous. They describe a system in which policies/practices work to perpetuate racial inequity. While often un-intended, it creates privilege around "whiteness" and is a feature of the social, economic, and political systems in which we all exist.
  (Expanded definition: https://www.racialequitytools.org/glossary)

- **Systemic Racism** (see structural racism)

Glossary of Terms as used in Taproot's Solidarity Statement

- **Racial Inequity**
  When racial identity is a predictor of opportunities or outcomes. "Racial inequity is when two or more racial groups are not standing on approximately equal footing, such as the percentages of each ethnic group in terms of dropout rates, single family home ownership, access to healthcare, etc." *(Ibram X. Kendi, How To Be An Antiracist, Random House, 2019.)*

- **BIPOC Affinity Space**
  A space where BIPOC identifying staff can process, share, and discuss their experiences working in a historically white organization.
  (Further information about the value of affinity groups: https://www.cds-sf.org/sites/default/files/Affinity%20Groups_FAQs.pdf)

- **White Learning Group**
  A space where white identifying staff can process, share, and discuss what they are learning about racism and consider the practical role they play in anti-racism and racial equity.

- **Taproot's Mission Statement**
  Taproot Theatre tells stories of hope, serving the Pacific Northwest through live theatre and educational programs.

- **Land Acknowledgement**
  A formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and honors the relationship between Indigenous Peoples and their traditional territories. *(This article from the Native Governance Center is a good resource regarding the practice of land acknowledgements. https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/)*

- **Multicultural**
  A multicultural organization is an organization that incorporates ideas, beliefs, and people from many different countries and cultural backgrounds. A multicultural organization strives to go beyond merely achieving the optics of "diversity." It's possible for an organization to look "diverse" but not be truly incorporating perspectives from multiple cultures.