



Toolkit: Speaking the Same Language

1) Personal pronouns - A means of letting others know how you can refer to them, without another individual having to make any assumptions about [gender identity](#). Students, colleagues and community partners often use personal pronouns in email signatures and elsewhere. Find examples [here](#).

2) [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.

3) Equity - The intentional practice of identifying the unique needs within our diverse student and employee populations, and in turn providing the support necessary for each individual to succeed in their academic and career goals.

4) Equality - Equality refers to everyone getting the same thing.

Equity vs. Equality- Equity means everyone getting what they need, Equality means everyone getting the same thing.

5) [Microaggressions](#) - A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

6) Racial Battle Fatigue - The physical and psychological toll taken on people of color due to constant and unceasing discrimination, microaggressions, and stereotyping.

7) LGBTQ+ - An acronym for lesbian, gay, bisexual, transgender, queer or questioning and all of the gender identities and sexual orientation. These terms are used to describe a person's sexual orientation or gender identity.

8) Inclusive Spaces - An space or environment where all individuals in a community are welcomed, valued, respected, heard, and able to participate. Reference the [WTCS Creating Inclusive Spaces Resource Guide](#) for more information on creating inclusive spaces for particular populations.

Watch the [WTCS Diversity, Equity, Inclusion YouTube Video Series](#) for more information on DEI terms and strategies.