

yoga
PRESENTS

INCLUSIVITY TRAINING

FOR YOGA

Building community
with compassion

KEY TERMS

Power - The ability to decide who will have access to resources and opportunities to be seen, heard, and acknowledged. The capacity to exercise control over others.

Privilege - Privilege can make the unfamiliar invisible if we do not bring awareness to the ways in which we experience our own privilege.

Experiences with privilege can constantly change as we move between settings and communities. For example, we may hold privilege within a space because of our race, but not hold privilege in other spaces because of gender or ability. Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups.

Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them. In fact, privileges are unearned and they are granted to people in the dominant groups whether they want those privileges or not, and regardless of their stated intent.

Prejudice - A preconceived judgment or opinion about an individual or group of people that is not based in fact.

Stereotype – An oversimplified, exaggerated, or distorted belief about an individual or group of people.

Racism - Racism is a system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and institutional power. A person of any race can have prejudices about people of other races, but only members of the dominant social group can exhibit racism because racism is prejudice plus the institutional power to enforce it.

Sexism – Prejudice, stereotyping, or discrimination, typically against women, on the basis of sex.

Ableism – Discrimination in favor of able-bodied people when thinking about but not limited to body size and levels of mobility.

Ageism – Prejudice or discrimination on the basis of a person's age.

Homophobia and Transphobia – Negative feelings toward people who identify as lesbian, gay, bisexual, queer, or transgender. Homophobia and transphobia can be observed in violent behavior and discrimination against people based on sexual orientation.

"At-risk" - The term was originally used by educators to identify youth — specifically, student populations — who are "at-risk" of academic failure. Since its introduction during the 1980s, "at-risk" has morphed into an all-encompassing concept that can unintentionally generalize large swaths of underprivileged youth and communities who have vastly different experiences with the dominant culture.

Trauma – Within the field of social justice, the word trauma is used to describe experiences or situations that are emotionally painful and distressing, and that overwhelm people's ability to cope, leaving them powerless.

For some groups of marginalized people, trauma can happen frequently, collectively, and over time.

Trigger – A trigger is something that an individual says or does or an organizational policy or practice that makes us, as members of social groups, feel diminished, offended, threatened, stereotyped, discounted, or attacked. Triggers do not necessarily threaten our physical safety. We often feel psychologically threatened. We can also be triggered on behalf of another social

group. Though we do not feel personally threatened, our sense of social justice feels violated.

Triggers cause an emotional response. These emotions include hurt, confusion, anger, fear, surprise, or embarrassment.

Oppression - The combination of prejudice and institutional power which creates a system that discriminates against some groups (often called "target groups") and benefits other groups (often called "dominant groups"). Examples of these systems are racism, sexism, heterosexism, ableism, classism, and ageism. These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as health care, education, employment, housing, and visibility.

Four Levels of Oppression/"isms" and Change:

- **Personal:** Values, Beliefs, Feelings
- **Interpersonal:** Actions, Behaviors, Language
- **Institutional:** Rules, Policies, Procedures
- **Cultural:** Beauty, Truth, Right

Ally - An ally is a person whose commitment to dismantling oppression is reflected in a willingness to do the following:

- Educate oneself about oppression;
- Learn from and listen to people who are targets of oppression;
- Examine and challenge one's own prejudices, stereotypes, and assumptions;
- Work through feelings of guilt, shame, and defensiveness to understand what is beneath them and what needs to be healed;
- Learn and practice the skills of challenging oppressive remarks, behaviors, policies, and institutional structures;
- Act collaboratively with members of the target group to dismantle oppression.

Some definitions excerpted and modified from:

www.lgbtcampus.org

www.vanderbilt.edu

www.alliesforchange.org

