



# Identity Statement Glossary

**Word**

**Definition**

**Equity**

Practices that prioritize resources to populations who are currently being discriminated against.

**Inclusion**

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

**Marginalized**

When people are marginalized, they are treated as insignificant. Marginalized groups include people of color, people with disabilities, LGBTQ+ folks, women, people of a lower socio-economic status and so on.

**Communities  
of Color**

In U.S. history, "people of color" has often been used to refer only to people of African heritage. Today, it usually covers all/any people of African, Native American, Latinx, Asian or Pacific Island descent.

**Systemic  
Barriers**

A concept that recognizes that the power structures in the United States are designed to favor certain people over others. Attitudes, policies, practices, or systems that result in individuals from certain population groups receiving unequal access to or being excluded.