

TLEE Equity Definitions

Equity	Every learner receives what they need to develop to their full potential.
Working Towards Equity	The work of eliminating oppression, ending biases, and ensuring equally high outcomes for all participants through the creation of multicultural, multilingual, multiethnic, multiracial practices and conditions; removing the predictability of success or failure that currently correlates with any social or cultural factor.
Systemic Oppression	Systemic oppression is the condition of rules, beliefs, policies, practices and laws that work in concert to maintain the privileges and advantages of those who pertain to dominant culture, namely the culture of white, male, middle- and upper- class, heterosexual, able-bodied and –minded, Christian, English-speaking America, while simultaneously restricting access to those who have been historically underrepresented in positions of power, government, jobs, and other areas of society, namely people of color, women, people from backgrounds of poverty, LGBTQ people, differently-abled people, people of faiths other than Christianity and of no faith, and speakers of languages other than English.
Hegemony	Domination or rule achieved through ideological and cultural means. It is the ability of people in dominant culture to hold power over social institutions, and thus, to strongly influence the values, norms, ideas, expectations, worldview, and behavior of the rest of society.
White Supremacy Culture	White supremacy culture consists of ideas, thoughts, beliefs, habits, and actions grounded in whiteness that are perceived to be superior to the ideas, thoughts, beliefs, and actions of people and communities of color. One does not have to be a white supremacist, or even white, to embody or enact white supremacist culture.
Social Justice	Social justice is the equal access to wealth, opportunities, and privileges within a society.
Micro-Aggressions	Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward people of color and other marginalized groups.
Implicit Bias	The process of associating stereotypes or attitudes towards categories of people without conscious awareness.
White Fragility	White fragility is the disbelieving defensiveness that white people exhibit when their ideas about race and racism are challenged—and particularly when they feel implicated in white supremacy.