



UNIVERSITY of WISCONSIN GREEN BAY

League of WI Municipalities - Annual Conference – DEI Terms

Biases - is prejudice for or against a thing or a person in comparison to other things or people.

Conscious biases - known as explicit bias and relates to things that we know about ourselves.

Unconscious biases - are not always in agreement with our known values they occur due to constant and prevalent exposure to stereotypes, prejudice, and discriminatory practices.

Cultural Competency - knowledge of cultures different from self.

Cultural Humility - awareness of your context of the speaker/doer in reference to a marginalized group.

Cultural Appropriation - inappropriate and not consensual use of another culture's practices/words/aesthetic adopted by those outside of the community.

Cultural Appreciation - is when you know the context of the culture and your cultural relationship (i.e. see Cultural Humility) and have an invitation to participate or engage in a cultural practice that is not your own.

Prejudice - preconceived judgment or opinion. An adverse opinion or learning formed without just grounds or before sufficient knowledge about people or groups of people.

Discrimination - the practice of unfairly treating a person or group of people differently from other people.

Privilege - a system based on power, special right, advantage, or immunity granted or available only to a particular person or group of people.

Oppression - unjust or cruel exercise of authority or power. Isms and Ists.