


California Fish and Game Commission
Justice, Equity, Diversity and Inclusion: Definitions for Key Terms
Approved February 16, 2022

These definitions were developed to create a shared understanding of justice, equity, diversity and inclusion (JEDI) and related terms in order to help facilitate future discussions and JEDI plan development. These definitions may be periodically reviewed for potential revision in light of the Commission’s ongoing JEDI work.

| Term | Definition | Sources |
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| Bias | An inclination or preference that generally interferes with impartial judgment and decision-making. Bias can be implicit (subconscious and indirect) or explicit (conscious and direct). | <ul style="list-style-type: none"> (1) City of Portland – Office of Equity and Human Rights. Shared City-Wide Definitions of Racial Equity Terms (see Explicit Bias, Implicit Bias). (2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary. |
| Color Blindness | The belief that the best way to end discrimination is by treating individuals as equally as possible without accounting for race, culture, or ethnicity. No racial or ethnic differences are seen or acknowledged. As a result, color blind beliefs do not acknowledge the real-world consequences of membership or perceived membership in a particular racial or ethnic group, including the negative experiences of people of color. Examples of color blind statements include “I don’t see color” and “I treat everybody the same.” | <ul style="list-style-type: none"> (1) Rivers C (June 2018). “When I Look at People, I Don’t See Race.” Curing Color-Blindness. (2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary (see Colour-Blindness/Colour Evasion). (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary (see Color Blind). (4) Williams, MT (December 2011). Colorblind Ideology is a Form of Racism. Psychology Today. |
| Communities of Color | Communities of people who are not identified as white, emphasizing common experiences of racism. | City of Portland – Office of Equity and Human Rights. Shared City-Wide Definitions of Racial Equity Terms |

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| Discrimination | The unequal treatment of individuals or groups due to conscious or unconscious prejudice based on a protected class | <ul style="list-style-type: none"> (1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary |
| Diversity | All the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from one another. | <ul style="list-style-type: none"> (1) City of Portland – Office of Equity and Human Rights. Shared City-Wide Definitions of Racial Equity Terms (2) UC Berkeley, Center for Equity, Gender, and Leadership, 2022. Glossary of Key Terms. |
| Environmental Justice | The fair treatment and meaningful involvement of all people, regardless of their identity or circumstance, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. Fair treatment means that no population bears a disproportionate share of negative environmental consequences resulting from industrial, municipal, and commercial operations or from the execution of federal, state, and local laws; regulations; and policies. Meaningful involvement requires effective access to decision-makers for all, and the ability in all communities to make informed decisions and take positive actions to produce environmental justice for themselves. | Office of Legacy Management, US Department of Energy |

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| <p>Equality and Equity (see below for individual definitions)</p> |  <p>Learn more: In 2017, <i>The Lancet</i> published a Series, America: equity and equality in health, about US health and health care, which highlights how widening gaps of income inequality and other factors are driving increases in health inequity.</p> | <p>(1) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All.</p> |

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| Equality | <p>Circumstances in which each individual or group is given the same or equal treatment, including the same resources, opportunities, and support. However, because different individuals or groups have different histories, needs, and circumstances, they do not have equal positions in society or starting points. Providing the same resources, supports, or treatment does not guarantee that everyone will have fair or equal outcomes. For example, in the image above, using an equality approach means that the four individuals receive the same bike. Resources are distributed equally. However, the outcome is unequal and unfair: three out of four people will have trouble riding the bike or cannot ride at all. The four individuals are different heights, have different abilities, and require different bikes, something an equality approach does not take into account.</p> <p><i>Learn more:</i> To learn more about the impacts of unequal starting points, please see Harvard University Professor Raj Chetty’s work with Opportunity Insights. A series of articles about this research is available here.</p> | <ol style="list-style-type: none"> (1) Smiley L (July 2017). Equality vs Equity. The Society for Diversity Blog. (2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary. (3) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All. |
| Equity | <p>The distribution of resources that accounts for past history and current position, so that future outcomes are fairly distributed. Occurs when social, economic, and political opportunities are not predicted based upon a person's protected class,</p> | <p>Seattle Public Utilities, 2022. Environmental Justice and Service Equity Glossary.</p> |
| Ethnicity | <p>A category of people who identify with each other based on common language, ancestral, social, cultural, or national experiences.</p> | <p>City of Portland – Office of Equity and Human Rights. Shared City-Wide Definitions of Racial Equity Terms</p> |

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| Inclusion | Authentically bringing traditionally excluded individuals or groups into processes, activities, and decision- and policy-making in a way that shares power; values each individual's or group's heritage, contributions, and aspirations; and guarantees full belonging to all stakeholders and participants. Inclusion is related to, but distinct from, diversity. | <ul style="list-style-type: none"> (1) National Center on Health, Physical Activity and Disability. Definition of Inclusion. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary (4) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. |
| Inequity | A difference in outcome between population groups that is unfair or unjust. This term is separate from, but related to, the term disparity in that inequities are generally disparities—differences between groups—that are avoidable or warrant moral criticism and condemnation. | <ul style="list-style-type: none"> (1) Meghani SH, Gallagher RM (July 2008). Disparity vs Inequity: Toward Reconceptualization of Pain Treatment Disparities. Pain Medicine 9(5):613-23. (2) Global Health Europe (August 2009). Inequity and inequality in health. |
| Institutional racism | Occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.). | City of Portland – Office of Equity and Human Rights. Shared City-Wide Definitions of Racial Equity Terms |
| Power | The ability to control others, events, or resources that enhance one's chances of influencing others or getting what one needs in order to lead a safe, productive, and fulfilling life. In the United States, social mechanisms through which power operates include whiteness, wealth, and patriarchy. | <ul style="list-style-type: none"> (1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary |
| Prejudice | A negative, uninformed attitude that dictates actions toward an entire category of people such as a particular gender, class, or racial or ethnic group. The negative attitudes are typically based on unsupported generalizations (or stereotypes) that fail to recognize and treat members of these groups as individuals with unique characteristics. | <ul style="list-style-type: none"> (1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary |

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| Privilege | <p>Unearned social power, advantage, or rights afforded by the formal and informal institutions of society to all members of a dominant group. Examples include white privilege and male privilege. Privilege is usually invisible to those who have it because: (1) they are taught not to see it and (2) hierarchies of privilege exist within the same group (for example, a rich white person has more power and advantage than a poor white person). Nonetheless, privilege puts people who have it at an advantage over those who do not.</p> | <ol style="list-style-type: none"> (1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary |
| Racism | <p>A complex system of beliefs, behaviors, and historical conditions based on and resulting from the presumed superiority of a dominant race over all others. In the United States, these beliefs and behaviors can be conscious or unconscious, personal or institutional, and generally result in the oppression of non-white people to the benefit of white people.</p> | <ol style="list-style-type: none"> (1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary |
| Reverse Racism | <p>Reverse racism is a misconception that racial prejudice directed at a dominant racial group is equivalent to the systemic, institutional racism experienced by a historically oppressed or marginalized racial or ethnic group. In the United States and other places where white people are the dominant racial group, concerns about reverse racism are often expressed as complaints that racially-inclusive policies and practices are unfair to white people and will cause white people to be passed over or given fewer resources compared to less qualified or less worthy people of color. There is no empirical evidence that reverse racism exists, in large part due to the entrenched power and privilege enjoyed by white Americans compared to people of color.</p> | <ol style="list-style-type: none"> (1) Fish S (November 1993). Reverse Racism, or How the Pot Got to Call the Kettle Black. The Atlantic. (2) Newkirk II VK (August 2017). The Myth of Reverse Racism. The Atlantic. (3) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary. |

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| Stereotype | Unreliable, exaggerated, and/or harmful generalizations ascribed to all people of a specific protected class that oversimplifies members of the group and fails to account for individual differences | <ul style="list-style-type: none"> (1) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary. (2) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary |
| Structural Racism | The macrolevel systems, social forces, institutions, ideologies, and processes that interact with one another to generate and reinforce inequities among racial and ethnic groups. Structural mechanisms do not require the actions or intent of individuals; as upstream causes of racial inequities, they are constantly recreating and perpetuating existing conditions. Even if at an individual level were completely eliminated, racial inequities would likely remain unchanged due to the persistence of structural racism | <ul style="list-style-type: none"> (1) Powell JA (2008). Structural Racism: Building upon the Insights of John Calmore. North Carolina Law Review. (2) Bonilla-Silva E (1997). Rethinking Racism: Toward a Structural Interpretation. American Sociological Review. (3) Jones CP (2000). Levels of Racism: A Theoretic Framework and a Gardener's Tale. American Journal of Public Health. (4) Racial Equity Tools. Glossary. (5) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (6) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary |
| Underserved | People and places that historically and currently have not had equitable resources or access to infrastructure, healthy environments, housing choice, etc. Disparities may be recognized in both services and in outcomes. | City of Portland – Office of Equity and Human Rights. Shared City-Wide Definitions of Racial Equity Terms |