

Definitions

(More definitions can be found in the Bishop's Task Force web page)
<https://www.wisconsinumc.org/files/documents/bishops+task+force/finalglossarybtf.pdf>

- **Prejudice:** an assumption or an opinion about someone simply based on that person's membership to a particular group.
- **Bias:** a tendency to lean in favor of or against a person, group, idea, or thing, usually in a way that is unfair
- **Ethnicity:** a sense of identity and membership in a group that shares common language, cultural traits (values, beliefs, religion, food habits, customs, etc.), and a sense of a common history
- **Orientation:** a person's sexual/gender identity or self-identification.
- **Ability:** existing competence, capacity or skill to perform a specific physical or mental act; possession of the means or skill to do something.

- **Racism:** prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group; the belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another.
 - **Homophobia:** a range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender
 - **Ableism:** discrimination in favor of able-bodied people.
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- **Exclusion:** a situation in which someone or something is prevented from entering a place or taking part in an activity; the act of leaving someone out or the act of being left out
 - **Discrimination:** the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex; treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit:
 - **Oppression:** prolonged cruel or unjust treatment or control.
 - **Marginalization:** treatment of a person, group, or concept as insignificant or peripheral

- **Intersectionality:**the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
- **Cultural Competence:** the ability to understand, appreciate and interact with people from cultures or belief systems different from one's own