

Terminology^{1,2}

Acceptance Goes beyond “tolerance” by suggesting that, in addition to tolerating those different from oneself, one would accept those different from oneself as completely valid and worthy.

Agender An individual who does not identify with any gender identity category.

Antiessentialism Refers to the rejection of essentialized social identities, recognizing the unique experiences and diversity across communities carrying the same identities.

Asexual An individual who does not experience sexual attraction to any gender. May or may not experience romantic attraction.

Banking concept of education Stemming from the work of Paulo Freire, is a way of describing and implicitly critiquing traditional education. In the banking concept of education, an expert teacher “deposits” knowledge via lectures, readings, and other means into passive learners. In this concept of education, the learner is a passive recipient of knowledge, much as a bank is a passive recipient of money.

Bias The cognitive or emotional state of preferring certain identities, or of avoiding and/or denigrating other identities. This is an internal state of preference, judgment, emotional reaction, or biased beliefs about certain identities. For example, bias in hiring might involve feeling uneasy about a Black candidate, or assuming a White candidate will be more intelligent. Bias can lead to discrimination. However, bias is the cognitive or emotional state, while discrimination is behavior.

Binaries The conceptualization of categories as dichotomous rather than fluid or multifaceted. For example, binary conceptions of gender dichotomize human gender into man/woman or male/female.

Bisexual In the narrowest sense, an individual who is sexually and/or romantically attracted to both men and women. However, in practice, is often used interchangeably with pansexual.

Census A collection of data where the sample includes the entire population.

Cisgender A person whose sex as assigned at birth is congruent with their gender identity.

Civic engagement Participating in a society as an active member working to improve the quality of life in a community, and developing the necessary skills and knowledges to do so.

Civil Rights Movement The movement occurring primarily in the 1950s and 1960s in the US in which Black citizens, as well as citizens from other marginalized groups and non-marginalized groups, worked together for legal protections, voting rights, nondiscrimination laws, and to end Jim Crow laws and de jure segregation.

Civil rights Typically refers to basic legal rights, such as voting rights, public accommodations, housing, and employment. For example, civil rights laws are intended to protect marginalized groups from discrimination in these categories.

Colonialism The practice or philosophy of domination or subjugation of one group of people by another. Perhaps most visible in the subjugation of non-European and non-Western peoples and ideas to European and Western (and therefore, White) peoples and ideas. Involves the false assumption that non-European, non-Western, and/or non-White peoples and ideas are somehow less civilized, casting domination and erasure of those peoples and ideas as legitimate aims. This dynamic is linked to expansion of European control and its various entanglements (death, violence, and displacement) that unfolded as a result of colonization. In a research setting, these same colonizing assumptions can come to frame research questions and data analysis, furthering the erasure of marginalized communities and knowledges.

Complementarity As applied to mixed methods research, refers to the idea that the different paradigms and philosophical commitments of qualitative and quantitative inquiry complement one another. This is in contrast to the view (as articulated in the paradigm wars) that qualitative and quantitative approaches are inherently contradictory.

Conscientization The process whereby individuals develop a critical consciousness, wherein they become aware of social realities around power dynamics. Involves reflection on the ways in which social knowledge is driven by power and oppression, and action toward liberation.

Counterculture A way of being in a society that is opposed to or different from the dominant social norms. In research, this might involve diverging from traditional methods, strategies, paradigms, research models, grammars, and theories in educational research.

Counternarrative Broadly speaking, a narrative that counters another. In this text, narratives which counter the dominant and oppressive cultural narrative.

Critical pedagogy An educational paradigm and educational philosophy in which education is conceived as a place for critical examinations of power and oppression, and the goal of which is conscientization.

Critical race theory A theoretical framework that critically analyzes the effects of race and racism in modern society. Originating in legal studies and drawing from critical theory, Critical Race Theory scholarship is characterized by empha-

sis on several central tenets that fundamentally critique liberal meritocratic ideologies regarding race, and highlight the pervasive embedded nature of racism. In addition, Critical Race Theory is a praxis-based framework that focuses on both studying and challenging white supremacy and its intersected systems of oppression.

Cultural capital Assets other than financial assets that can be mobilized for liberation and social change. May include cultural features such as resiliency, education, appearance, and other non-financial assets.

Culturally relevant education Approaches to pedagogy, curricula, and research that center the experiences, histories, and knowledges of traditionally marginalized students and communities. The aim is to identify and cultivate individuals' unique cultural strengths within educational practices.

De facto segregation Segregation by race that, although not enforced by laws, exists in fact due to economic, cultural, and social conditions. For example, due to issues such as income inequality and White flight, large portions of the US, though not legally enforced, remain deeply segregated.

De jure segregation Segregation by race as enforced by the laws of a municipality, state, or nation. See also Jim Crow laws.

Decolonizing methodologies Research methods that challenge dominant, traditional research paradigms by privileging participant voices, co-constructing with participants, and emphasizing an emancipatory lens. Includes an intentional attempt to both make transparent and resist colonially situated perceptions of value and worth.

Deficit approach Sometimes referred to as deficit thinking or deficit mind-set, this approach to understanding difference assumes differences from the dominant cultural norms, practices, and values are the result of deficiencies in the individual and/or cultural group.

Desegregation A process in which schools, which had been previously segregated by student race, are no longer legally designated as single-race facilities. Desegregated schools are not necessarily integrated, however, as desegregation is only a change in the legal status of a school.

Discrimination The act of providing additional rights or privileges or denying certain rights or privileges based on identity. For example, discrimination in hiring might involve choosing to hire a White person over a person of Color on the basis of race. This goes beyond bias, which is a cognitive or emotional state. Discrimination involves behavior (or lack thereof).

Disparity Differences in outcomes, like health, educational, financial, or employment outcomes, that are driven by systemic oppression. Disparities involve both the element of differential outcomes and the connection to systems of power and domination.

Economic capital Financial assets, such as money, property, and credit, which can be mobilized for liberation or social change.

Emic An interpretive research lens wherein researchers seek to understand from within the community or culture being studied, or to take an insider point of

view. Provides descriptions and analysis from the perspective or with the voices of participants or members of the community being studied.

Epistemic violence Violence inflicted on ways of knowing or generating knowledge, usually by dominant ways of knowing (e.g. post-positivism and empiricism) on marginalized communities' knowledges and ways of knowing. In the extreme, can be referred to as epistemicide, which involves the complete erasure of alternative knowledges and ways of knowing.

Epistemology An individual's theory of knowledge, comprising what they believe to be knowable, how knowledge can be generated and validated, and the limits of knowledge and knowledge production.

Equality Rooted in concepts of equal access or equal opportunity. For example, equality in higher education might mean that students of varying backgrounds are subject to admissions on equal grounds, and able to enroll in courses equally. Equivalent access to resources no matter the ascriptive characteristics of the person. Equality requires equalizing inputs.

Equity Goes beyond equality, to include fairness and equal inclusion. Equity can include measures beyond equal access or equal treatment as a way to remedy injustice and historical underrepresentation. Where equality might require equal access, equity involves inclusion and correcting disparities. Equity requires equalizing outcomes, which might necessitate unequal inputs.

Essentialism The belief that characteristics of an identity are set or natural, and that particular group of characteristics defines what it is to be a member of that identity category. For example, essentialized notions of gender ascribe static and discrete characteristics to masculinity and femininity, presuming intrinsic differences in characteristics between masculine and feminine identities. Assumes extreme in-group homogeneity.

Ethic of care Nel Noddings coined this phrase, and it speaks to the relationship between a student and their teacher. Educators need to display a consistent level of love and caring for their students as their work to address their needs.

Ethnicity A designation based primarily on social or cultural affiliation. Though related to race, ethnicity often includes finer distinctions, and is not based solely on physical characteristics, but social sense of belonging. In the US, the federal government defines ethnicity solely as "Hispanic" and "non-Hispanic," though that definition is not well aligned with scholarship.

Etic A normative research lens wherein researchers seek to study phenomena from outside of the community or culture being studied, to take an outsider positioning, or to impose outside theoretical frames on the data.

Gay Usually refers to a man whose sexual and/or romantic attraction is primarily or exclusively to men. However, this term is also sometimes applied more broadly to any individuals who experience same-gender attraction.

Gender identity The sense of self that one has as a man, woman, nonbinary, genderqueer, trans, or another gender category.

Gender The culturally and socially determined attributes (such as behavior, emotions, beliefs) that are associated with masculinity/femininity. It is a social construct often conflated with sex.

Genderqueer Various used to refer to individuals who do not define themselves on the gender binary (man/woman), or for whom gender identity is more fluid, and thus not easily categorized.

Heat map Shows the density of participant responses. Deeper color patterns represent more frequent responses.

Hegemony The dominance of societal norms, values, and practices by one group. Hegemony typically involves the reproduction of those norms, values, and practices in new generations. For example, US norms, values, and practices are dominated by White, cisgender, straight, and masculine practices. Education serves to reproduce those norms, values, and practices by treating them as “normal” or even “desirable,” by favoring the stories and writings of White, cisgender, and straight men, and by teaching cultural systems established by White, cisgender, and straight men. Importantly, hegemony involves the structuring of social relations such that the oppressed group may participate in their own continued oppression.

Heteronormativity A term used to describe the way in which societal norms, expectations, and practices normalize straight/heterosexual identities while othering queer identities.

Heteropatriarchy A societal system which systematically privileges straight cisgender men while systematically oppressing LGBTQ people, trans people, and women.

Heterosexism Systematic bias and/or discrimination against people of sexual orientations other than straight/heterosexual. Although straight people might experience bias and/or discrimination on the basis of sexual orientation, they are systematically privileged, while queer people are systematically oppressed.

Human Capital Those assets centered in human people that can be mobilized for liberation and social change. May include the experiences, knowledge sets, and skills of a group of people.

Imposter syndrome A socioemotional pattern in which one feels as though their success, accomplishments, or position of authority are unearned and unwarranted. It is often experienced as an internalized fear that one will be discovered to be a fraud—as if one is an imposter in their position or accomplishments.

Integration A process, usually occurring alongside or following desegregation, in which students of various racial backgrounds are enrolled in the same schools. While desegregation involves removing single-race designations for schools, integration involves the actual enrollment of multiple races at a school.

Intersectionality At its core, the idea that bias and discrimination can occur across intersecting marginalized identities (e.g. a company that promotes White women and Black men into management might still discriminate in promotion against a Black woman based on her intersecting social identities). In research, it is a tool of analysis centered on the interconnected relationships across multiple marginalized social identities and overlapping forms of oppression.

Intersubjectivity Refers to shared or mutual understandings. Intersubjectivity denotes that, while meanings and knowledges might be subjective, individuals can share a common understanding. This mutual understanding is usually reached via dialogue.

- Lesbian** A woman who is primarily or exclusively sexually and/or romantically attracted to women.
- Life history methodology** A research paradigm consisting of a collective of life stories that comprise the main data source. Life history methodology consists of a theoretical analysis of the method-life stories and the sociocultural, socioeconomic, and political aspects and assumptions related to these methods.
- Liquid modernity** A time after post-modernity; one that is marked by disposability, rampant consumerism, a constant fluidity which results in a lack of solid bonds, and a complete blurring of the lines between public and private lives. Additionally, liquid modernity is marked by a constant surveillance, one that is often self-imposed.
- Logistic regression** A regression procedure where the outcome measure is a binomial (0/1) indicator (e.g. rain versus no rain). It estimates the odds of an event (1) over non-event (0) as a function of specified predictors.
- Metanarrative** A general story (a grand narrative about smaller stories) that is meant to give meaning, structure beliefs, or give context to experiences for people. Metanarratives serve to legitimize existing social structures and systems by contextualizing them as part of a larger progressive shift.
- Microaggression** Small, regular, and common acts or experiences that serve to reinforce bias, stereotypes, and discrimination, as well as oppression. Often, microaggressions are so slight or common that individuals question whether they really happened at all. However, when added up, the variety of these brief and commonplace insults or biased acts result in a cumulative oppressive and harmful effect.
- Misogyny** The systematic oppression and denigration of women and/or femininity within a societal context that privileges men.
- Mixed methods** Research that includes a combination of both qualitative and quantitative strands in a single study. Differs from multi-method research, in that there is a “mixing” of qualitative and quantitative strands in design, data collection, and/or interpretation.
- Mobilization of bias** The structuring of systems and policies that restricts or limits participation of certain groups or the raising of certain issues. By structuring processes to enact this exclusion or limitation, the operation of those systems to produce bias is rendered invisible.
- Modernity** As a time period, modernity refers to changes and trends in Western society during the late nineteenth century and stretching into the early twentieth century. As a philosophical or analytic concept, it refers to shifts in social developments associated with the modern era such as focus on individualism, the embrace of capitalism, professionalization, and belief in granting social, scientific, and moral progress as inevitable.
- Multinomial regression** A regression procedure where the outcome measure is a multinomial indicator (e.g. 1, 2, and 3, respectively, representing rain, snow, and neither). One of the categories in the outcome (e.g. neither rain nor snow) is specified as the baseline category. The odds of each remaining category over the baseline category are estimated as a function of specified predictors.

Neoliberalism At the simplest definition, it involves the move from public control of systems to private control of systems, perhaps most notably schools, but also other systems that were traditionally publicly controlled. Neoliberalism also involves the commodification of ideas such as student learning, teacher quality, and other concepts not traditionally considered commodities. This results in the definition of learning as the ability to produce profit, and schools as places for individuals to develop their profit potential. In other words—neoliberal philosophies of education result in schools conceptualized as businesses, and students conceptualized as commodities. In higher education, the concept is used to describe the ways that competition for resources (e.g. students, faculty, revenue) creates a “market” that emphasizes efficiency and production, individualism and brand promotion.

Nonbinary An individual whose gender identity and/or gender expression is outside or beyond the traditional male/female or man/woman binary.

Opportunity gap Disparity in educational opportunity, often divided by race. Which schools students have access to, for example, presents students with very different sets of opportunities. Because of de facto school segregation, educational opportunities such as advanced courses, highly qualified instructors, college preparation, and other opportunities are split by race, creating a gap in opportunity. This opportunity gap, in turn, drives achievement gaps. In other words, gaps in achievement might be better explained by gaps in educational opportunity.

Oppression The state in which dominant groups, acting as oppressors, subjugate and restrict other groups. Those dominant groups use power structures to ensure they remain dominant by controlling non-dominant groups, restricting opportunities, enacting bias, and attenuating their capital.

Panopticon A metaphor used by Michel Foucault to describe diffuse mechanisms of surveillance as a means of social control. The panopticon, a reference to earlier European prison designs, involves the constant threat of surveillance and an inability to determine when one is being surveilled or by whom. The threat of surveillance, then, becomes a tool for policing individual behavior and attitudes.

Pansexual An individual whose romantic and/or sexual attraction is not based on gender, who may thus be attracted to individuals of any gender identity.

Paradigm wars A period in which researchers debated the value of various paradigms. This period was marked by conflict between qualitative and quantitative methodologists with deep animosity developing between paradigmatic approaches. Similar conflicts arose between humanities scholars and social scientists as well.

Paradigm A philosophical approach to research that includes ontology, epistemology, methodology, and axiology.

Participatory action research A community-based research method that emphasizes action and broad participation and seeks to co-create new knowledge between researchers and participants by attempting to produce change in the community.

- Patriarchy** A societal system which privileges men and masculinity, while oppressing women and femininity.
- Photo-elicitation** Involves either inviting research participants to take photographs of a space (e.g. a school) under a broad prompt (e.g. places where you like to have fun), or researchers selecting photographs and asking participants to respond. Researchers then ask questions to fully elucidate participants' experiences.
- Photovoice** The use of community-produced images to critically explore community needs.
- Position taking** The process of trying to understand another person's experience or social position.
- Positionality** Involves critical examination of a researcher's social position, especially as positioned within power structures, as it relates to research participants and research questions.
- Postmodern** A time period beginning in the mid-twentieth century, and a set of beliefs or philosophies that involve critique of modernity and its investment in rationality and professionalization. Involves the fragmentation of authority and counter-empirical movements. There is disagreement regarding when it began and when or if it ended.
- Praxis** Involves critical reflection and thinking directed toward transforming educational practice.
- Propensity score matching** A procedure that helps estimate the effect of a treatment, policy, or other intervention by accounting for factors that predict receiving the treatment. It is a common approach to using observational (non-experimental) data to estimate treatment effects when assignment to the treatment condition is non-random. Cases in treatment and control groups are matched based on similarity of propensity scores, and unmatched cases are omitted.
- Propensity score reweighting** A contemporary alternative to propensity score weighting, particularly useful in overcoming small sample and/or small cell size problems. In propensity score reweighting, propensity scores are used to control the influence of each participant by weighting his/her responses based on his/her propensity to receive the treatment. Since no cases are omitted, considerable statistical power can be retained when working with limited datasets.
- Quare** As a noun, refers to a lesbian, gay, or bisexual person of color. As a verb, "to quare" something is to acknowledge the intersection of race, class, gender, and sexual orientation in one's identity and social location, as well as account for racism in the White LGB community.
- Queer theory** A theoretical approach that aims to deconstruct and critique binary notions of identity, perhaps most notably around gender and sexual identity. Its approach is oppositional and antiessentialist, refusing binaries as intrinsically attached to hegemonic power relations.
- Queer** Traditionally a slur against LGBTQ individuals, but it has more recently been adopted as an affirmative identity category. Can refer to sexual orientation or gender identity, but typically includes identities other than cisgender straight individuals.

Race A designation based primarily on physical characteristics, including skin color. Can be thought of as the physical or biological differentiation, though genetic differences do not appear to exist. For example, a person might be categorized as “Black” based on skin color.

Racial battle fatigue The psychological, physiological, and behavioral responses to the socioemotional conditions that arise from struggling against racism, such as slights, microaggressions, inequitable treatment, threats, and so on.

Racism Denotes systemic bias and/or discrimination on the basis of race or ethnicity. Racism does not require the presence of racists (individuals biased based on ethnicity), and can instead be the result of systems, policies, practices, and laws that privilege the dominant racial or ethnic group. Because racism is systemic, dominant or majority group members cannot experience racism. While those in the dominant or majority group might experience bias or discrimination based on race, without the systemic element, such bias or discrimination would not be considered racism.

Reflexivity An analysis of researchers’ positionalities within a study. They interrogate their social positioning and social location, especially in relation to the purpose of the study and their participants. Reflexivity can and should be used throughout the research process, and helps to establish the validity of research.

Resegregation The gradual process by which many US schools, though desegregated and at least partially integrated at one point in time, have become de facto segregated. This has the net effect of creating some schools that are mostly or entirely Black, while others are mostly or entirely White.

School-to-Prison Pipeline Refers to the overwhelmingly disproportionate numbers of young people of Color who find themselves incarcerated due to zero-tolerance policies and harsh discipline procedures in schools.

Sex Typically refers to biological status, or sex as assigned at birth between male, female, and intersex. This designation is usually based on the external appearance of genitalia at birth.

Sexism Systemic bias and/or discrimination on the basis of sex or gender. In societies where men are the dominant group, sexism refers to bias and/or discrimination against women and trans people. Cisgender men may experience bias and/or discrimination on the basis of their gender, but because such bias and/or discrimination is not systemic in nature, it would not be considered sexism.

Sexual orientation A broad term usually used to describe the gender to which one is romantically and/or sexually attracted.

Shaping of consciousness Inculcation of beliefs and values through messages, explicit and implicit, to shape one’s consciousness and the way one sees the world.

Social capital Often refers to relationships and social networks in which one operates. These assets could be used for liberation and conscientization.

Straight In the context of sexual orientation, a woman who is sexually and/or romantically attracted to men, or a man who is sexually and/or romantically attracted to women.

Student voice The ways in which all students have opportunities to participate in and influence the decisions that will shape their lives and the lives of their peers.

Subaltern Often used in postcolonial studies, these groups are marginalized and stripped of agency within hegemonic and imperialist power structures. These marginalized populations are those whose epistemologies and cultures are colonized and subjected to epistemic violence.

Tokenization Symbolic effort to include members of underrepresented groups to create the impression of social inclusiveness and diversity, without ongoing or meaningful inclusion.

Tolerance A popular way to describe and conceptualize the existence of multiple perspectives, identities, and backgrounds. Tolerance implies that, while one might not affirm or embrace those different from oneself, one is tolerant of such differences.

Trans A person whose sex as assigned at birth is not congruent with their gender identity.

Transmisogyny The systematic oppression and denigration of trans people within a societal context that privileges cisgender individuals.

Unusual disempowerment A shaping of consciousness that disempowers individuals or groups with messages that communicate low status and unsuitability for leadership.

Unusual empowerment A shaping consciousness that empowers individuals or groups with messages that communicate high status and suitability for leadership.

Validity claims As used in qualitative research, the degree to which knowledge or truth claims made as part of a communicative act can be understood as valid, based on the conditions necessary to achieve consensus. Conditions for achieving validity differ for objective, subjective, and normative-evaluative claims.

White supremacy The belief, or actions consistent with the belief, that White lives and experiences are superior to those of people of Color. White supremacy can be an individual's belief that White lives and experiences are superior, but the term is used to describe systems, laws, and policies as well. In the US, White supremacy is visible in policies, practices, and laws that provided affirmative action, preferential treatment in housing and jobs, and other benefits to White individuals at the expense of people of Color.

Whiteness Describes the ideologies, epistemologies, emotions, behaviors, rhetoric, and semiotics that promote notions of White superiority, normalcy, and dominance. It can be individually or hegemonically enacted, and upholds White supremacy, which in turn denies the rights, equity, and humanity of people of Color.

Notes

1. Portions of this section have been adapted from Strunk, K. K., Locke, L. A., & Martin, G. L. (2017). *Oppression and resistance in Southern higher and adult education: Mississippi and the dynamics of equity and social justice*. New York, NY: Palgrave.
2. We provide a list of terms used in this book which might not have widely understood meanings. Our purpose is not to provide a definitive meaning for each term, but rather to explain how those terms are used in this text.

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