

Actionable (adj.) - able to be used as a reason for doing something

*Anti-racist rules or policies should have **actionable** goals, so everyone know if the rules are actually working.*

Foster (v.) - to help someone or something grow or develop

*Anti-racist rules **foster** a school culture that is supportive to all students.*

Institutional (adj.) - having to do with an institution, like a school, company or government

*An example of **institutional racism** in schools would be a rule that targeted or discriminated against one group of students even if the rule didn't specifically mention that group.*

Microaggression (n.) - a comment or action that subtly, and sometimes unconsciously or unintentionally, shows prejudice against a particular group.

*A common **microaggression** is mispronouncing a person's name by accident and not correcting the mistake, or on purpose.*

Slur (n.) - an insulting comment

*Some students at Lowell High School in San Francisco held a rally to protest racial **slurs** and other racist bullying that happened at their school.*

Under the radar (idiom) - not getting attention, unnoticed

*A lot of racist bullying happens **under the radar** when teachers aren't looking.*