

Implicit Bias (n.) Thoughts and feelings are “implicit” if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people.

Accessibility (n.) the quality of being easy to obtain or use.

Structural racism (n.) historical, cultural, institutional and interpersonal practices that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color.

Xenophobia (n.) dislike of or prejudice against people from other countries.