

CROSS Missions Glossary

Agency referral: the process that a social worker, non-profit worker, etc. may use to connect an individual or family to another community-based agency that can provide a service that addresses their specific needs. Many agencies require that an individual have a referral in order to receive services.

Ally: Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

Anti-Racism: the practice of identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism. Anti-racism is an active way of seeing and being in the world, in order to transform it.

BIPOC: stands for Black, Indigenous, and People of Color

Chronically unhoused/unsheltered: defined by the Department of Housing and Urban Development as an individual who has experienced homelessness for longer than a year or experienced homelessness four or more times in the last three years.

Chronic illness: defined by the CDC as a condition that lasts one year or more and requires ongoing medical attention, limitation of daily life activities, or both.

Chronic stress: defined as a consistent sense of feeling pressured and overwhelmed over a long period of time. Causes could include poverty, trauma, significant family conflict, etc. Symptoms are often cognitive, emotional, and physical.

Cultural Appropriation : The unacknowledged or inappropriate adoption of the practices, customs, or aesthetics of one social or ethnic group by members of another (typically dominant) community or society. As opposed to **cultural appreciation** which is to learn more about a culture so you can better understand it.

Economically vulnerable: refers to an individual or group (who are typically a part of historically excluded communities) at risk of homelessness if an unforeseen emergency such as a job loss, illness, or injury were to occur. Economically vulnerable people often live “paycheck to paycheck” and worry that they may not have enough to cover rent, mortgage, or utilities.

Emergency shelter: a place for people to live temporarily while they are unable to live in their previous residences, often due to natural disasters, domestic violence, sexual abuse, etc.

Empathy: a tool we use to connect to the emotion another person is experiencing. We practice empathy by simply listening, holding space, and withholding judgment from others. Empathy allows us to feel more connected with one another and reminds us that we are not alone.

Empowerment: self-confidence that allows people to gain control over their lives. Effective service breeds empowerment by helping marginalized people gain political or social power to advocate for themselves and improve their lives. It requires that we recognize how oppression contributes to their experience.

Food insecure area: refers to geographic areas where residents cannot access affordable, healthy food options (especially fresh produce) due to the absence of grocery stores within a reasonable distance.

Food insecurity: lack of reliable access to a sufficient quantity of safe, nutritious food required to live a healthy life.

Generational/cyclical poverty: occurs when a family has lived in poverty for at least two generations. Those born into generational poverty have very few choices available for upward mobility. This often leads to feelings of hopelessness and despair.

Gentrification: process in which a low-income, often BIPOC, urban area experiences an influx of wealthier people who renovate homes or businesses, leading to a sharp increase in property values. This leads to displacement of the original residences who can no longer afford to reside in the area.

Historically excluded: any group of people that has been historically excluded from full rights, privileges and opportunities in a society or organization.

Housing first philosophy: the belief that permanent housing is the most critical solution to homelessness for all people and should be the first course of action.

Housing insecurity: refers to an individual or family that is at risk of being evicted from their home due to an inability to pay rent each month.

Identity-first language: wording about a person that leads with a description of them. (Ex. a homeless person, an autistic person, an LGBTQ+ person.) Different people have their own personal preferences when it comes to language that they want others to use when describing them. When you can, it is best to ask someone if they prefer person-first or identity-first language.

Immigrant: any individual who leaves one country to settle in another

Incarceration: the act of placing an individual in prison. Studies show that incarceration can lead to lasting mental health damage. It also hinders a person's ability to find a job, attend school, and obtain housing.

Implicit bias: refers to when we have attitudes or perceptions about a person or group of people without our conscious knowledge. For example, studies show that white people will frequently associate criminality with Black people without realizing that they are doing so. Implicit Biases are normal and once we are aware of them, we can work towards changing our perceptions.

Interdependent: we are all connected to each other. We all have a responsibility to each other.

Micro-aggression: the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups.

Ministry of presence: refers to our calling as disciples of Jesus Christ to sit and walk with others as they experience joy and sorrow. We do this by acknowledging and validating another's grief and pain, listening to their feelings, and responding with empathy.

Performative Allyship: the visual illusion of being an ally without doing the actual work, also known as performative activism, or slacktivism. (Layla Saad) Typically, it is done in hopes of positive attention or social reward.

Permanent supportive housing: permanent housing in which support such as rental assistance is provided to assist households in paying their rent. In order to qualify, at least one member of the household must be experiencing a disability.

Person-first language: wording about a person which puts a person before a diagnosis, identity, or situation. (Ex. a person experiencing homelessness, a person with autism spectrum disorder, a person in the LGBTQ+ community.) Different people have their own personal preferences when it comes to language that they want others to use when describing them. When you can, it is best to ask someone if they prefer person-first or identity-first language.

Preserving dignity: the act of providing care that supports the self-respect of the individual, recognizing their capabilities and ambitions, and valuing the uniqueness of every individual.

Privilege: Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, higher education etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

Racial inequity - refers to the discrimination based on race in opportunity for socioeconomic advancement or access to goods and services.

Racially motivated violence - that racially-motivated violence is intended to elicit fear among the victimized, send warnings to others, encourage out-migration

Racism - The inability or refusal to recognize the rights, needs, dignity, or value of people of particular races or geographical origins. More widely, the devaluation of various traits of character or intelligence as 'typical' of particular peoples

Refugee: as defined by the United Nations, a refugee is an individual who flees their country and escapes to another due out of necessity. Refugees may flee due to persecution, natural disaster, war, violence, or human rights violations.

Second Chance Movement: seeks to address the causes of criminal records and the barriers they create to successful reentry after incarceration.

Self-sufficiency: the ability to satisfy one's own basic needs without outside aid. Effective mission equips individuals with the skills needed to become self-sufficient. It's important to remember that even the most "self sufficient" people have had a hand up or community support in some way.

Stewardship: the act of taking responsibility for the management or care of something. As Christians, we believe that God calls us to be stewards of our planet and to participate in the protection of nature.

Substance Use Disorder: a neuropsychiatric disorder characterized by the recurring urge and desire to continue using a substance despite harmful consequences. Substance Use Disorder must be treated through medical care from licensed professionals.

Sustainability: based on the belief that everything we need for our survival and well-being depends, either directly or indirectly, on our natural environment. Sustainability requires us to create and maintain the conditions under which humans and nature can co-exist.

Systemic racism: refers to the many ways in which society fosters racial inequity through the systems such as housing, education, and healthcare. Systemic racism is not the practice of individual people but of the economic and political systems in which our world operates.

Title 1 school: refers to schools in which students from low-income families make up at least 40 percent of enrollment. These schools receive Title 1 funds to operate school-wide programs to provide additional academic support. Many schools in the Charlotte-Mecklenburg school district qualify for Title 1 funding.

Toxic Charity: The toxic effects that modern charity has upon the very people meant to benefit from it.

Uncompensated healthcare cost: occur when individuals who do not have health insurance cannot afford to pay their medical bills due to limited income. Since 2000, hospitals have provided nearly \$745 billion of uncompensated care. Unsheltered individuals are five times more likely than housed individuals to be admitted to inpatient hospital units. They also stay in the hospital for up to four days longer, at a cost of

\$2,000 to \$4,000 a day. There is a direct correlation between providing shelter and basic resources to individuals and lowering the uncompensated healthcare costs in the United States.

Voluntourism – When people with privilege travel to places to do charity work. Typically, it is done by white Americans traveling to other, less developed countries that seem “exotic”. But it also happens in the U.S. Critics claim it contributes to white saviorism and makes money off people living in poverty.

White Centering or White Normative – The centering of whiteness and white people, white norms, and white feelings over everything and everyone else. The belief, whether conscious or not, that whiteness is “normal” and BIPOC are “other”. L. Saad

White fragility - discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

White privilege - inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice.

White saviorism - White savior refers to western people going in to “fix” the problems of struggling nations or people of color without understanding their history, needs, or the region’s current state of affairs. Urban Dictionary

White Supremacy - the belief that white people constitute a superior race and should therefore dominate society, typically to the exclusion or detriment of other racial and ethnic groups, in particular black or Jewish people.

Instead of:

The less fortunate → underserved communities

Addict → Person with substance use disorder

Minority → Historically excluded

Food desert → Food insecure area

Boys and girls → young people/youth