1. What’s the difference between equality and equity?

☒ Equality means everyone is given the same resources; Equity means that everyone is given the resources that they need to succeed.

2. Discrimination on the basis of socioeconomic status is:

☒ Classism

3. “It doesn’t matter if you’re Black, White, or Green. All of my students are the same: I don’t see color.” This quote is an example of what?

☑ Colorblind

**Colorblind**: The belief or approach that disregards racial or ethnic differences, often failing to acknowledge or address systemic racism

4. Discrimination is:

☒ The prejudicial treatment of different people, especially on the grounds of race, age, or sex.

5. Ethnocentrism is:

☒ Judging another culture solely based on the standards and values of one’s own culture.

6. ________ favors European cultural norms and excludes the realities and experiences of other cultural groups.

☒ Eurocentrism

**Eurocentrism**: A perspective that places Europe and European culture at the center, often disregarding or marginalizing other cultures and viewpoints

7. Which term describes the idea that multiple identities intersect to create a whole identity (gender, race, sexual orientation, disability, etc.)?

☑ Intersectionality

**Intersectionality**: The interconnected nature of social categorizations such as race, gender, class, and sexuality, which can create overlapping and intersecting systems of discrimination or privilege.
8. Microaggressions are...

☒ The everyday verbal and nonverbal whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

9. A form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual or group, making them question their own experience. When someone from a non-marginalized group professes support and solidarity with a marginalized group in a way that either isn’t helpful or that actively harms that group, this is known as:

☒ Gaslighting

Gaslighting: Manipulative behavior that aims to make someone doubt their own perceptions, memory, or sanity.

10. The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are White:

☒ White Privilege

White Privilege: Societal privileges and advantages that white individuals may experience due to their race, often at the expense of marginalized racial or ethnic groups

11. Critical Race Theory is...

☒ The idea is that race is a social construct, and that racism is not merely the product of individual bias or prejudice, but also something embedded in legal systems and policies.

12. A University is under scrutiny for a lack of diversity on campus. The University does not change any of its admission policies or resources, but begins using photos of Black students in their marketing materials to give a superficial appearance of equality. This is an example of:

☒ Tokenism

Tokenism: The practice of making only a symbolic or superficial effort towards diversity or inclusion by including a few individuals from underrepresented groups.