

Common Language and Definitions

- **Racism:** A system of advantages based on race that benefits white people and disadvantages People of Color.
- **Power:** The capacity or ability to direct or influence the behavior of people, the course of events, and/or resources despite the presence of obstacles, resistance, or opposition.
- **Privilege:** A special right or advantage available only to a specific group of people. Privilege grants advantages, favors, opportunities, resources, and benefits to members of groups with more power at the expense of groups with less power. These advantages are unearned, often invisible, and they are unavailable to groups with less power.
- **White Supremacy:** The idea that white people and their thoughts, beliefs, and actions are superior to People of Color (POC) and their thoughts, beliefs, and actions. Also, white supremacy thinking assigns value, morality, goodness, and humanity to whiteness while casting people and communities of color as worthless, immoral, bad, inhuman, and undeserving.
- **Jim Crow:** The name given to the period of US history from 1865-1965 where segregation by race was legal.