

# EQUALITY VS EQUITY

## Tackling Issues of Race in the Workplace

BY

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## GLOSSARY OF TERMS

**Accent bias** Unjustifiable discrimination of individuals who speak a language with an accent.

**Active Bystander** Someone who chooses to challenge unacceptable or threatening behaviour.

**Adultification bias** A form of racial prejudice where children belonging to the global majority, typically Black children, are treated by adults as being more mature than they actually are.

**Affinity bias** The tendency people have to connect with others who share similar interests, experiences, and backgrounds.

**Ally** Someone who advocates for groups or individuals who are not afforded the same power and privilege as themselves.

**Bias** A tendency, inclination, or prejudice towards or against something or someone.

**Blackface** Commonly refers to when someone (typically with white skin) paints their face darker to resemble a Black person. It's seen as racist and deeply offensive.

**Passive Bystander** A passive bystander is someone who witnesses a racist or biased behaviour but does nothing about it.

**Caste system** A class structure that is determined by birth.

**Cisgender** A person whose sense of personal identity and gender corresponds with their birth sex.

**Colonising** The action or process of settling among and establishing control over the indigenous people of an area.

**Colourblindness (racial)** A racial ideology that suggests the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity.

**Colourism** A form of discrimination based on skin tone, which discriminates against dark-skinned people in favour of those with lighter skin from the same race.

**Covering** Downplaying certain aspects of your identity to fit in and not be stereotyped – Deloitte Uncovering Talent 2018

**Critical race theory** The idea 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. Originated in the mid-1970s in the writings of several American legal scholars.

**Cultural appropriation** The unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society.

**Decolonisation** The process of undoing colonising practices. Within the work context, this means confronting and challenging the colonising practices that have influenced work in the past, and which are still present today.

**Diversity** In the workplace, refers to an organisation that intentionally employs a workforce comprised of individuals with a range of characteristics, such as gender, religion, race, age, ethnicity, sexual orientation, education, and other attributes.

**Employee resource group** A voluntary, employee-led diversity and inclusion initiative that is formally supported by an organisation.

**Equality** The idea that everyone should be treated equally and receive the dignity and respect that they deserve and that their differences are celebrated.

**Equity** Understanding and giving those from the global majority what they need to achieve equal outcomes. This is achieved by considering systems that disadvantage and seeking to overcome them. To do so we need to take an individual approach, to lead, share power and focus on outcomes. This will balance the seesaw.

**Ethnicity** Refers to large groups of people classed according to common racial, national, tribal, religious, linguistic, cultural origin or backgrounds, a social construct used to categorise and characterise seemingly distinct populations.

**Ethnicity pay gap** The difference in the average pay between colleagues from the global majority backgrounds in a workforce, compared to white colleagues.

**Gaslighting** A form of emotional abuse, it can be used to make the victim question their view of reality and things happening to them which then impacts their mental wellbeing.

**Global majority** A collective term. It refers to people who are Black, Asian, Brown, dual-heritage, indigenous to the global south, and or have been racialised as ‘ethnic minorities’.

**Global north** Encompasses the rich and powerful regions such as North America, Europe, and Australia.

**Global south** Refers broadly to the regions of Latin America, Asia, Africa, and Oceania.

**Implicit Association Test** The assessment of implicit stereotypes held, such as associations between particular racial categories and stereotypes about those groups.

**Imposter syndrome** A collection of feelings of inadequacy that persist despite evident success, identified by Pauline Clance and Suzanne Rose Imes, 1985.

**Inclusion** When people feel valued and accepted in their team and in the wider organisation, without having to conform.

**Interest convergence** A theory coined by the late Derrick Bell, law professor, and spiritual godfather to the field of study known as critical race theory. Interest convergence stipulates that Black people achieve civil rights victories only when white and Black interests converge.

**Intergenerational racial pain or trauma** A term used to describe a ‘passing down’ of the traumatic impact and emotional fallout from racism.

**Intersectionality** Coined in 1989 by professor Kimberlé Crenshaw to describe how race, class, gender, and other individual characteristics ‘intersect’ with one another and overlap, and the compound effect of that intersection.

**LGBTQI+** Refers to lesbian, gay, bisexual, transgender, queer (or sometimes questioning), intersex, and others. The ‘plus’ represents other sexual identities including pansexual and Two-Spirit.

**Mentor** A person who provides guidance, advice, and support from their experience.

**Meritocracy** A system, organisation, or society in which people are chosen and moved into positions of success, power, and influence on the basis of their demonstrated abilities and merit.

**Microaggressions** Statements, actions, or incidents regarded as an instance of indirect, subtle, or unintentional discrimination against the global majority.

**Misogynoir** Hatred directed towards Black women where race and gender both play roles in bias. The term was coined by black feminist Moya Bailey in 2010.

**Otherness** Being or feeling different in appearance or character from what is familiar, expected, or generally accepted.

**Performative** When a person or organisation participates in an activist movement not because they believe in the cause but they want the social capital that comes from doing it.

**Prove it again bias** When those from the global majority must work harder to establish competence.

**Psychological safety** The held belief that you will not suffer any negative consequences through taking interpersonal risks. Amy Edmondson coined the term “psychological safety” in 1999.

**Race** A social construct, a grouping system created by humans. Race was invented as a means of outlining physical differences between people, with one group classified as superior to another.

**Racial fluency** The fluency with which you can talk about race and ethnicity. The term was coined by Dr Doyin Atewologun in 2014.

**Racial justice** The systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone.

**Racial privilege** The societal privilege that benefits white people over non-white people in some societies, particularly if they are otherwise under the same social, political, or economic circumstance.

**Racial profiling** The act of suspecting, targeting, or discriminating against a person on the basis of their ethnicity, religion, or nationality, rather than on individual suspicion or available evidence.

**Racial prejudice** An unjustified or incorrect attitude (usually negative) towards an individual based solely on the individual's membership of the global majority.

**Racism** Involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society

and by shaping the cultural beliefs and values that support those racist policies and practices.

**Stereotype** A racial stereotype is a depiction of an ethnicity or race, based on tropes and clichés. Stereotypes are harmful because they reduce the complexity of real people and erase individuality, agency, and power.

**Sponsor** Someone who is an advocate for the global majority, provides stretch opportunities and shadowing, and talks about them positively in spaces they don't have access to.

**Systemic/institutional racism** A form of racism that is embedded in the laws and regulations of a society or an organisation. It manifests as discrimination in areas such as criminal justice, employment, housing, health care, education, and political representation.

**Tightrope bias** Pressure to behave in certain ways, if you go too far one way or the other there are penalties or a backlash, so you have a very narrow scope of acceptable behaviours.

**Tokenism** The practice of making only minimal and symbolic gestures to be inclusive.

**Unconscious bias** Social stereotyping about certain groups of people that individuals form outside of their own conscious awareness.

**Whataboutery** When people protest about perceived inconsistency and refuse to act in one instance unless similar action is taken in other similar instances. For example, #BlackLivesMatter and #AllLivesMatter.

**White passing** When someone perceives a person from the global majority as a white person. Some people from the global majority labelled white passing are viewed as having more privilege than other individuals in their community.

**White supremacy** Refers to a social system in which white people enjoy structural advantages (privilege) over the global majority, on both a collective and individual level, despite even formal legal equality.