

# Shared Vocabulary

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The bias in judgement and/or behavior that results from subtle cognitive processes that often operate at a level below conscious awareness and without intentional control.

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A. Explicit Bias  
B. Racism

C. Implicit Bias  
D. Privilege

# Implicit bias:

C

- The bias in judgement and/or behavior that results from subtle cognitive processes that often operate at a level below conscious awareness and without intentional control.

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

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A. Explicit Bias

B. Micro-Aggressions

C. Prejudice

D. Privilege

# Microaggression:

B

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

Awareness of one's own assumptions, biases, and values; an understanding of the worldview of others; informed about various cultural groups; acquired skills to develop appropriate intervention strategies and techniques.

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A. Privilege

B. Micro-resistance

C. Prejudice

D. Multi-cultural competency

# Multicultural Competency (multicultural humility)

D

Awareness of one's own assumptions, biases, and values; an understanding of the worldview of others; informed about various cultural groups; acquired skills to develop appropriate intervention strategies and techniques.

A special right, advantage,  
or immunity granted or  
available only to a  
particular person or group  
of people.

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A. Privilege  
B. Prejudice

C. Explicit Bias  
D. Micro-resistance

# Privilege

A

A special right, advantage, or immunity granted or available only to a particular person or group of people.