

Definition of terms

Prejudice - Preconceived judgement or opinion, usually based on insufficient information.
African-Americans don't have good minds for business.

Stereotype - Generalized, fixed impression or opinion without regard for individual variation or the incorporation of new information. Looking at historical origins of stereotypes is a more helpful learning tool than listing stereotypes of groups. **African-Americans don't have good minds for business, after reading report on top 100 businesses owned by African-Americans**

Discrimination - Preferential or biased treatment based on prejudice or historical practices that result in unequal access or representation. Unequal status begins here. **Selecting a white MBA candidate over African-American because of belief they have better "business sense"**

Ethnocentrism

The assumption that one's own group norms, values and belief systems are shared by all, or that one world view is superior. Dominate cultures imposition of its own experience on members of nondominate groups. **African-American business owner's sense of achievement based on being part of fabric of community rather than opening multiple franchises.**

Institutionalized Oppression / Social Domination

Using social, economic and political power to reinforce discrimination to maintain the status quo and legitimize inequality. Power begins to be apparent here. **Moving up into University regent position and sponsoring policies that favor privileged students from private schools to gain entry.**

Supremacy

Using institutionalized power, privilege and authority to assert ethnocentricities. Supremacy is typically associated with historical rigidity, the use of dogmatic ideology and in some instances violence to maintain or establish power. **Defunding business schools that have programs that set aside slots in business school for members of marginalized communities.**

Oppression

The historical and contemporary interlocking of **all** of the previous dynamics.

Cultural Competence

A set of skills, knowledge and attitude that must encompass 5 elements: awareness and acceptance of difference; awareness of one's own cultural values; understanding of the dynamics of difference; development of cultural knowledge; ability to adapt skills to fit the cultural context of the client.

All definitions except cultural competence are based on an Anti-oppression Institute at a National Coalition Against Sexual Assault Conference. This work was pioneered by Beth Richie Ph.D who is a founding member of the Leadership Institute for Women in New York, NY and a Professor at Hunter College.

