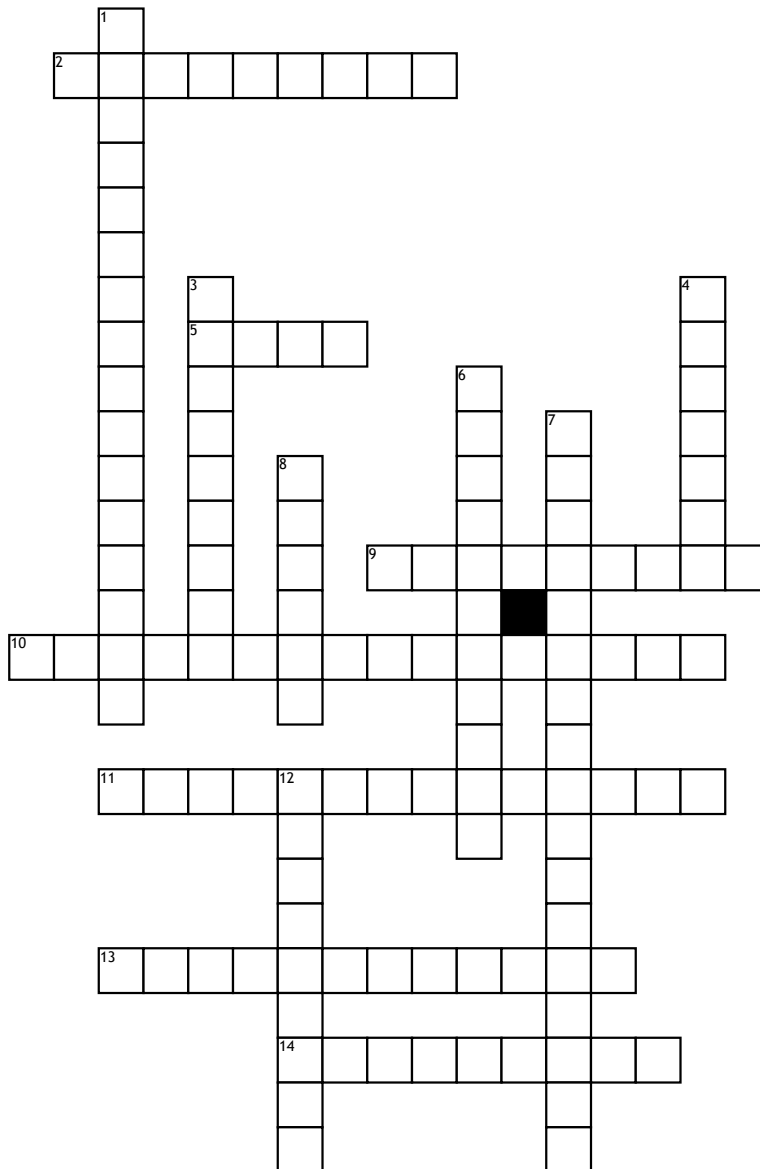


Name: \_\_\_\_\_

Date: \_\_\_\_\_

# Diversity & Inclusion Concepts and Terminology



## Across

2. The mix of differences that may make a difference in an interaction

5. A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time.

9. A gender description for when someone's sex assigned at birth and gender identity correspond in the expected way (e.g., someone who was assigned male at birth, and identifies as a man).

10. An individual's outward and external gendered appearance. This may include hair styles, clothes, accessories, and mannerisms. Gender expression may also include gender roles which are also defined by an individual's culture/society.

11. A personal conception of one's own gender; often in relation to a gender opposition between masculinity and femininity. It is how people externally communicate or perform their gender identity to others.

13. The unconscious attribution of particular qualities to a member of a certain identity group

14. The act of creating involvement, environments and empowerment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate

## Down

1. Intentional or unintentional verbal, nonverbal or environmental slights/insults that communicate hostile, derogatory or negative messages to people based upon their marginalized group

3. Any unearned benefit, right or advantage one receives in society by nature of their identities

4. A way of life of a group of people--the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next

6. An umbrella term for anyone whose sex assigned at birth and gender identity do not correspond in the expected way (e.g., someone who was assigned male at birth, but does not identify as a man)

7. The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage

8. The socially constructed ideas about behavior, actions, and roles a particular sex performs.

12. A social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.