

VCU RESIDENTIAL LIFE AND HOUSING DEI STATEMENT GLOSSARY

1) **Challenging Colonialism** refers to any RLH practice or procedure that actively removes hierarchical power, dismantles the benefits of privilege, and recognizes the history and occupation of the land upon which VCU exists.

2) **Diversity** refers to the variety of similarities and differences among people, including but not limited to: gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socio-economic difference, appearance, language and accent, disability, mental health, education, geography, nationality, work style, work experience, job title and function, thinking style, and personality type. ¹

3) **Equity** refers to the practice of acknowledging differences, seeking to provide access, and taking action to bring individualized, authentic success to all who engage with RLH initiatives and resources. A focus on equity ensures that we educate ourselves so that we can embrace and willingly include historically minoritized populations.

4) **Inclusion** in RLH refers to an organizational culture in which diversity is assessed to create physical spaces, policies, and procedures where all are valued, respected, and supported. RLH Leadership will promote inclusion by effectively honoring and incorporating the talents, skills, and perspectives of every employee.

5) **Intersectional Approach** in RLH refers to recognizing and incorporating an infrastructure where the connection among social categorizations such as race, class, and gender of a given individual or group is accounted for in policies, procedures, and encounters.

6) **Privilege** in RLH does not exist in a vacuum thus privilege is defined as it would be in society. In RLH privilege refers to the (un)earned benefits that an individual receives based on their identities, status, positionality, power and agency.

7) **Social Identities** in RLH refers to the different statuses/titles people are given and hold within but not limited to the following: gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socio-economic difference, appearance, language and accent, disability, mental health, education, geography, nationality, work style, work experience, job title and function, thinking style, and personality type. ²

8) **Authentic** in RLH refers to creating a culture and physical spaces where all constituents that interact with and stakeholders who are bound to the department are acknowledged, celebrated and respected for their true personality, spirit, and character.

¹ The identities noted are reflective of those outlined in the American College Personnel Association's (ACPA) equity and inclusion statement, [which can be found here](#).

² The social identities noted are reflective those found in VCU'S Office of Multicultural Student Affairs' (OMSA) diversity definition.