

GLOSSARY

How to Support Colleagues from Underrepresented Groups

With Maxie McCoy

Use these terms and definitions below to understand concepts taught in the course.

Transcript Search: note that you can search for terms directly within the course. To search video text, switch to the *Transcripts* tab, then press Cmd/Ctrl + F on your keyboard to run a search within the active transcript.

Term	Definition
allyship	The journey a person takes in the process of removing barriers, examining systems, and creating new policies that enable a level playing field for all people
generosity	The kindness that is embedded in an individual's community practices, such as how that person networks, relates to people, manages and leads, and connects
intention	Providing an individual a purpose to achieve by supporting and making a difference in someone's life
performance allyship	Refers to someone who believes they are being an ally without really doing the work of allyship
privilege	An advantage an individual has that can be used as a tool to support those who do not have the same advantage
scarcity	The feeling of not having enough to give or support others