

Glossary

Our most used words and phrases, organized alphabetically. *Last updated Oct. 13, 2022.*

★ BIPOC

- “BIPOC” emphasizes, more specifically than the term “People of Color,” the following; (a) People of Color face varying types of discrimination and prejudice; (b) Systemic racism continues to oppress, invalidate, and deeply affect the lives of Black and Indigenous people in ways other People of Color may not necessarily experience; and (c) Black and Indigenous individuals and communities still bear the impact of slavery and genocide. In other words, the term aims to bring to center stage the specific violence, cultural erasure, and discrimination experienced by Black and Indigenous people. ([Raypole](#), 2021)

★ Capacity-building

- Capacity building is whatever is needed to bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity, so it may more effectively and efficiently advance its mission into the future. Capacity building is not a one-time effort to improve short-term effectiveness, but a continuous improvement strategy toward the creation of a sustainable and effective organization. **Capacity building is an investment in the effectiveness and future sustainability of a nonprofit.** ([National Center for Nonprofits](#), 2022)

★ Critical mentoring

- Critical mentoring **places youth at the center** of the process, **challenging norms** of adult and institutional authority and notions of saviorism to **create collaborative partnerships** with youth and communities that recognize there are multiple sources of expertise and knowledge. ([Torie Weiston-Serdan](#), 2017)

★ Cultural competence

- **Cultural competence** is a dynamic and complex process requiring ongoing self-assessment, continuous cultural education, openness to others’ values and beliefs, and willingness to share one’s own values and beliefs. This is a process that evolves over time. It begins with understanding one’s own culture, continues through reciprocal interactions with individuals from various cultures, and extends through one’s own lifelong learning. (American Speech-Language Hearing Association, 2022)

★ **Culturally-responsive**

- “**Cultural responsiveness** involves understanding and appropriately including and responding to the combination of cultural variables and the full range of dimensions of diversity that an individual brings to interactions. Cultural responsiveness requires valuing diversity, seeking to further cultural knowledge, and working toward the creation of community spaces and workspaces where diversity is valued ([Hopf et al., 2021](#)).”

★ **Fee-for-Service**

- Because our work is made possible through grants, sponsorships, and contracts, **we believe that organizations that can afford to pay for our services should do so.** Our services support the overall youth services ecosystem by building practitioners' and organizations' capacities to meet their mission. This includes providing training, resources, public awareness, and advocacy that supports the expansion of mentoring initiatives.

★ **Healing-Centered Mentoring**

- A framework established by the Youth Mentoring Collaborative through which mentoring practitioners are trained to support clinical services or deliver light-touch mental health interventions in their mentoring relationships.

★ **Identity-Affirming**

- “[Identity affirmation as] any moment in which an aspect of one’s identity is reflected back to that person. Especially as people move into new spaces, having others affirm one’s identity is an important way to maintain a coherent and stable sense of self. When most people think about affirmation they imagine encouragement, compliments, or warmth. Such interpersonal interactions may be affirmations, but negative or damaging interactions can function the same way.” ([Palgrave Macmillan, 2016](#))

★ **Institutionalized racism**

- “Racism at the institutional level is reflected in the policies, laws, rules, norms, and customs enacted by organizations and social institutions that advantage whites as a group and disadvantage groups of color. Such institutions include religion, government, education, law, the media, the health care system, and businesses/employment.” ([Bell, et al., 2016](#))

★ **Internalized racism**

- “The result of people of targeted racial groups believing, acting on, or enforcing the dominant system of beliefs about themselves and members of their own racial group.” ([Wijeysinghe, et al](#), 1997)

★ **Equity**

- The term “equity” refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures. ([National Association of Colleges and Employers](#), 2022)

★ **No-cost consulting**

- We believe that every organization should have access to quality consulting services and support regardless of their ability to pay. **Our no-cost consulting services are available to nonprofit organizations whose operating budgets are less than \$1 million annually.** Our services support the overall youth services ecosystem by building practitioners' and organizations' capacities to meet their mission. This includes providing training, resources, public awareness, and advocacy that supports the expansion of mentoring initiatives.

★ **Opportunity-youth**

- “Opportunity Youth, sometimes referred to as disconnected youth, are between the ages of 16 and 24 and are neither in school nor working. Many of these youth have disabilities, are homeless, or involved with the juvenile justice or child welfare systems. The effects of this disconnection follow individuals for the rest of their lives, resulting in lower incomes, higher unemployment rates, and negative physical and mental health outcomes.” ([American Youth Policy Form](#), 2022)

★ **POC**

- ““People of color” is a term primarily used in the United States and Canada to describe any person who is not white. It does not solely refer to African-Americans; rather, it encompasses all non-white groups and emphasizes the common experiences of systemic racism...” ([Moses](#), 2016)

★ **Racial Equity**

- Racial equity is achieved when race no longer factors into or determines one’s socioeconomic outcomes. It is when everyone has what they need to thrive, no matter where they live or how they identify. [Equity is different from equality.](#)

Equality serves everyone the same, regardless of need. Equity, on the other hand, achieves fairness by meeting people where they are and serving them differently depending on their needs to achieve equitable outcomes. ([Martinez, 2022](#))

★ **Structural racism**

- “**Structural racism and discrimination (SRD)** refers to macro-level conditions (e.g. residential segregation and institutional policies) that limit opportunities, resources, power, and well-being of individuals and populations **based on race/ethnicity and other statuses**, including but not limited to gender, sexual orientation, gender identity, disability status, social class or socioeconomic status, religion, national origin, immigration status, limited English proficiency, and physical characteristics or health condition.” ([National Institute on Minority Health and Health Disparities, 2022](#))

★ **Systemic barriers**

- “Structural and systemic barrier are obstacles that collectively affect a group disproportionately and perpetuate or maintain stark disparities in outcomes. Structural barriers can be policies, practices, and other norms that favor an advantaged group while systematically disadvantaging a marginalized group.” ([The Urban Institute, 2015](#))

Resources

- ★ Dr. Kathy Obear. (2021). “Definitions and Terms: Race and Racism.” *The Center for Transformation and Change*.
<https://drkathyobear.com/wp-content/uploads/2017/01/Racism-definitions-for-website.pdf>
- ★ Harvard University Office of Diversity, Inclusion, Belonging. (2020). “Foundational Concepts & Affirming Language.” *Harvard Diversity Inclusion & Belonging*.
https://edib.harvard.edu/files/dib/files/foundational_concepts_and_affirming_language.pdf?m=1605601285.
- ★ Race Forward. (2021). “What is Racial Equity?” RaceForward.org.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>