
APPENDIX B: KEYWORDS AND PHRASES BY DEI CATEGORY

STATUS

ACTIVISM; ACTIVIST; ACTIVISTS; ADVOCACY; ADVOCATE; ADVOCATES; AFFIRMATIVE ACTION; BIAS TOWARD; BIAS TOWARDS; BIASED; BIASED TOWARD; BIASED TOWARDS; BIASES; BIASES TOWARD; BIASES TOWARDS; DE COLONIZATION; DE COLONIZE; DE COLONIZED; DE COLONIZING; DE SEGREGATE; DE SEGREGATED; DE SEGREGATES; DE SEGREGATION; DECOLONIZATION; DECOLONIZE; DECOLONIZED; DECOLONIZING; DESEGREGATE; DESEGREGATED; DESEGREGATES; DESEGREGATION; DISCRIMINATE; DISCRIMINATED; DISCRIMINATION; DISCRIMINATORY; DIVISIVENESS; EXCLUDED; EXCLUSION; EXCLUSIVE; FEEL SEEN AND HEARD; HATE SPEECH; HISTORICALLY; IMPLICIT BIAS; IMPLICIT BIASES; INJUSTICE; INJUSTICES; INSTITUTIONAL; INSTITUTIONALIZE; INSTITUTIONALIZED; INSTITUTIONALLY; INTERGENERATIONAL TRAUMA; INTERSECTIONAL; INTERSECTIONALITY; MARGINALIZATION; MARGINALIZE; MARGINALIZED; MICRO AGGRESSION; MICRO AGGRESSIONS; MICRO AGGRESSIVE; MICRO AGGRESSIVENESS; MICROAGGRESSION; MICROAGGRESSIONS; MICROAGGRESSIVE; MICROAGGRESSIVENESS; MINORITIES; MINORITY; OPPRESSED; OPPRESSIVE; OPPRESSIVENESS; OPPRESSION; POLARIZATION; POLARIZE; POLITICIZATION; POLITICIZE; POLITICAL; PREJUDICE; PREJUDICES; PRIVILEGE; PRIVILEGED; PRIVILEGES; REPARATION; REPARATIONS; SEGREGATED; SEGREGATION; SOCIO ECONOMIC; SOCIOECONOMIC; STATUS; STATUSES; STEREOTYPE; STEREOTYPES; STEREOTYPICAL; STEREOTYPING; SYSTEM OF OPPRESSION; SYSTEMATIC OPPRESSION; SYSTEMATICALLY OPPRESSED; SYSTEMIC; SYSTEMIC OPPRESSION; SYSTEMICAL; SYSTEMICALLY; SYSTEMICALLY OPPRESSED; SYSTEMS OF OPPRESSION; SYSTEMS OF POWER; TRAUMA; TRAUMATIC; UNDER APPRECIATED; UNDER APPRECIATION; UNDER PRIVILEGE; UNDER PRIVILEGED; UNDER REPRESENTATION; UNDER REPRESENTED; UNDER SERVED; UNDER SERVING; UNDER VALUED; UNDER VALUING; UNDERAPPRECIATED; UNDERAPPRECIATION; UNDERPRIVILEGE; UNDERPRIVILEGED; UNDERREPRESENTATION; UNDERREPRESENTED; UNDERSERVED; UNDERSERVING; UNDERVALUED; UNDERVALUING; UNJUST; VICTIM; VICTIMHOOD; VICTIMIZED; VICTIMS; VOICES ARE ACKNOWLEDGED; VOICES HEARD; VOICES MATTER; UNEQUAL OPPORTUNITIES; UNEQUAL OPPORTUNITY; SAFE SPACE; SAFE SPACES; SENSE OF BELONGING; SENSE OF BELONGINGNESS; WELCOMING ENVIRONMENT; BARRIER; BARRIERS; DISABILITIES; DISABILITY; ALLY; ALLYSHIP.

SOCIAL JUSTICE

ADVANCE DIVERSITY; ADVANCE INCLUSIVITY; ADVANCE THE DIVERSITY; ADVANCING DIVERSITY; ADVANCING INCLUSIVE; ALLIANCE FOR DIVERSITY; BACKGROUND INCLUSIVITY; BI CULTURAL; BICULTURAL; BLACK CULTURAL; BLACK CULTURE; BLACK CULTURES; BROADEN DIVERSITY; BROADEN THE DIVERSITY; COMMITMENT TO DIVERSITY; COMMUNITY DIVERSITY; COMMUNITY EQUITY; COMMUNITY INCLUSIVITY; CULTURAL ACTIVISM; CULTURAL ACTIVIST; CULTURAL ACTIVISTS; CULTURAL ADVOCACY; CULTURAL ADVOCATE; CULTURAL AND ETHNIC; CULTURAL AND RACIAL; CULTURAL APPROPRIATION; CULTURAL APPROPRIATIONS; CULTURAL BIAS; CULTURAL COMPETENCY; CULTURAL CONNECTIONS; CULTURAL DIFFERENCES; CULTURAL HERITAGE; CULTURAL HUMILITY; CULTURAL INEQUALITIES; CULTURAL INEQUALITY; CULTURAL INEQUITIES; CULTURAL INEQUITY; CULTURAL INJUSTICE; CULTURAL INJUSTICES; CULTURAL JUSTICE; CULTURAL RELEVANCE; CULTURAL SEGREGATION; CULTURALLY ATTUNED; CULTURALLY BIASED; CULTURALLY RESPONSIVE; CULTURALLY SENSITIVE; CULTURALLY SUSTAINABLE; CULTURALLY SUSTAINING; CULTURE AND ETHNICITY; CULTURE AND RACE; CULTURES AND ETHNICITIES; CULTURES AND RACES; DEI; DEIJ; DIVERSE BACKGROUND; DIVERSE BACKGROUNDS; DIVERSE COMMUNITIES; DIVERSE COMMUNITY; DIVERSE GROUP; DIVERSE GROUPS; DIVERSE INDIVIDUAL; DIVERSE INDIVIDUALS; DIVERSE STATUS; DIVERSE STATUSES; DIVERSE VOICES; DIVERSIFIED; DIVERSIFY; DIVERSIFYING; DIVERSITY AND EQUITY; DIVERSITY AND INCLUSION; DIVERSITY AND INCLUSIVITY; DIVERSITY AWARENESS; DIVERSITY EQUITY; EMPHASIS ON DIVERSITY; EMPHASIZE DIVERSITY; EMPHASIZING DIVERSITY; ENCOURAGE DIVERSITY; ENCOURAGING DIVERSITY; ENHANCE DIVERSITY; ENHANCE THE DIVERSITY; ENHANCING DIVERSITY; EQUAL OPPORTUNITIES; EQUAL OPPORTUNITY; EQUALITIES; EQUALITY; EQUITABLE; EQUITABLE AND INCLUSIVE; EQUITIES; EQUITY; ETHNIC AND CULTURAL; ETHNIC CULTURAL; ETHNIC CULTURE; ETHNIC CULTURES; ETHNIC DIVERSITY; ETHNIC EQUITY; ETHNICITIES AND CULTURES; ETHNICITY AND CULTURE; FOSTER DIVERSITY; FOSTERING DIVERSITY; FOSTERING INCLUSIVE; FOSTERING INCLUSIVITY; FOSTERING THE DIVERSITY; GROUP EQUITY; GROUP INCLUSIVITY; HISPANIC CULTURAL; HISPANIC CULTURE; HISPANIC CULTURES; INCLUSION;

INCLUSIVE; INCLUSIVE LANGUAGE; INCLUSIVENESS; INCLUSIVITY; INCLUSIVITY AND DIVERSITY; INCREASE DIVERSITY; INCREASE THE DIVERSITY; INCREASES DIVERSITY; INCREASES THE DIVERSITY; INCREASING DIVERSITY; INCREASING THE DIVERSITY; INDIGENOUS CULTURAL; INDIGENOUS CULTURE; INDIGENOUS CULTURES; INEQUALITIES; INEQUALITY; INEQUITABLE; INEQUITIES; INEQUITY; INTER CULTURAL; INTER CULTURALLY; INTERCULTURAL; INTERCULTURALLY; LACK OF DIVERSITY; LATINX CULTURAL; LATINX CULTURE; LATINX CULTURES; MULTI CULTURAL; MULTI CULTURALLY; MULTICULTURAL; MULTICULTURALLY; PROMOTE DIVERSITY; PROMOTING DIVERSITY; SEGREGATED CULTURES; SOCIAL ACTIVISM; SOCIAL ACTIVIST; SOCIAL ACTIVISTS; SOCIAL ADVOCACY; SOCIAL ADVOCATE; SOCIAL BIAS; SOCIAL BIASES; SOCIAL INEQUALITIES; SOCIAL INEQUALITY; SOCIAL INEQUITIES; SOCIAL INEQUITY; SOCIAL INJUSTICE; SOCIAL INJUSTICES; SOCIAL JUSTICE; SOCIAL JUSTICE ACTIVISM; SOCIAL JUSTICE ADVOCACY; SOCIAL JUSTICE ADVOCATE; SOCIALLY BIASED; SOCIO CULTURAL; SOCIO CULTURALLY; SOCIOCULTURAL; SOCIOCULTURALLY; STRUCTURAL INEQUALITY; STRUCTURAL INEQUITY; SUPPORT DIVERSITY; SUPPORTING DIVERSITY; TRANS CULTURAL; TRANSCULTURAL; SOCIALLY RELEVANT; CULTURALLY RELEVANT.

GENDER

BIGOT; BIGOTRY; BLACK FEMALE; BLACK FEMALES; BLACK MALE; BLACK MALES; BLACK MEN; BLACK WOMEN; CISGENDER; CISNORMATIVE; CISNORMATIVITY; COLORED FEMALE; COLORED FEMALES; COLORED MALE; COLORED MALES; COLORED MEN; COLORED WOMEN; FEMALE; FEMALE VOICES; FEMALES; FEMININITY; FEMINISM; FEMINIST; FEMINISTIC; FLUID IDENTITY; GENDER; GENDER ACCEPTANCE; GENDER AFFIRMATION; GENDER AFFIRMING; GENDER AND SEXUAL; GENDER APPRECIATION; GENDER BASED; GENDER BINARY; GENDER DISCRIMINATION; GENDER DISPARITIES; GENDER DISPARITY; GENDER DIVERSITY; GENDER DYSMORPHIA; GENDER DYSPHORIA; GENDER FLUID; GENDER FLUIDITY; GENDER IDENTITY; GENDER IDEOLOGY; GENDER INCLUSIVE; GENDER INCLUSIVITY; GENDER MARGINALIZED; GENDER MINORITIES; GENDER MINORITY; GENDER NEURAL; GENDER NON BINARY; GENDER NON CONFORMING; GENDER NONBINARY; GENDER NONCONFORMING; GENDER OPPRESSION; GENDER PREFERENCE; GENDER PREFERENCES; GENDER SPECTRUM; GENDER STEREOTYPES; GENDER TRANSITION; GENDER TRANSITIONING; GENDER TYPICAL; GENDERS; HETEROSEXUAL; HISPANIC FEMALE; HISPANIC FEMALES; HISPANIC MALE; HISPANIC MALES; HISPANIC MEN; HISPANIC WOMEN; HISTORICALLY MALE; INDIGENOUS FEMALE; INDIGENOUS FEMALES; INDIGENOUS MALE; INDIGENOUS MALES; INDIGENOUS MEN; INDIGENOUS WOMEN; INTERSECTIONAL FEMINISM; LATINA FEMALE; LATINA FEMALES; LATINA MALE; LATINA MALES; LATINA MEN; LATINA WOMEN; LATINX FEMALE; LATINX FEMALES; LATINX MALE; LATINX MALES; LATINX MEN; LATINX WOMEN; LGBT; LGBTQ; LGBTQ+; LGBTQIA; MALE DOMINANT; MALE DOMINATED; MASCULINE; MASCULINITY; MIS GENDER; MISGENDER; MISOGYNISTIC; MISOGYNY; NON BINARY; NON BINARY GENDER; NON CONFORMING GENDER; NONBINARY; NONBINARY GENDER; NONCONFORMING GENDER; OPPRESSED GENDER; OPPRESSED GENDERS; OPPRESSED SEXUALITIES; PANSEXUAL; PREDOMINATELY MALE; PREFERRED GENDER; PREFERRED IDENTITY; PREFERRED SEX; PRIMARILY MALE; PRONOUN; PRONOUNS; QUEER THEORY; SELF IDENTIFY; SEX CHANGE; SEX PREFERENCE; SEX TRANSITION; SEXISM; SEXIST; SEXUAL DISCRIMINATION; SEXUAL DISPARITIES; SEXUAL DISPARITY; SEXUAL IDENTITY; SEXUAL MINORITIES; SEXUAL MINORITY; SEXUAL PREFERENCE; SEXUAL PREFERENCES; SEXUALITIES; SEXUALITY; STRAIGHT WHITE; TOXIC MASCULINITY; TRANSGENDER; TRANSGENDERISM; TRANSITIONING GENDER; TRANSITIONING SEX; TRANSJUSTICE; TRANSPHOBIA; TRANSPHOBIC; UNDERREPRESENTED GENDER; VOICES OF WOMEN; WHITE FEMALE; WHITE FEMALES; WHITE MALE; WHITE MALES; WHITE MEN; WHITE WOMEN; WOMEN; WOMEN AND GENDER; WOMEN AND UNDERREPRESENTED; WOMENUNDERREPRESENTED.

RACE

ANTI BLACK; ANTI BLACK RACISM; ANTI RACISM; ANTI RACIST; ANTI WHITE; ANTI BLACK; ANTIBLACK RACISM; ANTIRACISM; ANTIRACIST; ANTI WHITE; BIPOC; BIPOCX; BLACK AND LATINX; BLACK COMMUNITIES; BLACK COMMUNITY; BLACK INDIGENOUS AND LATINX; BLACK INDIGENOUS AND OTHER; BLACK INDIGENOUS LATINX; BLACK INDIGENOUS OTHER; BLACK INDIVIDUAL; BLACK INDIVIDUALS; BLACK INTELLECTUALISM; BLACK LIVES MATTER; BLACK MINORITIES; BLACK MINORITY; BLACK PEOPLE; BLACK PERSON; BLACK THOUGHT; BLACK VOICES; BLACKNESS; COLORED COMMUNITIES; COLORED COMMUNITY; COLORED INDIVIDUAL; COLORED INDIVIDUALS; COLORED MINORITIES; COLORED MINORITY; COLORED PEOPLE; COLORED PERSON; COLORED VOICES; CRITICAL RACE THEORY; ETHNIC AND RACIAL; ETHNIC BIAS; ETHNIC COMMUNITIES; ETHNIC COMMUNITY; ETHNIC IDENTITIES; ETHNIC IDENTITY; ETHNIC INDIVIDUAL; ETHNIC INDIVIDUALS; ETHNIC MINORITIES; ETHNIC MINORITY; ETHNIC PEOPLE; ETHNIC PERSON; ETHNIC RACISM; ETHNIC SEGREGATION; ETHNIC VOICES; ETHNICAL RACISM; ETHNICITIES AND RACES; ETHNICITY; ETHNICITY AND RACE; HISPANIC COMMUNITIES; HISPANIC COMMUNITY; HISPANIC INDIVIDUAL; HISPANIC INDIVIDUALS; HISPANIC MINORITIES;

HISPANIC MINORITY; HISPANIC PEOPLE; HISPANIC PERSON; HISPANIC VOICES; HISTORICAL RACISM; HISTORICALLY RACIST; HISTORICALLY WHITE; INDIGENOUS COMMUNITIES; INDIGENOUS COMMUNITY; INDIGENOUS INDIVIDUAL; INDIGENOUS INDIVIDUALS; INDIGENOUS MINORITIES; INDIGENOUS MINORITY; INDIGENOUS PEOPLE; INDIGENOUS PERSON; INDIGENOUS VOICES; INSTITUTIONAL RACISM; INSTITUTIONALIZED RACISM; INSTITUTIONALLY RACIST; INTER RACIAL; INTER RACIALLY; INTERRACIAL; INTERRACIALLY; LATINA COMMUNITIES; LATINA COMMUNITY; LATINA INDIVIDUAL; LATINA INDIVIDUALS; LATINA MINORITIES; LATINA MINORITY; LATINA PEOPLE; LATINA PERSON; LATINA VOICES; LATINX COMMUNITIES; LATINX COMMUNITY; LATINX INDIVIDUAL; LATINX INDIVIDUALS; LATINX MINORITIES; LATINX MINORITY; LATINX PEOPLE; LATINX PERSON; LATINX VOICES; MULTI ETHNIC; MULTI ETHNICALLY; MULTIETHNIC; MULTIETHNICALLY; NON BLACK; NON WHITE; NONBLACK; NONWHITE; PEOPLE OF COLOR; POC; POCX; PREDOMINATELY WHITE; PRIMARILY WHITE; PRIVILEGED WHITE; PRO BLACK; PRO WHITE; PROBLACK; PROWHITE; RACE AND CULTURE; RACE AND ETHNICITY; RACE BASED; RACEBASED; RACES AND CULTURES; RACES AND ETHNICITIES; RACIAL; RACIAL AND CULTURAL; RACIAL AND ETHNIC; RACIAL BIAS; RACIAL BIASES; RACIAL DISPARITIES; RACIAL DISPARITY; RACIAL DIVERSITY; RACIAL IDENTITY; RACIAL INEQUALITIES; RACIAL INEQUALITY; RACIAL INEQUITIES; RACIAL INEQUITY; RACIAL INJUSTICE; RACIAL INJUSTICES; RACIAL JUSTICE; RACIAL MINORITIES; RACIAL MINORITY; RACIAL OPPRESSION; RACIAL PREJUDICE; RACIAL PREJUDICES; RACIAL SEGREGATION; RACIAL SOCIALIZATION; RACIAL SOLIDARITY; RACIAL STEREOTYPES; RACIAL VIOLENCE; RACIALLY; RACIALLY AND CULTURALLY; RACIALLY BIAS; RACIALLY BIASED; RACIALLY OPPRESSED; RACISM; RACIST; SEGREGATED ETHNICITIES; SEGREGATED ETHNICITY; SEGREGATED RACE; SEGREGATED RACES; STRUCTURAL RACISM; STRUCTURALLY RACIST; SYSTEMIC RACISM; SYSTEMICALLY RACIST; TOKENISTIC; TOKENSIM; TRANS ETHNIC; TRANSETHNIC; WHITE COLONIALISM; WHITE COLONIZATION; WHITE COLONIZER; WHITE COLONIZERS; WHITE FRAGILITY; WHITE HISTORICALLY; WHITE NATIONALISM; WHITE NATIONALIST; WHITE PEOPLE; WHITE PERSON; WHITE PRIVILEGE; WHITE SERVING; WHITE SUPREMACY; WHITENESS.

ENVIRONMENTAL JUSTICE

CLIMATE ACTION; CLIMATE CONSCIOUS; CLIMATE CONSCIOUSNESS; CLIMATE EQUALITY; CLIMATE EQUITY; CLIMATE JUSTICE; CLIMATE RESEARCH; ECO CULTURAL; ECOCULTURAL; ENVIRONMENT CONSCIOUS; ENVIRONMENT CONSCIOUSNESS; ENVIRONMENTAL CONSCIOUS; ENVIRONMENTAL CONSCIOUSNESS; ENVIRONMENTAL EQUALITY; ENVIRONMENTAL EQUITY; ENVIRONMENTAL GOVERNANCE; ENVIRONMENTAL JUSTICE; ENVIRONMENTAL SOCIAL; ENVIRONMENTAL GOVERNANCE; ENVIRONMENTALLY CONSCIOUS; ENVIRONMENTAL SOCIAL; ESG; ESG EFFORT; ESG EFFORTS; ESG INITIATIVE; ESG INITIATIVES; GREEN NEW DEAL; NET ZERO; NETZERO; SOCIAL ENVIRONMENTAL; SOCIAL ENVIRONMENTAL; CLIMATE INJUSTICE; CLIMATE JUSTICES; CLIMATE INJUSTICES; CLIMATE CHANGE; GREEN INFRASTRUCTURE; GREEN SOCIETY; CLEAN ENERGY.