

Glossary of Terms

Colourism/Shadeism Discrimination based on skin colour, also known as **colourism** or shadeism, is a form of prejudice or discrimination usually from members of the same race in which people are treated differently based on the social implications from cultural meanings attached to skin colour.

Impostor syndrome (also known as **impostor** phenomenon, impostorism, fraud **syndrome** or the **impostor** experience) is a psychological pattern in which an individual doubts their accomplishments and has a persistent internalized fear of being exposed as a "fraud".

Microaggression is a term used for brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalised groups.

Minority stress describes chronically high levels of **stress** faced by members of stigmatised **minority** groups. It may be caused by a number of factors, including poor social support and low socio-economic status, but the most well understood causes of **minority stress** are interpersonal prejudice and discrimination.

Stereotype threat is a situational predicament in which people are or feel themselves to be at risk of conforming to **stereotypes** about their social group. **Stereotype threat** is purportedly a contributing factor to long-standing racial and gender gaps in academic performance.

Tokenism is the practice of making only a perfunctory or symbolic effort to be inclusive to members of minority groups, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of racial or sexual equality within a workforce

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. **Unconscious bias** occurs when people favour others who look like them and/or share their values. Examples include preferring candidates with certain names, ageism, sexism, homophobia, and ableism.