



# Increasing Resilience and Family Support

## Module 4 Glossary

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**Bicultural competence:** The capacity of an individual who can be “equally at ease with members of either culture” and “easily switch from one cultural orientation to the other and does so with native-like facility.” (Padilla, 2006, p. 471).

**Civic engagement:** Participation in actions bringing about a more just and equitable society.

**Discrimination:** The unfair treatment of a person or group on the basis of bias, stereotypes, and prejudice.

**Disparities:** Differences between population groups in the presence of any form of incidence or outcomes, including access to services (Curry-Stevens, CrossHemmer, & Coalition of Communities of Color, 2011).

**Individual racism:** An intentional action performed by one person or a group that produces a racial abuse, such as verbal or physical mistreatment (Hamilton, 2007).

**Institutional racism:** Intentional or unintentional acts by a social system or institution that perpetuate racial inequality and result in negative outcomes for members of certain groups.

**Implicit bias:** Attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. Activated involuntarily, without awareness or conscious control (Kirwin Institute, 2017, p. 10).

**Intersectionality:** The consideration of the meaning and consequences of multiple categories of identity, difference, and disadvantage and the ways that they are intertwined and jointly associated with outcomes.

**Microaggressions:** Brief and commonplace verbal, behavioral, or environmental indignities, that communicate hostile, derogatory, or negative racial slights and insults toward people of color (Sue et al., 2007).

**Motivational Interviewing (MI):** An evidence-based intervention strategy to engage young people in strengthening their motivation for change through communicating that one is making an effort to see their needs and situation from their perspective, by affirming the young person’s capacities to learn and grow, and by providing opportunities to practice skills such as making their own choices.

**Oppression:** The systematic exploitation of one social group by another for its benefit.

**Post-Traumatic Stress Disorder (PTSD):** A mental health condition that is brought about by experiencing or witnessing a terrifying event; it results in the affected person feeling frightened or stressed even when they are not in danger.

**Protective factors:** Aspects of a persons' life associated with positive outcomes in the presence of stressors. Protective factors contribute to resilience and reduce developmental risks either by promoting healthy processes, reducing unhealthy processes, or both.

**Racism:** The belief that objective or alleged differences between racial groups are justification for asserting the superiority of one race over another.

**Racial identity:** The significance and meaning that individuals ascribe to being a member of their racial group (Sellers, Smith, Shelton, Rowley, & Chavous, 1998).

**Proactive socialization:** The type of socialization that focuses on the strengths in a cultural groups and its accomplishments (Stevenson, 1995).

**Racial socialization:** The process by which African American and Black youth learn how language, customs, and cultural practices affect their experiences as an African

American in a society demarcated by race (Lipford Sanders & Bradley, 2009).

**Resilience:** Successful adaptation despite exposure to life events that can be expected to cause stress in many people. Also the "capacity of individuals to access resources that enhance their well-being and the capacity of their physical and social ecologies to make those resources available in meaningful ways" (Ungar, 2010, p.6).

**Risk factors:** Aspects of a person's life and group membership that are associated with an increase in the likelihood of undesirable outcomes.

**Role-switch:** Using the skills needed to survive in one culture only in that culture, and developing other skills to be successful in other contexts.

**Serial forced displacement:** A process of repetitive, coercive upheaval of groups (Fullilove, & Wallace, 2011). Individuals and families have been forced to move through urban renewal, foreclosure, and gentrification breaking up functional communities in cities.

**Socialization:** The process through which children learn the established language, customs, and cultural ideologies of their community.