



CARE Glossary of Definitions

Advocacy: Organized efforts aimed at influencing public attitudes, policies, and laws to create a more socially just society. Advocacy is guided by the vision of human rights that may include awareness of socio-economic inequities, protection of social rights as well as racial identity, and experiences of oppression.

Anti-racism: The active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices, and attitudes so that power is redistributed and shared equitably.

Bystander Intervention: When someone who is not directly involved recognizes a potentially harmful situation and steps in to change the outcome. This can be achieved using the 3D's: Direct, Distract, or Delegate.

Diversity: A multiplicity of shared and different individual and group experiences, values, beliefs, and characteristics among people.

Domestic violence: A pattern of behavior that is used to gain or maintain power and control over an intimate partner. Abuse can take the form of physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that frighten, intimidate, terrorize, manipulate, hurt, humiliate, blame, injure, or wound.

Empathy: A learned skill that allows one to recognize and deeply listen to another's story or experiences and connect them to common understandings and emotions; differs from sympathy, which is feeling pity or sorrow for someone else.

Equity: Bases the allocation, types, and availability of resources on what individuals need to achieve equal results; differs from equality, which focuses on the equal distribution of resources rather than equal results.

Gender-based violence: Physical, sexual, mental, or economic harm inflicted on a person because of socially ascribed power imbalances between males and females. It also includes the threat of violence, coercion, and deprivation of liberty, whether in public or private. Gender-based violence takes numerous forms: Intimate partner violence, sexual violence, human trafficking, stalking, etc.

Human Trafficking: A crime involving the exploitation of a person for compelled labor or a commercial sex act through the use of force, fraud, or coercion.

Inclusion: The process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every person in program development. Inclusion encourages collaboration, flexibility, and fairness.

Intersectionality: The idea that aspects of identity are not mutually exclusive; each element or trait of a person is inseparably linked with all of the other elements. The identities that can intersect include gender, race, social class, ethnicity, nationality, sexual orientation, religion, age, mental disability, physical disability, mental illness, and physical illness as well as other facets of identity.

Oppression: The systemic use of institutional power that disadvantages groups or individuals through formal institutions or informal attitudes and behaviors. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures.

Sexual assault: Sexual contact or behavior that occurs without the explicit consent of the victim. Some forms of sexual assault include: attempted rape, fondling or unwanted sexual touching, forcing a victim to perform sexual acts (such as oral sex or penetrating the perpetrator's body), or penetration of the victim's body, also known as rape.

Stalking: A pattern of repeated and unwanted attention, harassment, contact, or any other conduct directed at a specific person that would cause a reasonable person to feel fear.

Trauma-informed care: An approach based on knowledge of the impact of trauma that is aimed at ensuring environments and services are welcoming and engaging for service recipients and staff.

References

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