



Ally	Being someone that others turn to that listens and makes educated referrals.
Antidote	Something you take or do to counteract a problem, mistake, or undesirable situation so we can be good enough now.
Assumptions	Guessing information about someone or something else based on one's own expectations and experiences and not factual information derived from a conversation.
Behavioral Patterns	Acting or reacting to similar situations in similar manners over a period of time.
Bystander Behavior	When someone observes something that should be interrupted or stopped and we do nothing.
Cisgender	Cis is a Latin prefix meaning congruent. In the case of one's gender, if we identify with the gender that we were labeled as at birth, as well as how we were raised, we are cisgender and have cisgender privilege. Often we are referred to as a cisman or ciswoman.
Compassionate Exhaustion	When we care so much about a particular cause that we work until we are burnt out and can no longer work.



Conscious Behavioral Patterns	Being fully aware of how we are acting or reacting to similar situations in similar manners over a period of time.
Conscious Bias	Being fully aware of how we have positive or negative assumptions about someone or something.
crucible moments	Positive or negative moments in our lives that occur and when we are able to look back on them, we know they were life-changing moments in our own development as a person.
Differently Right	Being able to see someone, something, or even a part of yourself that is frustrating as something that is powerful and/or necessary even for a short window of time.
Dominant Identities	Often viewed as privileged statuses or labels in our society. These identities are extended a sense of power that other identities are not. (White, Man, Upper-Class, Christian, Able-Bodied, Citizen, Heterosexual, etc.)
Enough	What is needed to keep trying to try. The belief that doing the best we can with what we have some of the time is better than nothing.
Gas Pedal	Typically fueled by our third element, we can accelerate or slow way down with excuses when confronting something uncomfortable or new.
“Go Around” Idea	Instead of being stuck, we can make a decision to utilize our third place and like a gas pedal, push through an excuse pattern or emotional response and keep trying to try.
Holding Space	Either for one’s own development and/or for others’, holding space is intentionally creating an opportunity for a learning moment, conversation, or personal interaction to occur fully and uninterrupted.
Impact	Intentional or not, the way our behaviors, words, and/or reactions land on someone else. We are responsible for our impact.
Inside Voice	When we talk to ourselves and make judgments and assumptions to feel safe and prepared. These are often unheard by others but others see the outcome.
Intent	What we genuinely mean to say or do in response to someone or something.
Internalized Oppression	The self belief that because of an identity or experience we have had, we are less than or deserving of less than those different than us.



Intersection of Identities	Pulling from Kimberlé Crenshaw's work, we have more than one identity and it is at the complicated intersection of these identities that we need to hold for ourself and for others when looking at our collective identities and experiences.
Judgments	A decision that often informs our biases, prejudices, and response behaviors. We make judgments to feel safe and prepared. These judgments also often register as facts or the truth to us and often are inaccurate.
Kryptonite	The one element that hurt Superman was Kryptonite and our excuse patterns are the same way. Our third variable can act as a gas pedal and accelerate us through a tough situation or we can get stuck and falter.
Leaving Room for Edits	This is the concept of making judgments to feel safe and prepared, but realizing they might not be accurate. We then must actively seek more accurate information and update our assumptions.
Lens	The collection of identities and experiences that we interpret the world through act as a kind of glasses both improving and impairing our vision.
Lived Experiences	The collection of memories, crucible moments, and happenings that inform the stories from those around us and in our own lives that we use to share with others.
Microaggression	Often seen as small things that have a larger impact on others. A mispronounced name due to an unfamiliarity with the name itself may seem small, but time and time again can accumulate into a powerfully negative experience. It is important to keep trying to try to lessen the accumulation of negative experiences of others.
Negative Bias	A judgment or assumption about someone or something, a place or event, or behavior that you looked down upon. Sometimes we can identify why and sometimes we cannot.
Negative Explicit Bias	Intentionally employing a negative judgment to inform a response.
Negative Implicit Bias	Unintentionally employing a negative judgment to inform a response.
Party of-One Work	Self-reflection work that takes responsibility for who and how we individually show up in the world.



Personal Triggers	Patterns of events, behaviors, words, or situations that routinely result in a similar, often emotional response that may or may not be related to the individual circumstances but one's cumulative lived experiences.
Pile up	Pulling from Maura Cullen's work, the accumulation of similar experiences that often result in a larger response than each individual experience would garner.
Positive Bias	A judgment or assumption about someone or something, a place or event, or behavior that you looked up to or gave an advantage.
Positive Explicit Bias	Intentionally employing a positive judgment to inform a response.
Positive Implicit Bias	Unintentionally employing a positive judgment to inform a response.
Radical Amazement	The ability to continue to be self-motivated when working with people that equally support a similar cause.
(Re)claiming Responsibility	We are responsible for who and how we show up in the world. For some, we must start with claiming our own behavior patterns and for others, we need to continue to do this and keep repeating the process.
Righter	No one likes to admit they are wrong, so this is about getting more accurate.
Self-Work	Becoming more self-aware or conscious of one's self and our own behavior patterns—the good, bad, ugly and awesome.
Subordinated Identities	The labels and lived experiences that are not empowered by our culture or seen by others as advantages. These identities or experiences often lead to being silenced or marginalized, consciously and unconsciously, by others from more privileged groups.
The Observer or Third Party	This person isn't intended to be a part of the conversation but observes it, overhears it, or learns about it from someone else.
The Receiver	Is the person that is being communicated with.
The Sender	Is the person with the message for the Receiver.
The Third Party or Observer	This person isn't intended to be a part of the conversation but observes it, overhears it, or learns about it from someone else.



Them	The collective members of a group that we think don't belong.
Third Rail	Of the three elements, the one that we typically respond from the least often. The third rail fuels our excuse patterns and can push us into being unstoppable.
Trigger Roots	The lived experiences that develop into trigger patterns have roots fueled by our life identities. We are responsible for the roots of our personal triggers.
Try to Keep Trying	The power of being enough is that we can make an attempt, and whether we fail or succeed, we can learn from it and make another attempt again.
Us	The collective members of a group to which we do belong.
Unconscious Behavioral Patterns	Not being fully aware of how we are acting or reacting to similar situations in similar manners over a period of time, yet still behaving in patterns that others experience.
Unconscious Bias	Not being fully aware of how we have positive or negative assumptions about someone or something, yet doing it anyway.
Unicorn Points	Redeemable nowhere, with no commercial value, but still very exciting to receive.
Vaccine	When conscious of our behavioral patterns, we can keep the ones we like and work to develop habits that better suit our desired way of being. Unlike an antidote, this preemptive measure creates desired outcomes before there is a problem, mistake, or undesirable situation allowing us to be good enough now.