

## Definitions for NFWM's Core Values

Anti-Racism: Active and deliberate process of identifying and challenging racism by changing attitudes, policies and practices, institutions, and systems to create equitable access to opportunity, resources, and power.

Source:

Center for the Study of Social Policy. (2019). Anti-Racism. In Key Equity Terms and Concepts: A Glossary for Shared Understanding. Retrieved April 2, 2022, from <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>

White Privilege: The unearned power, advantages, and entitlements that benefit people by virtue of being white or perceived as being white. Often white people are unconscious of their privilege, but once aware of such, they can use the access that privilege provides to create change while taking the lead from people of color.

Source:

Georgetown University Library. (n.d.). White Privilege. In Anti-Racism Toolkit: Retrieved April 2, 2022, from <https://guides.library.georgetown.edu/antiracism/glossary>

White Supremacy: A form of racism centered upon the belief that white people are superior to other racial backgrounds. It is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power, and privilege. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and “undeserving.”

Source:

Georgetown University Library. (n.d.). White Supremacy. In Anti-Racism Toolkit: Retrieved April 2, 2022, from <https://guides.library.georgetown.edu/antiracism/glossary>

ICMA. (n.d.). White Supremacy. In Glossary of Terms: Race, Equity and Social Justice. Retrieved April 2, 2022, from <https://icma.org/glossary-terms-race-equity-and-social-justice#S>

MP Associates, Center for Assessment and Policy Development, and World Trust Educational Services. (October 2021). White Supremacy. In Glossary. Retrieved April 2, 2022, from <https://www.racialequitytools.org/glossary>