

1. **1. The "Dose Effect" is _____ of exposure to _____ and a cumulative effect of multiple traumas.:**C) High rates; traumatic events
2. **3 Roots of human motivation:**Safety, Significance and Belonging
3. **4 domains impacted by implicit bias:**
 -
 -
 -
 - : -education
 - equity and sustainable community
 - criminal justice
 - public community and health
4. **4 Truths about human behavior:**1. All behavior is goal oriented
2. People can learn, change and Grow
3. Attitude is a response to a goal
4. People what they believe work, even when it does not
5. **1830 Indian Removal Act:**The Indian Removal Act was signed into law by Andrew Jackson on May 28, 1830, authorizing the president to grant unsettled lands west of the Mississippi in exchange for Indian lands within existing state borders. A few tribes went peacefully, but many resisted the relocation policy.
6. **abnormality:**behaviors that occur less frequently - does not take into account differences in time, community standards, or cultural values
7. **acceptance stage:**marked by a conscious belief in the democratic ideal: that everyone has an equal opportunity to succeed in a free society and that those who fail must bear the responsibility for their failure
8. **According to the research, the concept of machismo:**B) has a positive attribute in the family life
9. **Acculturation:**is a process where the cultural aspects of the majority community are adapted without losing the traditions and customs of the minority community.
10. **achieved:**dominative, conflictive, reactive, and integrative
11. **action(doing) orientation:**must master and control nature, must do things about a situation, and take pragmatic and utilitarian view of life - equates worth to achievement -U.S., Black and Asian Americans
12. **activity dimension:**action (doing) environment vs. being - in becoming mode of activity
13. **ADA (American with Disabilities Act):**was signed into law in 1990, extending the federal mandate of nondiscrimination toward individuals with disabilities to the state and local governments and the private sector
14. **Advocacy:**the process or act of arguing/pleading for a cause on ones own behalf of someone else. Helping clients challenge their views/norms
15. **Affirmative Action:**A Legal employment process design to promote equal access to job opportunities and requires goals and reports on an organization's progress.
16. **Affirmative action plan:**A plan that focuses on the hiring, training, and promoting of individuals in protected classes that are underrepresented in the organization's workforce.
17. **Affirmative action program:**A program required by the OFCCP (see below) in which employers identify conspicuous imbalances in their workforce and take positive steps to correct underrepresentation of protected classes, such as females, minorities, or employees over 40 years of age.
18. **An African American female student visits the school counselor, because she is uncomfortable with the way male students address her, stating that they often gawk at her. As a result, some of the white female students have told her, "You're so lucky. I wish I had your body." Which is the African American female student experiencing?:**A. Microaggression
19. **alien in their own land:**when asian americans and latino americans are assumed to be foreign born
20. **All Muslims and Arabs are the same people? True or False:**False
21. **American Indian or Alaska Native:**(Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
22. **antigay harassment:**verbal or physical behavior that injures, interferes with, or intimidates lesbian women, gay men, and bisexual individuals
23. **Anti-Semitism:**Anti-Semitism - Coined by Wilhelm Marr, an anti-Jewish German journalist in 1879, was used to mean "opposition to Jews." Today it refers to prejudice against Jews.
24. **Apartheid:**The system of racial segregation in South Africa.
25. **Appreciation vs Tolerance:**We want to teach appreciation not tolerate. We must appreciate similarities while valuing differences.
26. **Appropriation:**the application of cultural artifacts with a regard for or relationship to the culture who developed that artifact
27. **Artifacts:**the physical representation of manifestation of deeply held values
28. **Artifacts (Koen):**The physical manifestation of or demonstration values
29. **ascription of intelligence:**assigning intelligence to a person of color or a woman based on their race/gender
30. **Asian American:**a person who is in the process of forming a positive identity, who is ethnically and politically aware, and who becomes increasingly bicultural
31. **Asian American Identity Development Models:**traditionalist, marginal person, and Asian American developed by Sue and Sue
32. **Asian (Not Hispanic or Latino):**A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

33. **Assimilation:**Assimilation: taking on the appearance and values of the dominant culture. It is important to recognize that assimilation occurs under varying conditions: sometimes it is forced, other times it is desired, and its success is usually mitigated by recognizable difference such as skin color. Native American people have experienced forced assimilation through the taking of their children to white run schools to unlearn their culture—this is considered cultural genocide.
34. **assimilation:**is a process whereby people of a culture learn to adapt to the ways of the majority culture. There is a loss of one's own culture as a person gives more value to the cultural aspects of the majority community
35. **Assimilation- a process by which members of an ethnic minority group lose cultural characteristics that distinguish them from the dominant cultural group or take on the cultural characteristics of another group.:**True (Episode Two: The Difference Between Us)
36. **assumption of abnormality:**occurs when it is implied that there is something wrong with being LGBT
37. **Attitudes/Beliefs:**an understanding of one's own cultural conditioning that affects the personal beliefs, values, and attitudes of culturally diverse population
38. **attitudes/beliefs component - awareness:**an understanding of one's own cultural conditioning that affects the personal beliefs, values, and attitudes of a culturally diverse population
39. **Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner and may affect our behaviors in ways we might not want:**implicit bias
40. **Authentic Hope:**The building of intrinsic value coupled with quality personal effort while managing an oppressive system.
41. **authority set:**some individuals are thought to have a particular position that gives them a legitimate right to prescribe attitudes or behaviors
42. **autonomy status:**increasing awareness of one's own whiteness, reduced feelings of guilt, acceptance of one's role in perpetuating racism and renewed determination to abandon white entitlement
43. **aversive racism:**manifested in individuals who consciously assert egalitarian values, but unconsciously hold anti-minority feelings - sympathize with victims of past injustice, support principles of racial equality, and regard themselves as nonprejudiced but possess negative feelings and beliefs about historically disadvantaged groups that may be unconscious
44. **awakening to social political consciousness:**mean with adoption of a new perspective, often correlated with increased political awareness. civil rights and women's movements my precipitate this new awakening. result is an abandoning of identification with white society and a consequent understanding of oppression and oppressed groups.
45. **Being aware of these biases is _____:**not enough
46. **being-in-becoming orientation:**here and now - equates worth to belonging - American Indians and Hispanic Americans
47. **bias are activated involuntarily and without ones awareness or control, deeply seated, unconsciously harboring opinions:**implicit bias
48. **bicultural:**capable of functioning in two different cultural environments
49. **biculturalism:**refers to the fact that minorities in the U.S. inherit two cultural traditions
50. **Bigotry:**A negative emotional response applies to racial or cultural groups that differ for the holders own group
51. **Black identity development models:**pre-encounter, encounter, immersion-emersion, internalization, and internalization-commitment
52. **Black or African American (Not Hispanic or Latino):**A person having origins in any of the black racial groups of Africa.
53. **Black Rage:**in order to survive in a White racist society have developed a highly functional survival mechanism to protect them against possible physical and psychological harm
54. **Blaming the Victim:**Assigning blame to the targets of oppression for the oppression itself and for its manifestations. A rapist saying that a woman "asked for it". Historically, women of color have been especially vulnerable to these accusations because part of racist devaluation has been to sexualize women of color in order to inflate the purity of white women.
55. **Block-busting:**The illegal practice of exploiting racial prejudice by inducing the sale of houses owned by whites in segregated neighborhoods at bargain prices as a result of a minority being sold a home in that neighborhood.
56. **causal stage:**messages or injunctions from the environment or significant others either affirm, ignore, negate, or denigrate the ethnic heritage of the person. affirmation about one's ethnic identity is lacking and the person my experience traumatic or humiliating experiences related to ethnicity. failure to identify with latino culture
57. **Change _____ associations that are forming with biases:**underlining
58. **changing complexion of the workforce or diversification of the United States:**rapid increase in racial/ethnic minorities due to immigration rates and differential birth rates
59. **Cisgender (often abbreviated to simply cis):**a term for people whose experiences of their own gender agree with the sex they were assigned at birth.
60. **Civil rights:**the rights of full legal, social and political equality afforded to all citizens.
61. **Civil Rights Act 1964:**This act, signed into law by President Lyndon Johnson on July 2, 1964, prohibited discrimination in public places, provided for the integration of schools and other public facilities, and made employment discrimination illegal
62. **clinical competence:**does not acknowledge racial, cultural, and gender differences sufficiently to be helpful
63. **Cognitive Dissonance:**When new truths battle established beliefs for space in our consciousness, we tend to respond with all manner of defense mechanisms.

64. **cognitive stage:**as a result of negative/distorted messages, three erroneous belief systems about chicano/latino heritage become incorporated into mental sets 1. ethnic group membership is associated with poverty and prejudice 2. assimilation to white society is the only means of escape 3. assimilation is the only possible road to success
65. **color blindness:**statements that indicate a white person does not want to acknowledge race
66. **commitment to antiracist action phase:**characterized by social action and there is likely to be a consequent change in behavior, and an increased commitment toward eradicating oppression
67. **communications approach:**based on the assumption that family problems are communication difficulties
68. **components of cultural competence:**division of awareness, knowledge, and skills to define cultural competence
69. **Conformity:**seek peer approval, alter manerisms
70. **conformity:**similar to individuals in pre-encounter stage, minority individuals are distinguished by unequivocal preference for dominant cultural values over their own
71. **conformity phase:**white person's attitudes and beliefs are very ethnocentric. minimal awareness of self as racial being and a strong belief in the universality of values and norms governing behavior
72. **consequence stage:**fragmentation of ethnic identity becomes very noticeable and evident. person feels ashamed and is embarrassed by ethnic markers such as name, accent, skin color, cultural customs, and so on. unwanted self image leads to estrangement and rejection of one's chicano/latino heritage
73. **consistency set:**people who change an opinion, belief, or behavior in such a way as to make it consistent with other opinions, beliefs, or behaviors - due this to reduce the dissonance
74. **contact status:**people are oblivious to and unaware of racism, believe that everyone has an equal chance for success, lack and understanding of prejudice and discrimination, have minimal experiences with persons of color, and may profess to be colorblind
75. **Context:**The geographic position, educational environment, governmental system, time period and use of space where human beings are birthed, develop, learn and mature
76. **The Continuum of Cultural Proficiency:**Cultural Destructiveness
Cultural Incapacity
Cultural Blindness
Cultural Pre-Competence
Cultural Competence
Cultural Proficiency
77. **covert sexism:**unequal and harmful treatment of women that is conducted in a hidden manner
78. **credibility:**constellation of characteristics that makes certain individuals appear worthy of belief, capable, entitled to confidence, reliable and trustworthiness
79. **criminality/assumption of criminal status:**a person of color is presumed to be dangerous, a criminal, or a deviant based on their race
80. **cultural assimilation:**expectation by the people in power that all immigrants and people outside the dominant group will give up their ethnic and cultural values and will adopt the values and norms of the dominant society
81. **Cultural Blindness:**Refusing to acknowledge the culture of others (dismiss differences)
(ex. Lacks training to provide special services to minorities)
82. **cultural blindness:**agencies provide services with the express philosophy that all people are the same, and the belief that helping methods used by the dominant culture are universally applicable
83. **Cultural Competence:**Understand the difference differences make
(ex. Has balanced bilingual staff/customer ratio)
84. **cultural competence:**ability to engage in actions or create conditions that maximize the optimal development of client and client systems
85. **cultural competence:**agencies at this stage show continuing self assessment regarding culture, careful attention to the dynamics of difference, continuous expansion of cultural knowledge and resources, and a variety of adaptations to service models in order to better meet the needs of culturally diverse populations
86. **cultural competence is superordinate to.....:**clinical competence
87. **Cultural Competence (KOEN):**Cultural Competence is understanding the development of, applied meaning to, the relationship to and the functions of Artifacts and Values
88. **cultural competent professional:**actively in the process of becoming aware of his or her own assumptions about human behavior, values, biases, preconceived notions, personal limitations also actively attempts to understand the worldview of his/her culturally different client and is in the process of actively developing and practicing appropriate relevant, and sensitive intervention strategies, and skills in working with his/her culturally different client
89. **cultural deficit models:**tend to view culturally diverse groups as possessing dysfunctional values and belief systems that are often handicaps to be overcome, be ashamed of, and avoid
90. **cultural deprivation:**used to indicate that many groups perform poorly on tests or exhibit deviant characteristics because they lack many of the advantages of middle class culture
91. **Cultural Destructiveness:**Eliminate differences
(ex. provides paperwork in English only)
92. **cultural destructiveness:**programs that have participated in culture/race based oppression, forced assimilation, or even genocide represent this stratum (tuskegee)

93. **cultural encapsulation:**(Wrenn 1962) is the process of working with clients from an ethnocentric perspective, where one does not effectively understand the world view and culture of origin of the client, nor do they integrate this knowledge into the counseling process.
94. **cultural encapsulation Wrenn 1962:**substitution of modal stereotypes for the real world, disregarding cultural variations in a dogmatic adherence to some universal notion of truth, and use of technique-oriented definition of counseling process
95. **Cultural Generalizations:**Broad characterizations can be useful as a general guide to anticipating and discussing cultural reactions, attitudes, and behaviors in a neutral way
96. **Cultural Incapacity:**Demean differences (ex. Puts down family values)
97. **cultural incapacity:**organizations that may not be intentionally culturally destructive, but they may lack the capacity to help minority clients or communities because the system remains extremely biased toward the racial/cultural superiority of the dominant group
98. **Culturally Competent:**agencies at this stage show continuing self assessment regarding culture, careful attention to the dynamics of difference, continuous expansion of cultural knowledge and resources, and a variety of adaptations to service models in order to better meet the needs of culturally diverse populations
99. **culturally competent mental health agencies:**cultural destructiveness, cultural incapacity, cultural blindness, cultural precompetence, cultural competence, and cultural proficiency
100. **culturally deficient model:**social scientists placed heavy reliance on environmental factors that portrayed them as culturally disadvantaged, deficient, or deprived instead of a biological condition that caused differences
101. **culturally deprived:**lacking a cultural background
102. **culturally diverse:**recognize the legitimacy of alternative lifestyles, the value of differences, advantages of being bicultural
103. **Culturally Diverse Model:**being the "change" agent
104. **culturally diverse model:**person blame focus, emphasis on minority pathology, and a use of White middle class definitions of desirable and undesirable behavior
105. **Cultural Oppression:**systematic, institutionalized mistreatment of a group of people
106. **Cultural Pre-Competence:**Acknowledge and start to respond to differences (ex. Recognizes oraganization's high dropout rate of minority participants and seeks change)
107. **cultural precompetence:**agencies at this stage have at least looked at the artifacts and values of the organization to recognize their weaknesses in serving diverse groups and developing a multicultural staff
108. **Cultural Proficiency:**Learn from and grow because of differences (ex. Offers phone line services in multiple languages)
109. **cultural proficiency:**highest goals of multicultural development. organizations very uncommon, given that both the organizational culture and individuals within it are operating at high levels of multicultural competence, having overcome many layers of racism, prejudice, discrimination, and ignorance
110. **Cultural Relativism:**is the principle that an individual human's beliefs and activities should be understood by others in terms of that individual's own culture. The view that behavior in one culture should not be judged by the standards of another. The belief that all cultures are equal, have intrinsic value, are equally entitled to respect, and should be appreciated for their differences.
111. **cultural relativism:**focus on the culture and on how the disorder is manifested and treated within it
112. **Cultural Stereotype:**A fixed impression based on cultural artifacts, without the deeper understanding of the values attached to artifacts
113. **cultural universality:**universality focus on disorders and their consequent treatments and minimize cultural factors
114. **Culture:**The behaviors, attitudes, artifacts and belief system developed by a group to adapt to their context.
115. **culture:**consists of all those things that people have learned to do, believe, value, and enjoy. totality of the ideals, beliefs, skills, tools, customs, and institutions into which each member of society is born
116. **culture bound syndromes:**recurrent, locality specific patterns of aberrant behavior and troubling exprience that may or may not be linked to a diagnostic category. limited to specific societies or cultured areas and are localized, folk, diagnostic categories that frame coherent meanings for certain repetitive, patterned, and troubling sets of experiences and observations
117. **Culture of poverty is deficit thinking and a part of white supremacy ideology:**Most if not all of the historically Black segregated schools that AA children attended were intentionally organized in opposition to the ideology of Black inferiority. In other words, in addition to being sited of learning, they also instituted practices and expected behaviors and outcomes that not only promoted education - an act of insurgency in its own right - but also were designed to counter the ideology of African American's intellectual inferiority and ideologies that saw African Americans as not quite equal and as less than human. Everything about these institutions was supposed to affirm Black humanity, Black intelligence, and Black achievement.
118. **The Dawes Act of 1887:**the General Allotment Act or the Dawes Severalty Act of 1887),adopted by Congress in 1887, authorized the President of the United States to survey American Indian tribal land and divide it into allotments for individual Indians. Those who accepted allotments and lived separately from the tribe would be granted United States citizenship.
119. **Debasing requires _____:**repetition
120. **denial of individual racism/sexism/heterosexism:**a statement made when bias is denied

121. **Developmental Organizations:**ACA - American Counseling Association
 ASCA - American School Counselor Association
 ACC - Association for Creativity in Counseling
 TACES - Texas Association for Counselor Education and Supervision
 AMCD - Association for Multicultural Counseling and Development
 ASERVIC - Association for Spiritual, Ethical and Religious Values in Counseling
122. **dilemma 4 of microaggressions: catch-22 of responding to microaggressions:**when a microaggression occurs, the recipient is often placed in an unenviable position of having to decide what to do
123. **dilemma 1 or microaggressions: clash of racial identities:**individuals in power positions do not consider themselves capable of discrimination based on race, gender, or sexual orientation because they believe themselves free of bias - perceptions held by the dominant group differ significantly from marginalized groups in our society
124. **dilemma 2 or microaggressions: invisibility of unintentional expression of bias:**that the microaggression is essentially invisible to the perpetrator creates a psychological dilemma for victims that can leave them frustrated, feeling powerless, and even questioning their own sanity
125. **dilemma 3 of microaggressions: perceived minimal harm of microaggressions:**when perpetrators are confronted about microaggressions, they accuse the victim of overreacting or being hypersensitive, or touchy
126. **Discrimination:**Legal Process for answering in a court of law illegal violation of the 1964 Civil Rights Act
127. **disintegration status:**obliviousness breaks down and the white person becomes conflicted over irresolvable racial moral dilemmas. statements such as my grandfather is really prejudiced, but I try not to be
128. **Dissonance:**feelings of shame and pride - breakdown and denial and a sense of conflict
129. **Dissonance:**Conflict with heritage (anger)
130. **dissonance phase:**white person is forced to deal with inconsistencies that have been compartmentalized or encounters information at odds with denial - person is forced to acknowledge whiteness at some level, to examine own cultural values, and see conflict between upholding humanistic nonracist values and their contradictory behavior
131. **dissonance stage:**no matter how much one attempts to deny his or her own racial/cultural heritage, an individual will encounter information or experiences that are inconsistent with culturally held beliefs, attitudes, and values
132. **Diversity:**Includes characteristics or factors such as personality, work style, religion, race, ethnicity, gender, sexual orientation, having a disability, socioeconomic level, educational attainment, and general work experience. Diversity refers to all of the characteristics that make individuals different from each other.
133. **Diversity Factors:**Culture, ethnicity, race, special needs, gender, disability, age, religion, language,
134. **divide and conquer:**as long as people of color fight among themselves, they can't form alliances to confront the establishment
135. **Dominant Group:**Open or Easy access to power: Goods, Jobs, Services and Money
136. **dozens:**used by slave owners to refer to persons with disabilities - were considered damaged goods and therefore would have been sold with eleven other "damaged" slaves
137. **EC/ER:**a person high in self blame and external control feels that there is very little one can do in the face of such severe external obstacles as prejudice and discrimination having given up or attempt to placate those in power
138. **EC/IR:**accept dominant culture's definition for self-responsibility but to have very little real control over how they are defined by others
 marginal individuals deny the existence of racism, believe that the plight of their people is due to laziness
139. **economic state:**person is influenced because of the perceived rewards and punishments that the source is able to deliver - person performs a behavior or states a belief in order to gain rewards and avoid punishments
140. **education + action = _____:**change
141. **-Education and awareness raising efforts**
-Training to counter stereotypes
-Exposure to counter stereotypic exemplars
-Intergroup contact
-Taking the perspective of others:debasement strategies (action focused)
142. **elaborated codes:**where many words are used to communicate the same content, are seen in classrooms, diplomacy, and law (L.C.)
143. **emic:**culture-specific views of concepts and goals
144. **emic:**culturally specific application of concept and goals (closely relates to cultural relativism) - "it is like entering into the clients shoes.
145. **empowering and validating the self:**a process of interrupting the racism by calling it what it is and staying true to one's thoughts and feelings - the an incident is related to racism as they thought
146. **encounter:**the individual encounters a profound crisis or event that challenges his or her previous mode of thinking and behaving and second the Black person begins to reinterpret the world, resulting in a shift in worldviews
147. **Enculturation:**The social process by which culture is learned and transmitted across the generations.
148. **Equal Employment Opportunity Commission (EEOC):**A commission of the federal government charged with enforcing the provisions of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, the Americans with Disabilities Act of 1990, and other fair employment practices legislation. Purdue University is subject to these regulations and this commission.

149. **espiritismo (spiritism)**:a world where spirits can have major impacts on the people residing in the physical world
150. **espiritistas (mediums)**:culturally sanctioned indigenous healers who possess special faculties allowing them to intervene positively or negatively on behalf of their clients
151. **ethnic awareness stage**:begins at 3-4, when the child's family members serve as the significant ethnic group model. positive or neutral attitudes towards one's own ethnic origin are formed depending on the amount of ethnic exposure conveyed by the care takers
152. **ethnic differences in minority status**:refer to the life experiences and adjustments that occur as a result of minority status in the U.S.
153. **ethnicity**:Characteristics associated with ethnicity include: a shared group image and sense of identity derived from values, behaviors, beliefs, communication and historical perspective..shared political, social and economic interests shared involuntary membership with a specific ethnic group
154. **ethnic minority reality**:refers to the racism and poverty that dominate the lives of minorities
155. **Ethnocentric**:Evaluating other peoples and cultures according to the standards of one's own culture.
156. **ethnocentric bias**:some professionals believe that minorities are inherently pathological and that therapy involves a simple modification of traditional White models
157. **ethnocentric monoculturalism**:values, assumptions, and beliefs of a society are structured in such a way as to serve only one narrow segment of the population; cultural encapsulation plus cultural racism
158. **ethnocentric monoculturalism**:values, assumptions, and beliefs of a society are structured in such a way as to serve only one narrow segment of the population; cultural encapsulation plus cultural racism. - - (valuing of one's ethnic/cultural group over others) & (belief in one "right" culture) is an unconscious or conscious overvaluation of one's own cultural beliefs and practices, and simultaneous invalidation of other cultural worldviews.
159. **etic**:culturally universal application of concept and goals
160. **etic**:universal application of concepts and goals
161. **evolution from pre-encounter to internalization stages**:reflects a movement from psychological dysfunction to psychological health
162. **expertness**:ability variable that depends on how well informed, capable, or intelligent others perceive the counselor
163. **expertness**:an ability component that is a function of how much knowledge, training, experience and skills clinicians possess with respect to the populations being treated
164. **external control**:refers to peoples beliefs that reinforcing events occur independently of their actions and that the future is determined more by chance and luck
165. **feminization of the workforce**:more women, single and married, are playing a larger and more significant role in society
166. **five components of ethnocentric monoculturalism**:belief in superiority of others, belief in inferiority of others, power to impose standards, manifestation in institutions, and the invisible veil
167. **Foci or therapeutic interventions**:must not confine perspectives to just individual treatment , but must be able to intervene effectively at the professional, organizational, and societal levels
168. **Gender equality**:is the view that both men and women should receive equal treatment and not be discriminated against based on their gender
169. **genetically deficient model**:portrayal of people of color in literature has generally taken the form of portraying them as deficient in certain undesirable attributes
170. **Genocide**:The use of deliberate, systematic measures (as killing, bodily or mental injury, unlivable conditions, prevention of births, forcible transfer of children of the group to another group) calculated to bring about the destruction of a racial, political or cultural group or to destroy the language, religion or culture of a group.
171. **Generalizations**:A general statement or concept obtained by inference from specific cases
172. **Gerrymandering**:The division of voting districts to give one group an advantage over another.
173. **Ghetto**:A section of a city in which Jews were required to live surrounded by walls; has been adopted to include sections or cities predominantly inhabited by minority groups which may have socio-economic rather than physical barriers.
174. **graying of the workforce**:dramatic increase in the elderly population attributed to aging baby boomer generation, declining fertility rates, and increased longevity
175. **Group level**:all individuals are, in some respects, like some other individuals, similarities and differences, i.e. gender, race, age, and ethnicity
176. **group specific worldviews**:need to consider specific cultural group worldviews associated with race, gender, and sexual orientation
177. **hardiman white racial identity developmental model**:naivete, acceptance, resistance, redefinition, and internalization
178. **Hegemony**:A system that is designed to benefit the creators
179. **helms white racial identity model**:six statuses: contact, disintegration, reintegration, pseudo independence, immersion/emersion, autonomy
180. **high context communication**:anchored by the physical context (situation) or internalized in the person, relies heavily on nonverbals and group identification/understanding shared by those communicating
181. **Hispanic or Latino**:A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
182. **Holocaust**:Literally, "fire that causes destruction," has been used to designate the destruction of six million Jews by the Nazis during World War II.

183. **Horizontal Hostility:**Acting out toward other members of the target group; safer than confronting oppressive forces.Discouraging people of one's cultural group from succeeding in the larger society with the accusation of selling out.
184. **How has the concept of race been given social meaning?:**When European Euthenics adopted the concept of whiteness as a tool of unity
185. **How many Arab Americans now live in the U.S. ?:**About three million
186. **How many Jews were killed in the concentration camps during the Holocaust?:**Approximately 2,814,500
187. **hypersensitive:**sensitive about sexual orientation, race, gender etc. as if there is no valid reason she should be
188. **Ice berg analogy of the unconscious mind: _____ is tip, _____ is bottom:**conscious, unconscious
189. **IC/ER:**believe that they are able to shape events in their own life if given a chance
pride in one's racial/cultural identity is most likely to be accepted
190. **IC/IR:**worldview that individuals believe that they are masters of their fate and that their actions do affect the outcomes and attribute their current status and life conditions to their own unique attributes, success is due to one's own efforts, and the lack of success is attributed to one's shortcomings or inadequacies
U.S society and white middle class individuals
191. **immersion-emersion:**the person withdraws from the dominant culture and becomes immersed in African American culture. Black pride begins to develop, but internalization of positive attitudes toward one's own Blackness is minimal. In the emersion stage, feelings of guilt and anger begin to dissipate with an increasing sense of pride
192. **immersion/emersion status:**person searches for an understanding of the personal meaning of racism and the ways in which one benefits from white privilege. increasing willingness to confront one's own biases, to redefine whiteness on an affective level
193. **Implicit biases are _____:**malleable
194. **Implicit biases are related to but distinct from _____:**explicit biases
195. **implicit mental associations:**implicit bias
196. **In a campaign focus on _____:**real life implications
197. **incorporation stage:**highest form of identity evolution. encompasses the development of a positive and comfortable identity as Asian American and consequent respect for other cultural/racial heritages. identification for or against white culture is no longer an important issue
198. **The Indian Removal Act:**Passed by Congress on May 28, 1830, during the presidency of Andrew Jackson. The law authorized the president to negotiate with southern Indian tribes for their removal to federal territory west of the Mississippi River in exchange for their ancestral homelands.
199. **indigenous healing:**helping beliefs and practices that originate within the culture or society
200. **individual:**professionals must deal with their own biases, prejudices, and misinformation/lack of information regarding culturally diverse groups in our society
201. **Individual level:**all individuals are, in some respects, like no other individuals, uniqueness, includes genetic endowment and non-shared experiences
202. **information processing strategies:**helm's model- defenses or protective strategies white people use to avoid or assuage anxiety and discomfort around the issue of race
203. **Institutional Power:**Majority status at the upper levels of the major institutions that comprise a society.
204. **institutional racism:**set of policies, priorities and accepted normative patterns designed to subjugate, oppress, and force dependence of individuals and groups on a larger society by sanctioning unequal goals, unequal status, and unequal access to goods and services
205. **Insurance red-lining:**The practice, illegal in many states, of setting insurance rates on the basis of a neighborhood, which is intended to discriminate against residences and businesses in "undesirable" neighborhoods.
206. **Integrative Awareness:**accepts own culture (looks for balance)
207. **integrative awareness:**individuals have developed an inner sense of security and now can own and appreciate unique aspects of their culture as well as those in U.S. culture. belief that there are acceptable and unacceptable aspects in all cultures and that it is important for person to examine and accept/reject those aspects of culture that are not desirable
208. **integrative awareness phase:**understanding the self as a racial/cultural being, being aware of sociopolitical influences regarding racism, appreciating racial/cultural diversity, and becoming more committed toward eradicating oppression
209. **internal control:**refers to people's belief that reinforcements are contingent on their own actions and that they can shape their own fate
210. **internalization:**characteried by inner security as conflicts between the old and new identities are resolved. Global anti-white feelings subside as the person becomes more flexible, more tolerant, and more bicultural/multicultural
211. **internalization:**combination of 4th and 5th stages Black self-acceptance and can be manifested in three types of identities 1. Black nationalist (high black positive race salience) 2. biculturalist (blackness and fused sense of americaness) 3. multiculturalist (multiple identity formation, including race, gender, sexual orientation, etc)
212. **internalization-commitment:**speaks to the commitment that such individuals have toward social change, social justice, and civil rights. It is expressed not only in words, but also in actions that reflect the essence of their lives
213. **internalization stage:**the result of forming a new social and personal identity
214. **Internalized oppression:**The devaluing of ones own identity and culture according to societal norms.Women often do not pursue full medical care because they feel they do not deserve good medical care.

215. **inter-personal influence process:**counselor uses social power to influence the client's attitudes and behaviors - therapist's effectiveness tends to depend on the client's perception of his or her expertness, trustworthiness, and attractiveness
216. **intrinsic factors that explain problems encountered by minorities:**racial inferiority and incompatible value systems instead of failure of society
217. **Intrinsic Motivation:**The belief that with or without additional support I am can be empowered to make changes
218. **Introspection:**see effects of attitudes (personal exploration)
219. **Introspection stage:**individual begins to discover that this level of intensity of feelings (anger directed toward white society) is psychologically draining and does not permit one to really devote more crucial energies to understanding themselves or to their own racial cultural group. minority individual experiences feelings of discontent and discomfort with group views that may be quite rigid in resistance/immersion stage. to please group individual is asked to submerge individual autonomy and thought in favor of group good
220. **introspective phase:**compromise of having swung from an extreme condition of unconditional acceptance of white identity to a rejection of whiteness
221. **invisible veil:**what people's values and beliefs or worldviews represent that operates outside the level of conscious awareness
222. **The "Isms":**Sexism, Classism.....Microaggressions can be delivered environmentally through: Microassault, Microinsult, and Microinvalidation
223. **J. Kim with Japanese American women:**ethnic awareness, white identification, awakening to social political consciousness, redirection, and incorporation
224. **Kinesics:**bodily movement
225. **kinesics:**refers to bodily movements including facial expression, characteristics of movement, gestures, and eye contact
226. **Kitano's model for Japanese American role behaviors:**positive positive, negative-positive, positive-negative, and negative-negative
227. **Knowledge:**understanding and knowledge of the worldviews of culturally diverse individuals
228. **knowledge component:**understanding and knowledge of the worldviews of culturally diverse individuals and groups
229. **Ku Klux Klan:**An organization in the United States which utilizes propaganda and terror against African-Americans, Jews, Catholics, and other minorities to express its extremist racist and anti-Semitic views.
230. **latino/hispanic american identity development models:**causal, cognitive, consequence, working through, and successful resolution
231. **locus of responsibility:**dimension measures degree of responsibility or blame placed on the individual or system
232. **low context communication:**place a greater reliance on the verbal part of the message, more opportunistic, more individual rather than group oriented, and emphasize rules of law and procedure (includes U.S.)
233. **Lynching:**The capture and killing of a person, usually by hanging, often in retaliation for a real or perceived crime, by a mob acting outside the authority of the civil justice system.
234. **machismo:**used in many Latino cultures to indicate maleness, virility, and the man's role as provider and protector of the family - superior sexually
235. **macro:**social structures, ideologies, and policies
236. **marginal person:**refer's to a person's inability to form dual ethnic identification because of bicultural membership
237. **marginal person:**a person who attempts to assimilate and acculturate into white society, rejects traditional chinese ways, internalizes society's negativism toward minority groups, and may develop racial self hatred
238. **marianismo:**derived from the cult of Virgin Mary - women are seen as morally and spiritually superior and capable of enduring greater suffering - women are expected to keep themselves sexually pure and to be self-sacrificing in favor of their children and especially the husband - she is caretaker of the family and homemaker
239. **Meritocracy Myth:**Government or the holding of power by people selected on the basis of their ability
240. **mezo:**communities and organizations
241. **micro:**individuals, families, and groups
242. **Micro Aggression:**"Racial microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color.
243. **microaggressions:**brief and commonplace daily verbal or behavioral indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults that potentially have a harmful or unpleasant psychological impact on the target person or group
244. **microaggressions:**brief, everyday exchanges that send "denigrating messages" to a target group such as people of color, women, and gays - subtle in nature, can be manifested in verbal, nonverbal, visual, or behavioral realm
245. **Microassault:**blatant verbal, nonverbal or environmental attack intended to convey discriminatory and biased sentiments
246. **microassault:**type of microaggression that is blatant, verbal, nonverbal or an environmental attack intended to convey discriminatory and biased sentiments
247. **Microinsult:**Unintentional behaviors or verbal comments that convey rudeness or insensitivity or demean a person's racial heritage/identity, gender identity, religion, ability, or sexual orientation identity
248. **microinsult:**type of microaggression that are unintentional behaviors or verbal comments that convey rudeness or insensitivity or demean a person's racial heritage identity, gender identity, or sexual orientation identity

249. **Microinvalidation:**verbal comments or behaviors that exclude, negate, or dismiss the psychological thoughts, feelings or experiential reality of the target group
250. **microinvalidation:**type of microaggression that are verbal comments or behaviors that exclude, negate, or dismiss the psychological thoughts, feelings, or experiential reality of the target group - unintentional and usually outside of the person's awareness
251. **mild dissociation:**African Americans may separate their true selves from their roles as "Negroes" - true self is revealed to fellow Blacks, while the dissociated self is revealed to meet the expectations of prejudiced Whites
252. **minority standard time:**the tendency of poor people to have a low regard for punctuality
253. **Mis-appropriation:**the application of cultural artifacts with no regard for or relationship to the culture who developed that artifact
254. **modern homonegativity:**belief that prejudice against LGB persons no longer exists and that this group contributes to its own marginalization by overemphasizing sexual orientation
255. **Multiculturalism:**4th force in counseling (Paul Peterson)
256. **Multicultural Counseling Competencies:**Awareness: counselor knows thyself
Knowledge: attempt to understand worldviews
Skills" use sensitive modalities
257. **multicultural counseling and therapy:**helping role and process that uses modalities and defines goals consistent with the life experiences and cultural values of clients, recognizes client identities to include individual, group, and universal dimensions, advocates the use of universal and culture specific strategies and roles in the healing process, and balances the importance of individualism and collectivism in the assessment, diagnosis, and treatment of client and client systems
258. **multicultural family counseling: a conceptual model:**this model allows us to understand the worldviews of culturally diverse families by contrasting the value orientations of the four main groups
259. **Multicultural Identity Development:**Multicultural individuals often struggle with identity because they don't know where they fit in (1-drop rule)
260. **multidimensional model for developing cultural competence:**integrates three important features with effective multicultural counseling including group specific worldviews, components of cultural competence, and foci of therapeutic interventions
261. **Multiple Intellegences:**A theory of intelligence that differentiates it into specific "modalities", rather than seeing intelligence as dominated by a single general ability
262. **myth of meritocracy:**statements which assert that race or gender does not play a role in life successes
263. **Myth of Scarcity:**The idea that resources are limited in such a way that those not in power are to blame for economic problems. Targeting of immigrants from Mexico as the cause of the decline of the middle class in CA, despite the fact that the cheap labor performed by immigrants is essential to the economy of the state and that tax laws have increasingly favored the wealthy at the expense of the middle class.
264. **naivete phase:**relatively neutral with respect to racial/cultural differences, lasts during first 3 years of life and is marked by naive curiosity about race
265. **naivete stage:**lack of social consciousness - characteristic of early childhood, when we are born into this world innocent, open and unaware of racism and the importance of race
266. **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino):**A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
267. **nature of people dimension:**U.S. and Black Americans neutral
Asian and Hispanic Americans and American Indians Good
268. **negative-negative:**in which one rejects both
269. **negative-positive:**in which there is a rejection of white culture and acceptance of Japanese American culture with accompanying role conflicts
270. **Norm "cultural-Norm":**Norm: a standard of being or behavior which is backed up with institutional and economic power as well as institutional and individual violence. For example, in the United States there exists a defined norm which takes its form as the white, heterosexual male, of the middle or upper classes, temporarily able-bodied, and of a Christian (usually Protestant) background.
271. **Office of Federal Contract Compliance Programs (OFCCP):**The agency charged with enforcing affirmative action regulations for government contractors under the Vocational Rehabilitation Act of 1973.
272. **old-fashioned homonegativity:**antigay sentiment that is based on religious or moral condemnations
273. **organizational:**if organizational policies and practices deny equal access and opportunity for different groups or oppress them then they should become the targets for change
274. **Our implicit biases do not necessarily align our _____:**conscious beliefs
275. **overly emotional:**gender stereotype about women implying that they are emotional and by association irrational when it comes to making sense of real issues
276. **overt sexism:**blatant, unequal, and unfair treatment of women
277. **Paralanguage:**loudness, pauses, silences, etc.
278. **paralanguage:**refers to other vocal cues that individuals use to communicate including loudness of voice, pauses, silences, hesitations, rate, and inflections.

279. **pathologizing cultural values/communication styles:**the notion that the values and communication styles of the dominant/white culture are ideal
280. **people-nature relationship:**traditional western thinking believes in mastery and control over nature, the four other ethnic groups view people as harmonious with nature
281. **Persecution:**The oppression and/or harassment of people based on their race, religion, color, national origin, or other distinguishing characteristic.
282. **personalismo:**personal orientation of the Hispanic family
283. **Per the 2010 census, what percentage of the American population are Asian Americans?:**5.6%
284. **playing it cool:**intended to prevent Whites from knowing what the minority person is thinking or feeling and to express feelings and behaviors in such a way as to prevent offending or threatening Whites
285. **playing the dozens:**highest form of verbal warfare and impromptu speaking
286. **positive-negative:**in which the person accepts white culture and rejects Japanese culture, with concomitant role conflict
287. **positive-positive:**in which the person identifies with both Japanese and White cultures without role conflicts
288. **Power:**The ability to do work. Using resource tools like : Goods, Jobs, Services and Money
289. **pre-encounter:**characterized by individual (African Americans) who consciously or unconsciously devalue their Blackness and concurrently value White values and ways. There is a strong desire to assimilate and acculturate into White society
290. **pre-encounter anti-Blacks:**describes those who hate blacks and hate being black (high negative salience)
291. **pre-encounter assimilation:**low salience for race and a neutral valence toward Blackness
292. **Prejudice:**1. A Thought Process, Preconceived opinion that is not based on reason or actual experience.
293. **Privilege:**Advantages one holds as membership in the dominate group
294. **problem solving set:**client is concerned about obtaining correct information that has adaptive value in the real world
295. **professional:**if professional standards and codes of ethics in mental health practice are culture bound, then they must be changed to reflect a multicultural worldview
296. **Proxemics:**perceptions, personal space
297. **proxemics:**refers to perception and use of personal and interpersonal space
298. **pseudo independence status:**second phase which involves defining a nonracist white identity - awareness of other visible racial/ethnic minorities, the unfairness of their treatment, and discomfort with racist identity may lead person to identify with plight of persons of color - well intentioned person at this status may suffer from unknowingly perpetuate racism by helping minorities adjust to prevailing white standards, choice of minority individuals is based on how similar they are to him or her
299. **QUOID:**quiet, ugly, old, indigent, and dissimilar culturally
300. **race:**The way a group defines itself or is defined by others in terms of innate physical characteristics. Anthropological concept to classify people based on characteristics such as skin and eye color, shape of head, eyes, ears, lips and nose.
301. **Race is a concept that was invented to categorize the perceived biological, social, and cultural differences between human groups.:**True (Episode One: The Difference Between Us)
302. **race salience:**the degree to which race is an important and integral part of a person's approach to life
303. **racial/cultural identity development model:**conformity, dissonance and appreciating, resistance and immersion, introspection, and integrative awareness
304. **Racism:**A Hegemony, base the constructed hierarchy of race,belief that one race is superior to another.
305. **rapping:**originally a dialogue between a man and a woman in which the intent was to win over the admiration of the woman - likened to a mating call
306. **redefinition stage:**new ways of defining one's social group and one's membership in that group become important
307. **redirection stage:**reconnection or renewed connection with one's Asian American heritage and culture. realization that white oppression is the culprit for the negative experiences of youth. anger against white racism may become a defining theme with concomitant increases of Asian American self-pride and group pride
308. **reintegration status:**characterized as a regression in which the pendulum swings back to most basic beliefs of white superiority and minority inferiority
309. **relational dimension:**individualistic - definition of family tends to be linked to a biological necessity or nuclear family - U.S. only
collateral or lineal - encompasses various concepts of the extended family - all others
310. **Resistance and Immersion:**resist dominant culture and immerses self with own culture (anti- dominant culture)
311. **resistance and immersion phase:**white person who progressed to this stage will begin to question and challenge his or her own racism
312. **resistance and immersion stage:**minority person tends to endorse minority-held views completely and to reject the dominant values of society and culture
313. **resistance stage:**a painful, conflicting, and uncomfortable transition because this is where the white person's denial system begins to crumble because of a monumental event or a series of events that not only challenge but also shatter the individual's denial system
314. **restricted codes:**observed in families where words and sentences collapse and are shortened without loss of meaning (H.C).
315. **Reverse Discrimination:**The False ideology that the Dominant Group is being adversely harmed by advances of minority groups

316. **Rowe's types or statuses:**unachieved or achieved: creation of dissonance, personal attributes and subsequent environmental conditions encountered by person
317. **Scapegoat:**A person or group who is given the blame for the mistakes or failures of others, promoted through the use of propaganda.
318. **scientific racism:**historical use of science in the investigation of racial differences seems to be linked with White supremacist notions
319. **second class citizen:**occurs when a target group member receives differential treatment from the power group
320. **sexual objectification:**occurs when women are treated like objects at men's disposal
321. **Sexual Orientation:**The patterned way in which a person views and expresses the sexual component of his or her personality; a person's habitual sexual attraction to, and activities with, persons of the opposite sex (heterosexuality), the same sex (homosexuality, or both sexes (bisexuality)).
322. **shaman:**refers to people often called witches, witch doctors, wizards, medicine men or women, sorcerers and magic men or women
323. **Skills:**an ability to determine and use culturally appropriate intervention strategies when working with different groups in our society
324. **skills component:**an ability to determine and use culturally appropriate intervention strategies when working with different groups in our society
325. **Social Justice:**providing opportunities for people to gain all that the Constitution of the United States and the UN Declaration of Human Right provides
326. **Social Justice:**vision of society in which distribution of resources is equitable and all members are physically and psychologically safe and secure. Advocate!
327. **social justice:**vision of society in which distribution of resources is equitable and all members are physically and psychologically safe and secure
328. **social justice counseling/therapy:**active philosophy and approach aimed at producing conditions that allow for equal access and opportunity, reducing or eliminating disparities in education, health care, employment, and other areas that lower quality of life for affected populations
329. **societal:**social policies including racial profiling, misinformation in educational materials, and inequities in health care, are detrimental to the mental and physical health of minority groups and therefore should be updated
330. **sociodemographic and diverse backgrounds:**inclusive and encompass race, culture, gender, religious affiliation, sexual orientation, elderly, women, and disability
331. **spiritual hunger:**a strong need to reintegrate spiritual or religious themes into one's life
332. **Spirituality:**is the praxis and process of personal transformation, either in accordance with traditional religious ideals, or, increasingly, oriented on subjective experience and psychological growth independently of any specific religious context.
333. **spirituality:**the animating force in life, represented by such images as breath, wind, vigor, and courage. Spirituality is the infusion and drawing out of spirit in one's life. encompasses the religious, spiritual, and transpersonal. one's capacity for creativity, growth, and the development of a values system
334. **Stereotype:**1. A widely held but fixed and oversimplified image or idea of a particular type of person or which does not acknowledge the value individual differences.
2. Examining a group of people based on artifacts and not understanding the function or mean of those artifacts
335. **stereotypes:**rigid preconceptions we hold about all people who are members of a particular group, whether it be defined along racial, religious, sexual, or other lines
336. **Stereotyping:**Defining people through beliefs about a group of which they are a part; usually a product of ignorance about the diversity among individuals within any given group.Stereotyping Jewish people as stingy. Both selfish and giving people can be found among every group. In many Jewish communities today, the obligation to "tikkun olam", to heal and transform the world, guides individual and community involvement.
337. **structural approach:**considers communication to be important, but emphasizes the interlocking roles of family members
338. **subtle sexism:**unequal and unfair treatment of women that is not recognized by many people because it is perceived to be normative and therefore does not appear unusual
339. **successful resolution stage:**exemplified by greater acceptance of one's culture and ethnicity. improvement in self-esteem and a sense that ethnic identity represents a positive and success-promoting resource
340. **Sundown Towns:**A sundown town is a town, city, or neighborhood in the US that was purposely all-white. The term came from signs that were posted stating that people of color had to leave the town by sundown
341. **Target Group:**Limited access to power: Goods, Jobs, Services and Money
342. **Terms related to Transgender sexuality:**Agender / genderless, Androgyne Bigender (bi-gender) Genderqueer / non-binary, Hijra Pangender Queer, Third gender / Third sex , Trans man ,Trans woman Trigender (tri-gender) Two-Spirit or Two-Spirited
343. **time dimension:**how different societies, cultures, and people view time exerts a pervasive influence on their lives
U.S. future
Asian and Hispanic Americans past-present
American Indians and Black Americans present

344. **To be effective counselors we must be able to identify crucial aspects of the Native American culture, such as:**ways in which health and illness are explained, the meanings attributed to various symptoms and feelings, and the traditional healing practices of their culture
345. **Tokenism:**A limited number of people (pick one and only one) from non-dominant groups are chosen for prestigious positions in order to deflect criticism of oppression. Recruiting a person of color on an otherwise white board of directors with no intention of actually serving the needs of people of color.
346. **traditional gender role prejudicing and stereotyping:**occurs when expectation of traditional roles or stereotypes are conveyed
347. **traditionalist:**a person who internalizes conventional Chinese customs and values, resists acculturation forces, and believes in the "old ways"
348. **Tripartite framework for understanding multiple dimensions of identity:**race, culture, and other group dimensions may influence identity, values, beliefs, behaviors, and the perception of reality
349. **Tripartite framework model:**Individual level, Group level, Universal level. Group markers: race, culture, and other group dimensions may influence identity, values, beliefs, behaviors, and the perception of reality
350. **Trust over Mistrust:**understand the history of cultural oppression and take an emic approach. Individuals form realities and thought their realities may not be the truth, we must be sensitive to their perspective
351. **trustworthiness:**a motivational component that encompasses trust, honesty, and genuineness of a therapist
352. **trustworthiness:**dependent on the degree to which people perceive the communicator as motivated to make invalid assertions
353. **Tuskegee experiment:**experiment carried out from 1932 to 1972 by US public health service in which over 600 Alabama Black men were used as guinea pigs to determine what would happen to the body if syphilis were left untreated
354. **Two or More Races in the United States:**Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races.
355. **unachieved:**avoidant, dependent, and dissonant
356. **Uncle Tom Syndrome:**used by minorities to appear docile, nonassertive, and happy go lucky to prevent oppression from the white population
357. **unintentional racism:**unaware of the harmful consequences of their behavior
358. **Universal level:**all individuals are, in some respects, like all other individuals, homo sapiens, ability to use symbols, self-awareness, biological and physical similarities, common life experiences
359. **universal shamanic tradition:**encompasses the centuries old recognition of healers within a community
360. **use of sexist/heterosexist language:**terms that exclude or degrade women and LGB persons
361. **Values:**the deeply held system of understanding the workings of life, relationships, causality, life and death that inform world views and behaviors
362. **Values (Koen):**The deeply held belief system that have provides helpful meaning to events, geography and context
363. **What are the three Denominations?:**Orthodox, Reform, and Conservative
364. **What are the two major Jewish Holidays?:**Yom Kippur and Rosh Hashanah
365. **What does "racial fluidity" mean?:**can shift with either group, adaptable. A change of racial classification
366. **What is a common worldview of Asian Americans?:**Collectivist
367. **What is the definition of "miscegenation?":**race mixing
368. **What is the Jewish Bible called?:**Torah
369. **What is the present estimated global count for refugees?:**B) 16 Million
370. **What is the term given to the process of a child adopting the beliefs and behaviors of another culture, often leaving behind their own Latino culture?:**B) Assimilation
371. **What percent of the U.S. population identifies as Black or African American?:**1 %
372. **What religion is the most common among Latinos?:**B) Roman Catholic
373. **What was the fist Asian American subgroup to immigrate to America?:**Chinese Americans
374. **When was the first time people could identify as more than one race on the U.S. Census?:**In the 2000 US Census
375. **Where can the counselors Code of Ethics be found?:**ACA - American Counselor Association
376. **Which is one barrier to social justice?**
A. Language barriers
B. Clothing Styles
C. Cable TV:A. Language Barriers
377. **Which is the largest Reservation in the US?:**C) Navajo Nation
378. **Which two programs were mentioned as highly successful when combined in helping American Indian youth who are in the early stages of abusing substances?:**B) Cherokee Talking Circle
379. **Which US State intakes the largest amount of refugees ?:**A) California
380. **white identification stage:**begins when children enter school where peers and the surroundings become powerful forces in conveying racial prejudice that negatively impacts their self esteem and identity. realization of differentness leads to self blame and a desire to escape racial heritage and identify with white society
381. **White (Not Hispanic or Latino):**A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
382. **white privilege:**invisible knapsack of unearned assets that can be used to cash in each day for advantages not given to those that do not fit this mold

383. **white privilege**:invisible knapsack of unearned assets that can be used to cash in each day for advantages not given to those that do not fit this mold...because they are white and part of the dominate culture.
384. **white racial identity development**:naivete, conformity, dissonance, resistance and immersion, introspective, integrative awareness, commitment to antiracist action
385. **"white social silence"**:reinforces a negative view of African Americans among the public by focusing on unstable Black families only
386. **White Supremacy Ideology Definition**:As an ideology, white supremacy encourages us to value white people, white culture, and everything associated with being white.
387. **Why do Arab men feel they have to limit a woman's mobility?**:They do so in order to protect their virtue.
388. **woofing**:exchange of threats and challenges to fight
389. **working through stage**:person becomes increasingly unable to cope with the psychological distress of ethnic identity conflict. person can no longer be a pretender by identifying with an alien ethnic identity. person is propelled to reclaim and reintegrate disowned ethnic identity fragments. ethnic consciousness increases
390. **Xenoglossophobia is the fear of what?**:B) Fear of foreign languages
391. **Xenophobia**:Fear, irrational response to those who are not part of the defined nor. Aristotle believed that women were simply a weaker version of men, and Freud defined women in terms of lack (lacking the phallus). Although women are not a minority, this culture sees them as the Other in relation to a male norm. Cast from the norm,women in western society have often been viewed as mysterious and as something to be discovered.
392. **YAVIS**:young, attractive, verbal, intelligent, and successful. this preference tends to discriminate against people from different minority groups or those of lower socioeconomic classes