# Equity Demystified: Biracial, Bias & Bigotry

# Episode 6

# 00:00:01 **Lisa**

# Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series, we're calling Equity Demystified. I am the Assistant Director of Professional and Organizational Development, as well as the project lead for the Title IV Grant, creating an equity-minded campus culture to improve student outcomes here at Mt. SAC.

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# 00:00:18 **Lisa**

# I will introduce three terms alphabetically in each mini-episode, to keep you equipped with an up-to-date vocabulary to better navigate the diverse intersections of our students and each other.

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# 00:00:33 **Lisa**

# Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series, we're calling Equity Demystified. We will be sharing terms from the equity fluent leaders glossary that the UC Berkeley Haas School of Business has shared as an open resource. You can follow along if you'd like by accessing the website, which we will include in the notes for you.

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# 00:00:51 **Lisa**

# Today, I'm sharing three definitions with you. They are biracial, bias, and bigotry. Let's begin.

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# 00:01:01 **Lisa**

# Biracial: a person who identifies coming from two races, a person whose biological parents are of two different races.

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# 00:01:11 **Lisa**

# Bias: unconscious, or conscious thoughts and feelings that influence seemingly objective actions or decisions. Biases can be contradictory to our explicit consciously held beliefs.

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# 00:01:25 **Lisa**

# Bigotry, prejudice carried to the extreme of overt hatred, often carried to the point of violence.

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# 00:01:33 **Lisa**

# Thank you for listening, and we hope you feel a little more informed and connected today.

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# 00:01:38 **Christina**

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