Equity Demystified Episode 3: Alaskan Native, Ally & Androgynous

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 V Grant, creating an equity-minded campus culture to improve student outcomes.

00:00:19 **Lisa**

Here at Mt. SAC, 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.

00:00:30 **Lisa**

Hi, this is Lisa Rodriguez, your host of this Magic Mountie Bonus series, and each week we will be sharing terms from the equity fluent leaders glossary that the UC Berkeley Haas School of Business shared as an open resource. You can follow along if you like by accessing the website, which we will include in the show notes for you. I will introduce three terms alphabetically in each mini-episode.

00:00:55 **Lisa**

Today, I'm sharing three definitions with you. They are Alaska Native or Native American Indian, or Native Indian American; Ally and Androgynous. Let's begin.

00:01:06 **Lisa**

Alaska Native or Native American Indian, or Native Indian American; a person having origins in any of the original peoples of North and South America, including Central America, and who maintained tribal affiliation or community attachment. It includes people who classify themselves as Native American or Native Indian American, which includes people who indicate their race as Native American or entered a name of an Indian tribe or report such entries as Canadian Indian, French American Indian, or Spanish American Indian.

00:01:39 **Lisa**

Alaska Native. It includes responses of Eskimos, Aleuts, Alaska Indians, as well as entries such as Arctic Slope, Inupiat, Yupik, Alutiiq, Egegik, and Pribilofian. The Alaska tribes are the Alaskan Athabaskan, the Tlingit, and the Haida.

00:02:01 **Lisa**

Ally - a person who supports marginalized, silenced, or less privileged groups without actually being a member of those groups. This person will often directly confront and challenge systems of oppression. For example, a man who lobbies for equal pay for women.

00:02:20 **Lisa**

An Ally can be a member of the advantage group who works to dismantle oppression from which he or she benefits. Allies recognize the relative and unearned privilege or power they receive from society's patterns of injustice and take responsibility for changing these patterns.

00:02:36 **Lisa**

Allies include men who worked to end sexism, white people who work to end racism, heterosexual people who work to end heterosexism, and so on.

00:02:46 **Lisa**

Androgynous - someone who reflects an appearance that is both masculine and feminine, or who appears to be neither male nor female.

00:02:57 **Lisa**

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

00:03:02 **Christina**

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