# Equity Demystified: Classism, Colorblind & Collusion Episode 9

# 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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# 00:00:19 **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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# 00:00:30 **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.

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# 00:00:45 **Lisa**

# Today, I'm sharing three definitions with you. They are classism, colorblind, and collusion. Let's begin.

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# 00:00:53 **Lisa**

# Classism; prejudice, thoughts, and discriminatory actions based on difference in socioeconomic status, income, class, usually by upper classes against lower.

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# 00:01:05 **Lisa**

# Colorblind; a term used to describe a disregard of racial characteristics or lack of influence by racial prejudice. The concept of colorblindness is often promoted by those who dismiss the importance of race in order to proclaim the end of racism. It presents challenges when discussing diversity, which requires being racially aware and equity that is focused on fairness for people of all races.

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# 00:01:32 **Lisa**

# Collusion; when people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: able-bodied people who object to strategies for making buildings accessible because of the expense.

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# 00:01:47 **Lisa**

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

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# 00:01:56 **Christina**

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