Equity Demystified Episode 2: Affinity Groups, Affirmative Action & Ageism

Lisa Rodriguez:

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 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.

Lisa Rodriguez:

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'd 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.

Lisa Rodriguez:

Today I'm sharing three definitions with you. They are affinity groups or caucus, affirmative action, and ageism. Let's begin. Affinity groups are a body of people who are members of a particular social group, or share a certain social identity. This can be a group formed around a shared identity, trait, ideology, interest, or common goal, to which individuals formally or informally belong.

Lisa Rodriguez:

The next term is affirmative action. That is, any action taken by an employer in compliance with federal law to promote the employment and advancement of people who have been traditionally targets of discrimination. Ageism, prejudiced thoughts and discriminatory actions based on differences in age. Thank you for listening, and we hope you feel a little more informed and connected today.

Speaker 2:

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