**Equity Demystified: Plus Sign, Ableism/Ablism & Advocate**

**Episode 1**

Lisa Rodriquez:

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 Mount 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 Rodriquez:

Hi, this is Lisa Rodriguez, your host of this 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 shared as an open resource. You can follow along if you like by accessing the website, which we'll include in the show notes. I will introduce three terms alphabetically in each mini episode. Today I'm sharing three definitions with you. They are the plus symbol, ableism and advocate. Let's begin. Number one, plus. Not just a mathematical symbol anymore, but a denotation of everything on the gender and sexuality spectrum that letters and words cannot yet describe. Two, ableism. Prejudice thoughts and discriminatory actions based on differences in physical, mental, and/or emotional ability. Usually that of able-bodied or minded persons against people with illnesses, disabilities or less-developed skills or talents. Number three, advocate. Someone who speaks up for him or herself and members of his or her identity group. Thank you for listening, and we hope you feel a little more informed and connected today.

Speaker 2:

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