The Sea Alphabet of Social Justice

Hmong Edition
ACKNOWLEDGMENTS & PURPOSE

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This booklet is a list of social justice terms that are relevant to the current issues of today. We hope you use this as a resource tool specifically for engaging with Southeast Asian diaspora communities to spark dialog, conversations, and serve as reference for those who work directly with Southeast Asians.

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Sources:

- American Sociological Association
- Lewis & Clark College
- Quizlet
- University of Washington - Tacoma
- Racial Equity Tools
- Dalhousie University
- University of California - Merced
Dear Community,

In America, the language for justice doesn't always translate into equity for our Southeast Asian and other refugee and immigrant communities. SEAD translated these social justice terms into Hmong, Khmer, Lao, and Vietnamese so these concepts are more accessible to our communities by sparking dialog and engagement. This is no way a list of comprehensive and exhaustive terms. We share this gift with you knowing that there isn't a right or wrong approach on how to have deep and challenging conversations on sensitive topics of social justice. SEAD isn't the voice of authority on how to have conversations with these social justice terms, so we encourage you to share with us the ways you're using this booklet in your day-to-day life; whether that's organizing on the streets or talking to elders about justice.

These concepts can be complex, and so are our languages, but we aren’t new to understanding and talking about justice from a decolonized lens. Sometimes, the exact vocabulary doesn’t exist in our heritage languages, and we have to get creative and negotiate. Our team has taken intentional care to collaborate with experienced translators, community reviewers, and cultural advisers to create contextually accurate and relevant translations that are as fluid as our languages.


We know there’s much more work to do on language justice, but we hope this is a start.

Solidarity and Love,
The SEAD Family
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Abolition (as-pos-liv-seem):
Abolish means to put an end to a harmful system. The abolition movement started from the fight to end slavery in the United States. Today's movement seeks to abolish policing due to the deaths of Black people by police.

Example: The current abolition movement wants to end the harm due to policing and reimagine community safety by addressing root issues like poverty, addiction, homelessness, and mental health crises.

Ableism:
Unfair treatment of people living with differences in physical, mental, and/or emotional ability.

Example: Having ramps for people with wheelchairs at an event is a way to address ableism.
Lees Qhov Koj Tau Ua:
Koj yuav tsum los lees qhov koj tau ua. Xws li thaum koj ua txhaum lwm tus lawm, koj yuav tsum lees koj lub txim thiab pauv koj tus kheej kom kjoj tsis txhob ua ib zaug ntxiv.

Xws li, George Floyd tsev neeg tau hais kom cov tub ceev xwm lees txim (accountability) rau txoj kev lawv tua George Floyd.

Accountability (As-khauv-das-piv-lis-dim):
Hurting someone and taking responsibility for the pain. When someone harms another, they accept their fault and work with those harmed and/or with the community to change their behavior.

Example: The family of George Floyd want the police to face accountability for the wrongful death of George Floyd.

Tswv Tsab:
Tus neeg uas hais lus txog lawv tus kheej thiab nws haiv neeg. Nws nquag plias pab txhawb nqa ib tug neeg, ib pab pawg, los sis ib txoj kev coj ua.

Xws li, cov me nyuam kawm ntawv tswv tsab kom lawv lub tsev kawm ntawv qhia keeb kwm txog Neeg Es Xias nyob teb chaws Mes kas.

Advocate:
To speak up for themselves and their community, actively supporting a certain person, group, or cause.

Example: Students advocated for Asian American history to be included in their class.

Kev Ywj Siab:
Txoj kev ywj pheej xaiv raws li yus siab xav.

Xws li, neeg tsiv teb chaw muaj txoj kev ywj siab thaum lawv muaj ntawv txhais lawv hom lus.

Agency (Ev-ntsees-xim):
The capacity to act independently and to make free choices.

Example: Immigrants can gain agency over their health when they have forms translated in their languages.
**Ageism (Ev-nts-xeem):**
Unfair treatment of people based on age, whether young or old.

Example: Older job applicants are often rejected because of ageism.

**Neeg Sib Pab Txhawb Nqa:**
Tib neeg uas pab txhawb nqa luag tej uas raug kev tsim txom kom sawv daws tau kev ywj pheej thiab kev ncaj ncees.

Example: The Black community is asking for allies to listen, show up, and take action.

**Kev Saib Tsis Taus Neeg Muaj Hnub Nyoog:**
Txoj kev tsis ncaj ncees rau tib neeg vim lawv muaj los tsis muaj hnub nyoog.

Example: Older job applicants are often rejected because of ageism.

**Tsis Nyiam Neeg Dub:**
Yog txoj kev tsis nyiam neeg dub tus cwj pwm, kev coj, kev xav, thiab kev ntsseeg tias tag nrog cov Neeg Dub yog ib haiv neeg phem, tsis paub kev xav, thiab yog neeg tsis paub qab hau. Leej twg ntsseeg qhov no tsis pom tias neeg dub yog tib neeg.

Example: School administrators often practice anti-Blackness by disciplining black students more than other students.

**Anti-Blackness (Ees-dhais Nplev-kh-nem-x):**
School administrators often practice anti-Blackness by disciplining black students more than other students.

Example: School administrators often practice anti-Blackness by disciplining black students more than other students.
BIPOC (Black, Indigenous, People of Color):
This term stands for Black, Indigenous, People of Color. It is meant to unite all people of color in the work for shared liberation while intentionally acknowledging that not all people of color face the same levels of injustice.

Example: Companies can help create better leadership pathways for BIPOC leaders.

BIPOC:
Los lus no yog ib los lus Mes Kas siv uas tham txog haiv Neeg Dub, Neeg Qhab, Neeg Es Xias, thiab Neeg Mev. Lawv siv los lus no kom sib koom tes nrog txhua leej txhua tus thiab kom nkag siab tias txhua haiv neeg ntsib kev tsis ncaj ncees tsis zoo ib yam.

Example: Companies can help create better leadership pathways for BIPOC leaders.

Bias (Paiv-am-x):
A conscious or unconscious unfair judgment.

Example: Judges who are biased often give Black people harsher criminal sentences.

Txoj Kev Xav:
Txoj kev xav txog lwm tus neeg uas tsis ncaj ncees.

Example: Judges who are biased often give Black people harsher criminal sentences.

Neeg Dub:
Cov neeg uas muaj caj ces tuaj lub chaws Africa tuaj.

Example: Black people, like Martin Luther King Jr., paved the way for racial equity in America.

Black people (Nplaj-kh Phiv-paum):
People who self-identify their genetic ancestry with roots from Africa.

Example: Black people, like Martin Luther King Jr., paved the way for racial equity in America.

Xws li, cov koom haum yuav tsum pab tsa Neeg Dub, Neeg Qhab, Neeg Es Xias, thiab Neeg Mev mus ua cov coj noj coj ua.

Xws li, Cov neeg txiav txim muab haiv neeg dub raug txim nyhav tshaj txhua hais neeg vim lawv txoj kev xav twb yog tias neeg dub phom sij heev.

Xws li, neeg dub li Dr. Martin Luther King tau tawm tsam nom tswv kom lawv ua ncaj ncees rau Neeg Dub thiab txhua leej txhua tus.
**Black Lives Matter (BLM) (Plaj-kh Laij-va Mav-dawm):**
A movement to address systemic state violence against African Americans.

*Example: Through their organizing, the Black Lives Matter movement has helped the world see that Black lives should not matter less than others.*

**Colonization (Kos-los-nis-xev-seem):**
The conquest of territory and people by imperial forces.

*Example: In 1887, the French colonized Cambodia, Laos, and Vietnam.*

**Cisgender (Xis-"x"-ntseev-dawm):**
A term for people whose gender identity matches the biological sex they were assigned at birth.

*Example: Someone who identifies as a woman and was assigned female at birth is a cisgender woman.*
Classism (Kh-lav-xis-xoom):
Treating people unfairly and unequally based on how much wealth they have.

Example: Judging people without housing or cars are forms of classism.

Colorism (Khov-lawm-”r”-is-xoom):
Discrimination against people based solely on the darkness or lightness of their skin tone. This is often seen in prejudicial treatment given to people with darker skin in comparison to people with lighter skin.

Example: Colorism in families occurs when children with lighter skin are praised for their beauty but their cousins with darker skin are told to stay out of the sun and to use whitening lotions.
**Decolonize (Dis-khos-los-nais):**
A liberatory process for Native Americans and other communities of color that were colonized by imperial forces. The goal of decolonization is to move toward self-determination for communities reclaiming their lands, governance, resources and cultures.

Example: For many Native American people, reconnecting with traditional arts and spiritual practices is important to *decolonizing* their way of life.

**Defund (Dis-fas-dwm):**
To stop providing funding and resources to institutions and systems which are harmful to communities.

Example: The campaign to “*Defund the Police*” is asking cities to move funding from police budgets to social services that address basic community needs. In Dec. 2020, the City of Minneapolis was able to defund $8k from the Minneapolis Police Department and allocate it towards housing, education, employment, and health care services.

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**Nrhiav Kev Ywj Pheej Ntawm Neeg Huas Noj Huas Haus:**
Yog lb txoj hauv kev rau neeg nrhiav kev ywj pheej ntawm neeg huas noj huas haus uas yus rov qab mus kav lub teb lub chaws raws li yav tag los.

Xws li, cov neeg qhab tau los mus nrhiav kev ywj pheej ntawm cov meskas dawb huas noj huas haus. Lawv rov qab mus coj dab qhuas qub thiab ua lub neej li yav thauv.

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**Txiav Nyiaj:**
Txiav nyiaj rau cov tsoom fwv thiab koos haum uas ua tsis ncaj ncees rau pej xeeem.

Xws li, Qhov pej xeeem hais kom “Defund the Police los sis Txiav Nyiaj rau cov Tub Ceev Xwm” yog lawv yuav kom txiav nyiaj ntawm cov tub ceev xwm los ntxiv rau cov koos haum ua pab pej xeeem nrhiav noj nrhiav haus. Lub 12 hlis ntuj xyoo 2020, Minneapolis cov koos haum kuj thov tau kom lub zos Minneapolis txiav $8 lab nyiaj ntawm cov tub ceev xwm los mus them vaj tse, kev kawm ntawv, nrhiav hauj lwmm, thiab chaw kho mob rau cov pej xeeem.

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**Txhob Siv Cuab Yeej Tsov Rog:**
Kom cov tub ceev xwm tsis txhob siv cov cuab yeej tsov rog rau pej xeeem.

Xws li, tom qab cov tub ceev xwm S.W.A.T. tua Breonna Taylor uas tsis muaj kev txhaum thiab tseem pw hauv nws lub tsev, pej xeeem tau tsa suab ntxim kom tub ceev xwm tsis txhob siv cuab yeej txov rog lawm.

**Demilitarize (Dis-me-li-dha-"r"-ais):**
To remove military equipment and tactics from policing that are commonly seen in war zones such as weaponized drones, grenade launchers, and armored vehicles.

Example: After a SWAT (Special Weapons and Tactics) Team killed an innocent, unarmed woman named Breonna Taylor in her bed, there have been increasing calls to *demilitarize* the police.
**Lub Neej Tawg Teb Chaws:**
Cov pawg neeg tawg rog uas nyob thoob ntiaj teb vim tsov rog los sis ib yam tshwm sim ua rau lawv lub qub teb chaws tsis zoo nyob lawm.

Xws li, xyoo 1975, 3 lab Hmoob, Nplog thiab Qhab Meem tau poob rau lub neej tawg rog. Lawv thiaj li raug xav mus nyob thoob teb chaws Fab Kis, Australia thiab Meskas.

**Diaspora (Dais-av-x-pos-”r”-am):**
Dispersed communities of people who live outside their place of origin due to historical events that caused them to leave their homelands. They remain connected to their homelands by preserving languages, cultures, and histories.

Example: After the wars in Southeast Asia; Hmong, Khmer, Lao, Vietnamese, and other ethnic groups make up more than 3 million in the Southeast Asian diaspora living in France, Australia, U.S, and other countries.

**Coob Leej Nyias Txawv Nyias:**
Muaj neeg uas nws txoj kev xav, tus yam ntxwv thiab txoj kev nsteeg nyias txawv nyias. Hauv teb chaws Mes kas, pej xeem nyias muaj nyias haiv, qub teb chaws, pab pawg thiab tawv nqaij.
Lo lus no kuj siv qhia txog seb tib neeg sib txawv ntawm lawv lub cev ntaj ntsug, nws tus xeeb ceem nyiam txiv neej los poj niam, seb nws muaj los pluag thiab ntaus yam ntxiv.

Xws li, tom ib lub chaw ua hauj lwm, diversity(coob leej nyias txawv nyias) txhais tau hais tias cov neeg nrog yus ua hauj lwm muaj ntau yam txawv ntawm koj.

**Diversity (Dais-vawv-xis-dim):**
Having people with different experiences, values, beliefs, and characteristics. In the U.S., residents have a wide range of national, ethnic, racial and other backgrounds. The term is also used to include aspects of gender, sexual orientation, class, and much more.

Example: In a workplace, diversity means your staff is made of people who have different backgrounds and perspectives.

**Kev Tsis Ncaj Ncees Rau Ib Pab Pawg:**
Thaum ib tus neeg ua kev tsis ncaj ncees rau ib pab pawg. Txoj kev tsis ncaj ncees no yeej xam txog txoj kev muaj khoom noj, khoom haus, khoom siv thiab lwm yam tsis sib luag raws li lwm pab pawg.

Xws li, ib lub chaw hauj lwm tsis txais koj vim koj lub npe txawv txawv thiab tsis zoo li npe mes kas yog ib txoj kev tsis ncaj ncees rau ib pab pawg.

**Discrimination (Dis-"x”-kiv-mis-nev-seem):**
The unfair treatment or unequal allocation of goods, resources, and services, and the limitation of access to full participation in society based on individual membership in a particular social group.

Example: Not being hired for a job you are qualified for because your name sounds “foreign” is a form of discrimination.
Tsis Muaj Kev Pab Lawm:
Tsis muaj txoj cai thiab lwm txoj hauv kev los pab lawm.

Xws li, feem ntau, cov me nyuam Mev uas hla ciam teb tuaj rau teb chaws meskas thiab raug tshem ntawm lawv niam thiab txiv ntsib kev disenfranchise vim lawv tsis muaj ntaub ntawv thwj tooob.

Disenfranchised (Dis-"x"-ee-fo-"r"-eev-tshais-d):
Being deprived of power and/or access to rights, opportunities, and services.

Example: Latinx children who cross the border are disenfranchised when they are separated from their parents.

Pab Kom Txaus:
Muab txoj kev pab kom txaus. Equality txhais tau hais tias muab kev pab kom sib luag tab sis Equity yog txoj kev uas thiaj li yuav pab tau sawv daws vim nyias muaj nyias ib txoj kev txhawj xeeb ces ib haiv neeg twg yuav tsau tau txais txoj kev pab txawv.

Xws li, ib txoj kev uas tsev kawm ntawv muab txoj kev pab kom txaus rau cov neeg tuaj txawv teb chaws tuaj yog qhia hoob English as a Second Language (ESL) los sis hoob qhia ntaub ntawv meskas ntxiv.

Equity (Ev-quas-dim):
A fair outcome achieved by giving people access to the amount and types of resources they need. While equality focuses on the equal distribution of resources, equity focuses on equal results. Equity seeks to bring justice by deeply considering structural factors that benefit some communities and not others.

Example: Schools are working towards equity by providing English as a Second Language classes for refugee and immigrant students.

Saib Yus Haiv Siab Tshaj Lwm Haiv:
Txoj kev muab yus haiv neeg saib loj tshaj lwm haiv neeg.

Xws li, cov neeg Meskas dawb muab lawv haiv neeg thiab kev cai saib zoo tshaj plaws hauv ntiaj teb no.

Ethnocentrism (Ev-th-nos-xeev-dh-"r"-es-xeem):
A belief that one’s nation or ethnic group is superior to others.

Example: An ethnocentric belief among some Americans is that their country and culture is superior to every other nation in the world.
**Feminism:**
A theory that believes in social, economic, and political equality of all people, regardless of gender, sexuality, race, body size, class, ability, or religion. Feminism centers the struggles of women and LGBTQIA+ people of color.

**Example:** The success of the #MeToo movement was primarily led by feminist thinking.

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**Genocide (Ntseev-nos-xaim-dwm):**
The intentional attempt to completely erase or destroy groups of people based on their specific identities through structural oppression and/or open acts of physical violence.

**Example:** During the Khmer Rouge regime, also called the Cambodian genocide, almost 2 million Cambodians died.

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**Gentrification (Tseev-dh-"r"-is-fis-khev-seem):**
The displacement of historically poor and/or oppressed communities in neighborhoods, in order to make way for privileged and wealthy individuals and businesses.

**Example:** When companies tear down houses in poor neighborhoods to build luxury condos, they gentrify the neighborhood and increase the costs of housing for everyone.
Hate Crime (Hev-dh-kho-"r"-ais-mus):
A form of violence where a perpetrator intentionally targets someone based on their race, sexuality, religion, ability, etc.

Example: During the pandemic, COVID-19 was called “China Virus” by some in the media, which led to an increase of hate crimes against Asians in America.

Homophobia (Hauv-maum-phauv-pis-yam):
An irrational fear or dislike of people who identify as homosexual or LGBTQIA+. It’s also the structural discrimination that prevents those who identify as homosexual from having access to resources and opportunities, and prevents them from feeling safe or acknowledged in society.

Example: Homophobic beliefs stop many church leaders from recognizing same-sex couples.
**Neeg Tsiv Teb Chaws:**
Yog ib tug neeg uas khiav ib lub teb chaws mus nyob lub teb chaws tshiab.

Example: Xws li, ib tsev neeg uas mus tsiv rau teb chaws tshiab kom ua lag luam zoo yog neeg tsiv teb chaws.

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**Immigrant (Iv-mis-nk-"r"-eem-dh):**
An immigrant is someone who makes a conscious decision to leave their homeland and move to a foreign country with the intention of settling there permanently.

Example: A family who decides to move to another country so they can expand their family business are immigrants.

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**Neeg Ib Txwm Nyob Thab Chaw:**
Yog cov neeg uas ib txwm nyob thaj av ntawv puag thaum ub los lawm.

Example: Xws li, neeg qhab yog cov neeg tswv teb tswv chaw rau lub teb chaws Mes kas no.

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**Indigenous people (Ees-div-tsis-nem-xwm Phiv-paum):**
Ethnic groups of people who are the original or earliest known inhabitants of an area or land and have the longest relationship to it.

Example: Native Americans are Indigenous to what is currently known as the United States of America.

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**Tsis Ncaj Ncees:**
Ib yam uas tshwm sim rau lwm tus koj tus kheej uas tsis ncaj ncees thiab dhau cai lawm.

Example: Xws li, cov tub ceev xwm tau ua tsis ncaj ncees thaum lawv tua George Floyd.

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**Injustice (Ees-tsav-xws-dim-xwm):**
An unfair situation or violation of someone’s rights.

Example: The murder of George Floyd by police brutality was an injustice.
**Caw Txhua Leej Txhua Tus:**
Caw txhua leej txhua tus - poj niam, menyuam, LGBTQIA+, losiv lwm hais neeg - los mus koom tes, ua xwm txheej, thiab txiav txim ua ke kom txhua leej thiaj li muaj txoj kev sib koom siab.

Xws li, kom tuav txoj cai tshiab uas yuav caw txhua leej txhua tus uas nyias txawv nyias los nyob sib luag.

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**Lub Neej Txoj Kev Sib Tshuam:**
Txoj kev saib yus lub neej seb muaj puas tsawg yam los sib tshuam nrog yus lub neej: yus haiv neeg, yus cov nyiaj txiag, txoj kev yus yog thiab tsis yog poj niam txiv neej, txoj kev yus nyiam thiab tsis nyiam poj niam txiv neej, txoj kev yus muaj thiab tsis muaj cai, yus kev kawm ntawv, yus kev tau zaub mov noj, thiab ntxiv mus.

Xws li, lub neej txoj kev sib tshuam nrog ntiaj teb yuav tsum ntsia seb tus dej Mekong thiab cov neeg uas nyob ze puas nyob zoo thiab nyob sib txheeb li cas.

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**Rov Saib Yus Tus Kheej Tsis Muaj Peev Xwm:**
Thaum yus saib yus tus kheej tsis muaj peev xwm vim lwm tus muab yus saib tsis muaj nuj nqi. Muaj qee zaus, cov neeg no rov tig los cem thiab saib tsis tau nws haiv neeg.

Xws li, ib co me nyuam Hmoob kawm ntawv tsis tshua teb xij fwb vim lawv ntshai tim lawv paub tsis txaus yog ib txoj kev rov saib yus tus kheej tsis muaj peev xwm.

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**Inclusion (Ees-qhos-’l-u-’z-eem):**
Bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and welcoming spaces.

Example: Creating **inclusive** policies and practices that ensure that all people from different social groups have access to resources.

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**Intersectional (Eev-dhaws-xev-kh-sees-nom):**
Intersectional theory looks at how different communities are affected by overlapping systems of power. It is a holistic way of identifying a person’s struggle by taking into account the larger forces that shape their social experience, such as race, class, gender, sexual orientation, immigration status, legal status, education levels, access to food, and so on.

Example: **Intersectional** environmentalism looks at how the health of the Mekong river is also connected to the health and wellbeing of the farmers living around it.

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**Internalized Oppression (Ees-dhawv-nos-lais-dwm Os-ph-”r”-es-seem):**
Destructive patterns of feelings and behaviors experienced by the people who are targets of oppression, turned inward upon themselves and directed at other members of the target group.

Example: Because of **internalized oppression**, some Hmong students may not speak up in class because they are afraid they might not be smart enough.
**LGBTQIA+:**
The umbrella term for a community of people who identify as lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, and more.

Example: In 2015, the Supreme Court declared same sex-marriage a constitutional right, a historic moment for the LGBTQIA+ community.

**Marginalize (Mov-ts-is-nos-lais):**
To push to the edges, outside the mainstream spaces. Marginalized groups of people are often denied access to resources and their voices, histories, and perspectives are ignored.

Example: Marginalized people are often denied employment because of their immigration status.

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**LGBTQIA+:**
Yog ib lo lus siv thaum tham txog cov tib neeg uas nws txoj kev nyiam thial hlub txawv. Xws li txiv neej nyiam txiv neej, poj niam nyiam poj niam, nyiam txiv neej thial pob niam tib si, tus neeg yug los hais thial ntsiag tias nws yog ib hom txiv neej poj niam tsiab, tus neeg yug los muaj thial tsis muaj txiv neej los poj niam qhov chaw ua neej, tus neeg uas tsis nyiam poj niam los txiv neej li, thial ntau hom ntxiv.

Xws li, xyoo 2015, lub Supreme Court tau txiv txim hais tias txiv neej yuav txiv neej thial pob niam yuav poj niam los nws yeej muaj cai yuav. Hnub ntawv yog ib hnub tseem ceeb heev rau cov tib neeg LGBTQIA+.

**Saib Tsis Muaj Nuj Nqis:**
Yog txoj kev saib ib tug, ib haiv neeg, los hom neeg tsis muaj nuj nqis. Thaum ib tug los ib haiv neeg raug saib tsis muaj nuj nqis lawm, neeg yuav thual lawv lub suab, keej kwm thial laj lim tswv yim.

Xws li, cov neeg khaiv teb chaws tuaj nriav tsis tau hauj lwm vim cov thawj coj twb saib lawv tsis muaj nuj nqis.
Microaggression (Maiv-ko-"r"-os-as-nk-"r"-esseem):
The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages that are primarily experienced by marginalized groups.

Example: A microaggression could be something as simple as a manager continuing to say their employee’s name incorrectly, even after working together for many years.

Model Minority Myth (Mov-daum Mais-nov-"r"-es-dhim):
A stereotype that is often used against Asian and other ethnic, racial, and religious groups; the myth is that minority groups who are assumed to have achieved a higher degree of success than other groups are seen as the ideal model for assimilation in which other groups are unfairly compared to. This success is typically measured in income, education, etc.

Example: The model minority myth is heavily used against Asian Americans, who are upheld to high expectations and pitted against other people of color. This often leads to ignoring or dismissing their concerns.
**Tshawb Nrhiav Kev Ncaj Ncees:**
Yog thaum neeg tshawb nrhiav kev ncaj ncees.

Xws li, Black Lives Matter tau npaj tib neeg nyob thoob ntiaj teb kom npaj siab yuav los mus tshawb nrhiav kev ncaj ncees.

**Movement (Muv-vo-meem-dh):**
The effort to organize people to address systemic problems or injustices while building an alternative vision or solution.

Example: Black Lives Matter has been a global movement, increasing visibility of the disfavored rates that Black people are killed by police brutality.

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**Kev Cai Saib Txiv Neej Muaj Nuj Nqis Tshaj:**
Yog txoj kev cai uas saib txiv neej muaj nuj nqis tshaj poj niam thiab me nyuam nyob hauv tsev thiab tawm sab nrauv. Leej twg xav kev no ntseeg tias txiv neej yuav tsum yog cov coj pej xeem, khiav dej num, thiab ntseeg tias pojniam me nyuam ua tsis tau zoo npaum li txiv neej yawg.

Xws li, hauv peb haiv Hmoob, cov txiv neej yog cov xaiv rau cov poj niam thiab me nyuam txoj kev ywj pheej thiab lawv lub neej yav tom ntej.

**Patriarchy (Phev-rhis-ov-kim):**
A social system where men have primary power and influence in the political, social, economic, legal, and familial spaces. Patriarchy favors male-dominated thinking, decision-making, and is centralized on the male narrative or perspective of how the world works and should work.

Example: In a family dynamic, patriarchy means only the man of the house is allowed to make decisions for their partner and children’s well-being and future.

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**Tub Ceev Xwm Ua Dhau Cai:**
Thaum cov tub ceev xwm tau ua dhau cai. Lawv cem peej xeem dhuai cai, tsoo vaj tse thiab tsheb, ntaus peej xeem, thiab tua peej xeem.

Xws li, cov tub ceev xwm tau ua dhau cai thaum lawv tua George Floyd, Breonna Taylor, Fong Lee thiab coob leej ntau tus ntxiv.

**Police Brutality (Pus-liv P-”r”-us-dhav-lis-dim):**
Excessive use of force. State sanctioned violence against community members, including verbal harassment, property damage, assault, and death.

Example: The deaths of George Floyd, Breonna Taylor, Fong Lee, and others by officers are forms of police brutality.
**Muaj Cai:**
Ib tug neeg muaj cai vim nws muaj nyiaj txiag, hwj chim, hauj lwm, neeg txhawb nqa nws los sis nws muaj meej mom.

Xws li, ib tug principal (thab khu) hauv lwb tsev kawm ntawv muaj cai tshaj cov xib fwb qhia ntawv.

**Power (Phauv-Vawm):**
The ability to access certain privileges and influence, such as wealth, jobs, resources, and behaviors.

Example: The principal of a school holds more power than teachers to change its student detention policies.

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**Tsis Nyiam Ua Ntej Lawm:**
Koj twb tsis nyiam ib tug tib neeg ua ntej koj paub nws lawm vim lwm tus tau hais lus phem txog nws. Yus yeej hloov tau yus tus kheej kom tsis txhob xav li no.

Xws li, thaum kuv nyuam qhuav los nyob nrog Meskas uas tsis tau ntsib Hmoob dua, cov Mes kas ntawd twb ntxub kuv ua ntej lawm.

**Prejudice (Ph-”r”-ev-tsas-dim-xw):**
A negative assumption of others based on stereotypes popularized by society. Prejudices are learned and can be unlearned.

Example: A White neighbor who has never interacted with his Southeast Asian neighbors holds prejudice against them that they may not know English.
Privilege (Ph-"r"-iv-vas-lem-ntsa):

Holding special access to social, political, and economic power including preferential treatment given by society to members of dominant groups, such as White people and those who are wealthy.

Example: Due to their privilege, wealthy celebrities and political leaders were involved in a bribery scandal that helped their children get into elite schools.

Prison Industrial Complex (phos-"r"-iv-xeem ev-das-x-ris-om khoov-phlem-x):

A system of government agencies and private companies working together to profit from putting people in prisons.

Example: The prison industrial complex is a form of modern day slavery by using prisoners as free or cheap labor for many jobs including dangerous occupations like construction and fighting wildfires.

Punitive (phuv-nas-dhe-v):

The practice of punishment as a form of justice. A punitive justice system believes that by punishing people who break laws with incarceration, suffering, and isolation; it will create a safer society.

Example: A punitive practice in schools is punishing students who are late for class by putting them in detention.

Yug Los Muaj Cai:

Ib tug neeg muaj cai vim nws yug los rau ib tsev los ib haiv neeg muaj nyiaj txiag, hwj chim losis txhua leej txhua tus saib muaj nwj nqis.

Xws li, ib co neeg muaj nyiaj thiab muaj meem mom vim lawv yug los muaj cai tau siv lawv lub meej mom los pab lawv cov me nyuam mus kawm ntawv tsis raws kev cai.

Prison Industrial Complex (phos-"r"-iv-xeem ev-das-x-ris-om khoov-phlem-x):

A system of government agencies and private companies working together to profit from putting people in prisons.

Example: The prison industrial complex is a form of modern day slavery by using prisoners as free or cheap labor for many jobs including dangerous occupations like construction and fighting wildfires.
The SEAD Project
The Alphabet of Social Justice

Photo by Kia Lee

Photo by Jason Leung (Unsplash.com)
**Race (“R”-ej-x):**
Refers to groups and cultures who share certain distinctive physical traits and characteristics. This is different from ethnicity, which refers to shared cultures, language, ancestry, practices, and beliefs.

Example: The Asian race includes numerous ethnic groups and nationalities, such as Hmong, Korean, Taiwanese, Laotian, Vietnamese, Chinese, Cambodian and more than hundreds of ethnicities.

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**Haiv:**
Ib haiv neeg twg uas zoo li, coj li, ntseeg li sib xws thiab muaj keeb kwm ib yam.

Xws li, Haiv neeg Es Xias muaj ntau ntau hom li Hmoob, Kaus Lim, Suav Taiwan, Nplog, Nyab Laj, Suav, Qhab Meem thiab ntau hom ntxiv.

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**Ntseeg Tias Ib Haiv Zoo Tshaj:**
Kev ntseeg hais tias ib haiv yug los zoo tshaj ib haiv.

Xws li, txoj kev tub ceev xwm pheej tuaj neeg dub li George Floyd yeg ib txoj kev uas tub ceev xwm saib haiv neeg dub tsis zoo npaum lwm haiv neeg.

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**Neeg Tawg Rog:**
Neeg tawg rog uas khiav mus nyob lwm lub teb chaws kom dim txoj kev tsov rog.

Xws li, Minnesota muaj ntau tshaj 500,000 tus neeg Qhab Meem, Hmoob, Nplog thiab Nyab Laj tawg rog nyob vim Mes Kas txoj kev tsov rog nrog teb chaws Nyab Laj.

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**Racism (“R”-ev-xis-xeem):**
A belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

Example: The death of George Floyd has highlighted the racism that many Black Americans experience at the hands of police.

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**Refugee (“R”-ev-phus-ntsis):**
People who have fled war, violence, conflict, and/or persecution from their country of origin and have crossed borders to seek safety and asylum in another country.

Example: Minnesota is home to more than 500,000 Southeast Asian refugees after the Vietnam War and Secret War, including Cambodian, Hmong, Lao, Vietnamese and other ethnic groups.
Tsis Nyoo Swb:
Txawm dab tsis yuav nyuaj npaum cas los yus yeej tsis nyoo swb.

Xws li, cov neeg tawg rog uas khiav tuaj nyob ib lub teb chaws tshiab tsis paub ntaub paub ntawv li los lawv yeej tsis nyoo swb thiab yeej yuav ua kom tau lub neej zoo.

Resilience ("R"-is-xiv-lis-eem-x):
The ability to withstand, rebound, recover, and grow from challenging experiences.

Example: Survivors who go through war, trauma, poverty are resilient.

Tsoj Cai:
Tsoj cai uas txhua leej txhua tus tib neeg yeej muaj.

Xws li, ib tsoj cai txhua leej txhua tub tib neeg muaj yog tsoj cai los hais thiab qhia raws li yus siab xav.

Rights ("R"-aij-dh-x) (civil and human):
Rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

Example: Having the freedom of opinion and expression is a human right.

Ywj Pheej Li Yus Siab Xav:
Tsoj kev yus taug kom yus nyob raws li yus siab xav thiab luag tej hais tsis tau yus.

Xws li, thaum yus yuav ib lub tsev lawm, yus yuav tau nyob ywj pheej li yus siab xav.

Self-Determination (Xiaj-f Dis-dhawv-mis-nev-seem):
The process of one’s freedom to live as one chooses and to have the ability to control one’s own destiny, without consultation and interference by anyone or anything else.

Example: During the pandemic, communities worked towards self-determination by starting their own system for mutual aid through free meals and cash assistance.
**Social Justice (Xauv-saus Tsav-x-dim-x):**
Work that aims to build a society in which all people have the same rights, opportunities, and access to resources.

Example: A form of social justice for Black and other veterans of color from the Vietnam War and Secret War is fighting to give them the same burial rights and benefits as other veterans.

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**Solidarity (Xov-lis-dev-”r”-is-dhim):**
Shared unity or agreement of feeling or action, especially among groups with common interests, objectives, and mutual support.

Example: People of different races can come together and show cross-racial solidarity by advocating for Black victims of police brutality.

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**Vam Kom Txhua Leej Vam Meej:**
Txoj kev vam kom txhua leej vam meej tib yam. Kom sawv daws muaj cai thiab txoj kev nrhiav noj nrhiav haus tib yam.

Xws li, ib txoj kev rau txhua leej vam meej ib yam yog kom cov thab ham Dub, Hmoob thiab lwm haiv neeg dub hau muaj cai faus ib yam li thab ham meskas dawb.

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**Solidarity (Xov-lis-dev-”r”-is-dhim):**
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Example: People of different races can come together and show cross-racial solidarity by advocating for Black victims of police brutality.

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**Sib Koom Tes:**
Txoj kev sib koom tes vim yus thiab lawv koom ib lub hom phiaj.

Xws li, ntau haiv neeg lo txhawb nqa neeg dub tawm tsaw ceev xwm kom lawv tsis txhob tua neeg dub yog ib txoj kev sib koom tes.

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**Stereotype (“X”-dev-”r”-is-aum-dhaij-ph):**
Harmful assumptions and widely held beliefs that are fixed and oversimplified images and ideas of a particular type of person or groups of people based on specific characteristics about them.

Example: Many Asians experience being stereotyped as being good at math and submissive.
**Tuam Tsev Kev Cai Tsis Ncaj Ncees:**
Cov kab li kev cai nyob hau ib lub tuam tsev tsis ncaj ncees. Xws li cov tuam tsev (tsev kawm ntawv, taj laj, thiab tsev nov tswv) ua tsis ncaj ncees rau ib tug los sis ib pab neeg vim hais tias nws tsis zoo li lawv vim nws yog txiv neej los poj niwm, nws cev nqaij daim tawv txawv, nws nyiam txiv neej los poj niwm, nws hais lus txawv, thiab muaj ntau yam ntxiv.

Xws li, muaj ntau ntau zaus uas cov neeg tawg rog ntsib kev cai tsis ncaj ncees rau tim lub tuam tsev tsis ncaj ncees rau tim lub tuam tsev taoj Bank, los sis tuam tsev tso thiab txais nyiaj. Cov neeg ua haujlwm rau lub Bank muaj lawv cov paj nce siab rau cov neeg tawg rog mus yuav tsev, mus yuav tsheb, mus them nuj nqis, vim rau qhov lawv tsis paub nyeem ntawv thiab hais lus Meskas zoo.

**Systemic Oppression (xis-x-tev-mem os-ph-”r”-seem):**
Discrimination by institutions (schools, banks, businesses, and government agencies) against groups of people due to their identity (gender, race, class, sexual orientation, language, etc).

Example: Refugee communities often face systemic oppression like agreeing to high interest rates on a mortgage loan because they don’t understand complex English terms that are on the loan agreement.

**Kev Ncaj Ncees Tshiab:**
Kev Ncaj Ncees Tshiab yog ib txoj kev uas pej xeej sib koom tes los daws teeb memm xws li kev sib ntaus sib tua uas tsis thas yuav siv tub ceex xwm thiab lawv lub tuam tsev los txiav txim. Txoj kev ncaj ncees tshiab no yog yuav tsiiv los pab ob tog tib si hauv ib rooj plaub.

Xws li, ib pab neeg uas ua txhauv dhaus los tau los nhriav kev kawm, kev kho lawv tus kheej, thiab koom tes nrho cov neeg lawv tau ua txhauv rau yav tag los yog ib txoj kev nhriav kev ncaj ncees tshiab vim lawv pom tau hais tias ua li no thiaj li yuav pab tau lawv hloov lawv tus kheej mu lawm yam tom ntej.

**Transformative Justice (Dh."r”-es-xa-phov-mas-dhem Tsav-x-dem-x):**
A community practice that describes ways community members can address harm, violence, and abuse by engaging in ways to stop, reduce, or lessen the harm without relying on police and the criminal system. Transformative justice seeks to support people who have experienced harm, as well as the people who have caused harm.

Example: A project led by people who have caused gender-based violence to engage in therapy, community service, and agreement of boundaries with those they have harmed is a form of transformative justice because it believes in their growth to do and be better.
Whiteness (Vaiv-dh-nem-x):
A term used to describe the beliefs, behaviors, and laws that uphold the power structure that gives privileges to people who are politically, socially, and/or racially White.

Example: Policies that require Black athletes to tie down or cut their natural hair are rooted in whiteness.

White Supremacy (Vaiv-dh Xus-ph-”r”-ev-mas-xim):
The belief that White people are superior to people of all other races and should be dominant over them.

Example: Nazis in Germany were white supremacists whose actions have motivated modern day groups like the Proud Boys to plan violent acts of terrorism.

Xenophobia (Xev-nos-fov-pis-am):
Fear and hatred against people, ideas, and things that are strange and foreign.

Example: The political climate around the COVID-19 pandemic has fueled anti-Asian xenophobia.
Thaum peb txhawb txoj kev sib hlub sib pab, peb yuav muaj ntau txoj hauv kev.

When we nurture love, we grow possibilities of abundance.