



## DoubleSpeak Dictionary

### Archive

Don't be Cowed.  
Don't be Duped.

**Accountability** [ac·count·abil·i·ty] *n.* **1.** *What it sounds like:* Taking responsibility for harmful acts or behavior: **2.** *What it is:* A one-sided enforcement mechanism within critical social justice that punishes or excludes those who do not promote or act in accordance with the ideology. *Related terms:* IDEA (Inclusion, diversity, equity, accountability)

**al·ly** [al·ly | \ 'a-,li] *n.* **1.** *What it sounds like:* Someone who supports civil rights causes **2.** *What it is:* A specialized term used in post-modern critical theory to describe a person from a "privileged" identity group that agrees to minimize and subordinate themselves in order to promote ideological dogma on behalf of an "oppressed" identity group and their (supposed) interests. *Synonyms:* allyship, solidarity; *Common related phrases:* "Do the work", "Educate yourself"

**Anti-racist** [an-tē-rā-sist] *n.* **1.** *What it sounds like:* A good, moral person committed to opposing racism. **2.** *What it is:* A personal commitment to promote and live out critical social justice orthodoxy as it relates to race endorsing the following assumptions: 1) society, government, and social norms were constructed by white people for the sole purpose of oppressing minorities, 2) racism or complicity in racism is everywhere, and 3) it is the duty of an "anti-racist" to find this deep-seated racism, call it out, and commit to dismantling and restructuring society to address it. *Related terms:* Anti-racism, Ibram X. Kendi

**Authentic** [au·then·tic] *adj.* **1.** *What it sounds like:* A description of someone who is honest, open, and makes observations based on real experience. **2.** *What it is:* A limiting term in critical social justice theory that describes someone who is ideologically aligned with and committed to promoting critical social justice. *Related terms:* *Authentic voices (usually specific to a group identity)*

**Belonging** [be·long·ing] *n.* **1.** *What it sounds like:* Making sure others feel welcome. **2.** *What it is:* An ideological commitment to create an insulated, manufactured environment that caters to every need and demand of critical social justice activists, especially if they are members of an "oppressed" group; it is a more extreme version of "inclusion" as it extends beyond speech and discussion to include dress codes, idiosyncratic preferences, etc. *Related terms:* DEI, "authentic self", people "bringing their whole selves to work"

**Cisgender** [cis·gen·der] *adj.* **1.** *What it sounds like:* Describing someone's gender expression (feminine or masculine) as consistent with their sex (male or female). *adj.* **2.** *What it is:* A description within critical social justice theory for someone whose gender expression (which may be one of many on a spectrum) matches a person's sex (that is assigned by a doctor at birth but is changeable). The label is designed to cast doubt on biology-based sex categories, to normalize the idea of gender as chosen and on a spectrum, to grant status to those that defy "cis" expression and to affirm the foundational belief that all typical gender-based categories and roles are modes of oppression. *Related:* my pronouns, transgender, the Genderbread Man teaching prop.

**Critical Consciousness** [crit·i·cal con·scious·ness] *n.* **1.** *What it sounds like:* Learning to develop and apply critical-thinking skills. **2.** *What it is:* A process of ideology-based thought reform in which a person is conditioned to view society solely through the lens of power and oppression, especially along the lines of race and identity group. This is considered a never-ending process with an associated commitment to radical political activism. *Related terms:* Anti-racist, "doing the work"

**Critical Social Justice** [crit·i·cal so·cial jus·tice | \ 'kri-ti-kəl 'sō-shəl 'jə-stəs] *n.* **1.** *What it sounds like:* The modern moral and sober view espoused by good people. *n.* **2.** *What it is:* An illiberal ideology that is founded on three core beliefs: 1) There is no such thing as objective knowledge or objective morality and systems that strive for objective knowledge, such as the scientific method, were actually developed as a means to oppress people and consolidate power. 2) Every aspect of society is immersed in invisible, ubiquitous, oppressive systems and hierarchies, especially racism, sexism, and homophobia. Differences in outcomes across groups are automatic proof of this. 3) There is no such thing as an individual or individual rights. People are defined in terms of their group identity and treated based on whether that group identity is ranked as "privileged" (oppressor) or marginalized (oppressed). *Synonyms:* Successor ideology (coined by writer Wesley Lang), anti-racism. *Related terms:* DEI, SEL.

**Decolonize** [dee-kol-uh-nahyz] v. **1.** *What it sounds like:* Removing the negative influences of colonization. **2.** *What it is:* Characterizing Western culture and values as inherently oppressive in order to justify purging them from society. *Related terms:* Cultural appropriation, postcolonial theory

**Desegregation** [de-seg-re-ga-tion] n. **1.** *What it sounds like:* Ending segregation. **2.** *What it is:* An effort in critical social justice theory to re-impose segregation by identity group as a means of countering invisible, oppressive systems that supposedly permeate our society. Critical social justice activists believe that doing this to create safe spaces for oppressed groups is a moral and ideological imperative. *Related terms:* affinity group, belonging, providing space

**Diversity** [də-'vər-sə-tē] n. **1.** *What it sounds like:* Recognizing the wide-ranging backgrounds, perspectives, interests, and viewpoints of others. **2.** *What it is:* A specialized term in critical social justice theory that means the creation and maintenance of an artificial community in which individuals are valued based on their superficial identity categories instead of on our common humanity.

**Equity** ['e-kwə-tē] n. **1.** *What it sounds like:* Treating everyone justly and fairly. **2.** *What it is:* An ideological commitment common in critical social justice theory that uses race-based discrimination in order to "correct" past injustices and force equal outcomes between groups. *Related terms:* Anti-racism

**Folx** ('fōks) plural noun **1.** *What it sounds like:* A modernized spelling of the word folks. **2.** *What it is:* A new term used by activists to replace familiar references like "you guys", "moms and dads" and "ladies and gentleman,"; adopting the change is a deliberate attempt to subvert common expressions and purge gendered language from the lexicon. *Related terms:* Womyn, Latinx

**Implicit Bias** [im-·plic·it bi·as | \ im-'pli-sət'bī-əs] n. **1.** *What it sounds like:* Prejudice or stereotypic thinking that is not overt. **2.** *What it is:* A pseudo-scientific concept cited in critical social justice. It suggests that people can harbor deep-seated, subconscious prejudice against marginalized groups, regardless of what one consciously believes or how virtuously one may act in real life. The Implicit Association Test (IAT) was developed to try and prove this case. Since then its validity and reliability have been [debunked](#) by social science methodological standards. The misleading test is still popular on campuses and with HR trainers. It is unclear what, if anything the test is actually measuring, and how the results would translate into actual behavior. *Related terms:* unconscious bias.

**Inclusion** [in·clu·sion | \ in-'klü-zhən] *n.* **1.** *What it sounds like:* The welcoming of different people and recognition of a wide range of genuinely-held political, philosophical, and religious viewpoints. *n.* **2.** *What it is:* A specialized term within critical social justice theory that signifies a commitment to create an ideological monoculture dependent on the suppression of free speech and expression. This entails excluding people, ideas, concepts, or discussions that challenge critical social justice ideology. Doing so is oftentimes justified as making marginalized groups feel "safe." *Related terms:* inclusive, safe space, affinity group.

**-ity, -ism suffixes** **1.** *What it sounds like:* Common suffixes used to label and identify disrespectful or discriminating behavior, such as anti-semitism, sexism. **2.** *What it is:* Strategic use of the suffix grammar convention to support critical social justice theory's insistence that society is rife with oppressive systems and structures, by turning common societal ideas or beliefs into nouns that can more easily be objectified and interrogated toward the ends of critiquing and then restructuring important elements of society. *Examples:* Labeling the standard that being medically healthy is more desirable than being unhealthy as "healthism." Labeling the idea that male and female are distinct biological categories as "heteronormativity."

**(Liberated) Ethnic Studies** [lib·er·at·ed eth·nic stud·ies] *n.* **1.** *What it sounds like:* A progressive school curriculum that teaches a multi-faceted approach to history to include all of the social, religious, and ethnic groups, their struggles, and their contributions. **2.** *What it is:* The imposition of illiberal critical social justice concepts into history curriculums, often with the explicit focus of leading students to activism. Common concepts in (liberated) ethnic studies include: teaching students that their group identity makes them either an oppressor or oppressed, that America and its institutions are fundamentally racist and need to be dismantled, that Israel is an oppressive colonialist state, and that capitalism is racist and must be deconstructed. *Related terms:* Culturally responsive education

**Lived Experience** ['livd ik-'spir-ē-ən(t)s] *n.* **1.** *What it sounds like:* Carefully considering the life experience and perspective of others. *n.* **2.** *What it is:* Critical social justice theory's rejection of objective knowledge, evidence, and reason in favor of anecdotal accounts from certain groups or speakers. In a lived experience framework opinions are only valued if 1) the person is from one of the identity categories designated as "oppressed" and 2) the person is committed to critical social justice ideology. Other perspectives are dismissed and labeled as oppressive, false and/or harmful. *Related terms:* positionality, progressive stack, uplifting authentic voices.

**Microaggression** [mi·cro·ag·gres·sio]) *n.* **1.** *What it sounds like:* Aggressive, offensive comments and behavior. *n.* **2.** *What it is:* A term coined within critical social justice theory that encourages members of an "oppressed" group to see, affirm and react to perceived slights in interpersonal encounters. Similar to lived experience microaggressions dismiss impartiality, reason, evidence, or intent. The perpetrator of a microaggression is always considered guilty, especially if they are part of a "privileged" group identity. *Related terms:* "Impact not intent."

**Patriarchy** [pa·tri·ar·chy] *n.* **1.** *What it sounds like:* Recognizing the historical oppression and disenfranchisement of women. **2.** *What it is:* A concept in critical social justice ideology that holds that societal structure and roles are created by men for the purpose of retaining power and oppressing women.

**Privilege** ['priv-lij] *n.* **1.** *What it sounds like:* Considering the advantages one may have in life and how they can affect others. *n.* **2.** *What it is:* A concept of collective guilt common in critical social justice ideology. All individuals who are deemed part of "oppressor" identity categories are considered to have benefited from the subjugation of the "oppressed" identity groups throughout society. This privilege is considered inescapable, and attempts to deny it are viewed as further evidence of its existence.

**She/Her/Hers** (pronouns) **1.** *What it sounds like:* A thoughtful way to acknowledge and recognize someone's gender preference. **2.** *What it is:* A rhetorical strategy in critical social justice ideology to negate standard definitions of men and women, especially their biological foundation. Under the ideology, standard gendered categories of men, women, girls and boys are considered falsehoods, created by so-called privileged groups in order to oppress others. *Related terms:* Birthing person, pregnant people

FAIR advisor and biologist Colin Wright's article about the importance of challenging mandatory pronoun declarations:

<https://www.realityslaststand.com/p/when-asked-what-are-your-pronouns>

**Systemic Racism** [sys·tem·ic rac·ism\ si-'ste-mik 'rā-si-zəm] *n.* **1.** *What it sounds like:* A sober acknowledgement of the injustice of slavery, Jim Crow laws, red-lining and racist social practices. *n.* **2.** *What it is:* A specialized term of critical social justice ideology that conveys the beliefs that a.) racism is not primarily the actions of bigoted people but is actually a key organizing principle of society and that b.) racism is embedded in every institution, every interaction, and is foundational to the United States. *Related terms:* critical social justice.