



AXIS Dance Company Equity Pledge Glossary

A glossary of terms and resources for our 2022 Equity Pledge, listed in alphabetical order.

This resource list was last updated February 16th 2024.

- **Access / Accessibility**

“Accessibility is when the needs of people with disabilities are specifically considered, and products, services, and facilities are built or modified so that they can be used by people of all abilities.” – [Center for Disease Control and Prevention](#)

Examples Include:

- Wheelchair accessible building entrances with ramps and automatic door openers
- Sign Language interpretation for virtual and in-person events
- Braille font on written materials for the blind and low-vision community.

- **Anti-Racism**

“Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably” – [NAC International Perspectives: Women and Global Solidarity](#)

- **D/deaf**

Everyone in the D/Deaf and hard-of-hearing community has their own individual perspective and way in which they identify. In general, Capital ‘D’ *Deaf* is used to describe those who are part of the Deaf community, who participate in Deaf culture, and use sign language as their primary means of communication.

Lowercase ‘d’ *deaf* is described by [connecthear.org](#) as “simply the medical and audiological definition for having hearing loss, which may differ in severity from one person to another.” At AXIS, we use *D/deaf* to be inclusive of both terms for those who

experience hearing loss.

- **Disabled** (Identity-first language)

Similarly to the D/deaf community, everyone in the disability community has their own way of describing themselves and language preferences as well. At AXIS, we use **identity-first language**, which evolved out of the disability pride movement: We believe our disabilities are fundamental parts of who we are, and we are proud to be a part of the rich, diverse, disability culture that exists in the Bay Area and across the world. For more information about identity-first and person-first language, [click here](#).

Our definition of disabled also follows the **social model of disability**– more information about the models of disability, [click here](#).

- **Equity and Equality**

In social justice spaces, the concept of **equity** is often used instead of or alongside the concept of **equality** to address the complex needs for marginalized groups in our society. These definitions from [United Way](#) help clarify the differences between the two terms:

“**Equity**... means meeting communities where they are and allocating resources and opportunities as needed to create equal outcomes for all community members.”

“**Equality** means each individual or group of people is given the same resources and opportunities, regardless of their circumstances. Equality can actually increase inequities in communities as not every group of people needs the same resources or opportunities allocated to them in order to thrive.”

- **Indigenous Sovereignty**

“**Indigenous Sovereignty** is distinguishable from **Tribal Sovereignty** in that it is not a nation-state recognition of inherent sovereignty under nation-state dominion. Rather, it arises from Indigenous Traditional Knowledge, belonging to each Indigenous nation, tribe, first nation, community, etc. It consists of spiritual ways, culture, language, social and legal systems, political structures, and inherent relationships with lands, waters and all upon them. Indigenous sovereignty exists regardless of what the nation-state does or does not do. It continues as long as the People that are a part of it continue.” (from the [Indigenous Environmental Network](#))

- **LGBTQ+**

LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, and Questioning– an umbrella term for those with sexual, gender and cultural differences that lie outside the cisgender, heterosexual norm.

Lesbian refers to women who are physically and emotional attracted to other women.

Gay refers to those who are attracted to members of the same sex or gender identity– including women, men and non-binary people.

Bisexual refers to those who are attracted to both men and women, and/or in addition to other genders.

Transgender refers to those whose experience of gender lies outside the gender which they were assigned to at birth. People can transition and become men, become women, or numerous other genders that lie outside the male/female binary.

Questioning refers to people who think they might belong to the LGBTQ+ community in some way, but are not sure yet.

For more resources on the LGBTQ+ community, [click here](#).

- **Neurodivergent**

Neurodivergent is a term that is used to describe people with variation in their mental functions, and can include conditions such as autism spectrum disorder (ASD) or other neurological or developmental conditions such as attention-deficit/hyperactivity disorder (ADHD).

Neurodivergence was originally developed in the 1990s by sociologist and autism self-advocate Judy Sing, with the following criteria:

- A state of nature to be respected
- An analytical tool for examining social issues
- An argument for the conservation and facilitation of human diversity

- **Neurodiversity**

Neurodiversity is a framework for understanding the scope human brain function, and argues that diversity in human cognition is a valuable part of our collective experience.

A neurodiverse society consists of both neurodivergent individuals, as well as neurotypical individuals — those whose brain cognition doesn't variate away from what is considered a 'standard' form of processing.

- **Radical Inclusion**

Radical inclusion means we pledge to foster an environment at AXIS where all of our community members feel welcome, represented and accommodated in our performances, programs and services.