Glossary

**Action Research:** Evaluating questions or issues that one may have in the classroom or in their teaching practice to be able to come up with a practical solution.

**African Methodist Episcopal Church (AMEC):** The African Methodist Episcopal Church grew out of the Free African Society (FAS) which Richard Allen, Absalom Jones, and others established in Philadelphia in 1787. Officials at St. George’s MEC pulled blacks off their knees while praying, thus forcing members to develop a plan of action. The black members of the church decided to transition their mutual aid society in an African congregation. Although most wanted to affiliate with the Protestant Episcopalian Church, Allen led a small group who resolved to remain Methodists. In 1794, Bethel AME Church was dedicated with Allen as pastor. In order to establish Bethel’s independence from interfering white Methodists, Allen, a former Delaware slave, successfully sued in the Pennsylvania courts in 1807 and 1815 for the right of his congregation to exist as an independent institution. Because black Methodists in other middle Atlantic communities encountered racism and desired religious autonomy, Allen called them to meet in Philadelphia to form a new Wesleyan denomination, the African Methodist Episcopal Church.

**Afro-Caribbean Woman:** A person of African descent living in or coming from the Caribbean. Blacks from Spanish-speaking countries are often not included in the general definition of “Afro-Caribbean”, but they are included in this chapter based on the assumption that if they identify as black, they are perceived as black in the United States.

**Anna Julia Cooper (1858-1964):** Educator, feminist, scholar, and human rights advocate. Although born into slavery, she earned a Ph.D. from the University of Paris-Sorbonne in 1924. She was prominent in the black women’s club movement as well as president of Frelinghuysen University in Washington, D.C.

**Apartheid:** A word used in Southern Africa to denote the separation and discrimination by race.
Glossary

**Atlanta University**: Founded in 1865 by the American Missionary Association, Atlanta University served as one of the primary graduate institutions for black Americans at the time. The university awarded graduate degrees extensively until its merger with Clark College in 1988 to form Clark Atlanta University.

**Atlanta University Center (AUC)**: The center consists of five institutions—Clark Atlanta University, Interdenominational Theological Center, Morehouse College, Morris Brown College, and Spelman College. These institutions are located in the southeastern part of the United States in the city of Atlanta and the state of Georgia.

**Bessie Coleman (1892-1926)**: The first African American female pilot.

**Black or African American**: Descendent of African Diaspora born in United States, also referred to as Afro-American and Negro depending on the generation of reference.

**Boers**: Local name for white settlers.

**Caribbean**: The region consisting of the Caribbean Sea, its islands (including the West Indies), and the surrounding coasts.

**Charity Adams Earley (1918-2002)**: The first African American woman to become an officer in the Women’s Army Auxiliary Corps (WACS) and the commanding officer of the first battalion of African American women to serve overseas during World War II.

**Charles Lincoln Harper**: Mr. Harper was the first principal of Booker T. Washington High School in Atlanta, Georgia. The school opened in September 1924 under the auspices of the Atlanta Board of Education.

**Clark Atlanta University**: The university was formed in 1988 through the consolidation of Clark College and Atlanta University. It is a private Historically Black College and University (HBCU) located in Atlanta, Georgia.

**Clark College**: Founded in 1869 by the Freedman’s Aid Society of the Methodist Episcopal Church, Clark College was an institution that served primarily undergraduate black students before its consolidation with Atlanta University in 1988.
**Glossary**

**Cognitive Constructivism:** Is a theory by Piaget that states that mental development and learning takes place through constructions of meaning by people as they interact with their environment. That is how people see and understand the world depends on what meaning they give to world.

**College Faculty Diversity:** People of color represent approximately 15% of higher education faculty.

**Colored:** This term is used to define persons of African descent prior to 1960.

**Corporal Punishment:** Punishment that was administered to punish bad behavior and to make students work harder in the classroom. A student could receive strokes from the principal or teacher for poor performance.

**Critical Race Feminism:** A branch of Critical Race Theory which explores how women of color construct the meaning of discriminating factors.

**Critical Race Theory:** A framework that allows scholars to interrogate social, educational, and political issues by prioritizing the voices of participants and respecting the multiple roles held by scholars of color which often cross personal and professional lines.

**Cultural Agent:** Individuals who carry to goals to break traditional codes/boundaries of values, worth, etc.

**Cultural Nourishment:** The outcome that results from the existence of elements within a campus environment that are reflective of one’s own culture. Students who can see their culture represented within the social, physical, and epistemological environments of a campus feel encouraged and motivated.

**Cultural Revolution:** A historical period in recent Chinese history from 1966-1976. The social movement was driven by President Mao whose intention was to eliminate enemies in the Chinese Political Party. However, the price of the social movement changed Chinese history infamously and damaged the country with a lost generation and an almost collapsed economy.

**Cultural Starvation:** The outcome that results from the experience of having one’s culture excluded from the campus environment. The omission of cultural elements and awareness within the campus environment results in feelings of marginalization and/or alienation.
**Glossary**

**Culturally Relevant Pedagogy**: A student-centered approach to teaching in which each students’ unique cultural strengths are identified and nurtured to promote student achievement, as well as affirm the student’s cultural place in the world.

**Culturally Relevant Teaching**: Making learning relevant to student’s backgrounds.

**Culture**: Culture may be operationally defined within this chapter as the totality of socially transmitted behavior patterns, arts, beliefs, institutions, and all other products of human work and thought. Furthermore, culture consists of patterns, explicit and implicit, of and for behavior acquired and transmitted by symbols, constituting the distinctive achievement of human groups, including their embodiments in artifacts; the essential core of culture consists of traditional ideas and especially their attached values; culture systems may, on the one hand, be considered as products of action, on the other hand, as conditioning influences upon further action.

**Delta Sigma Theta Sorority, Inc**: The sorority is a private not-for-profit organization founded on the campus of Howard University in Washington, DC on January 13, 1913. The organization’s purpose is to provide assistance and support through established programs in local communities throughout the world.

**Deng**: He was the leader for the Chinese Community party after Mao’s death. He initiated the new open door policy for the country after long time of closing to the West. He reinstated the GaoKao system for college selection which reflected respect for intellectual and scholars. He helped shape the economic policy in China to allow some capitalism in China. Under this policy, individuals were allowed to own some small business in the 80s and 90s of China.

**Discrimination**: A term that is used to describe individuals who experience severe destruction as a result of individual, social, or institutional forces to have incapacitated social, emotional, mental, and psychological functions.

**Diversity**: The instance of being composed of different elements.

**Double Consciousness**: One’s identity as an African-American is created by external and internal determinants of being an African American in a Caucasian society.
Ethno-Biographical: For the purpose of this manuscript, the researcher operationally defines ethno-biographical as a narrative approach used to bring together the fundamental underpinnings of ethnographic research with biographical reflections. This approach includes specific factors or attributes of an individual or group through the lived, observed, recorded, and researched components of a significant portion of a person or group’s contribution to the advancement of an ideal, a community, a profession, or the authors’ lives.

Gaokao: A National College Entrance Exam System. It is usually set in July every year. This is highly selective testing system. Chinese colleges and universities select high school seniors for admission based on the testing scores from GaoKao.

Gender: A status of womanhood or manhood.

Gender: Is a word that classifies one’s sex, it denotes male and female.

Gender Based Promotions: Promotions based on non-merit criteria but whether you are woman or man.

Gender Mainstreaming: Taking care of or creating a balance of the number of males and females in any given organization.

Great Trek: Massive movement of Europeans that came with the influx of the occupation of land by settlers.

H. Elsie Austin (1908-2004): Attorney, Foreign Service Officer, and member of the National Spiritual Assembly of the Bahá’ís of the United States and North West Africa. She was the first African American woman to serve as Assistant Attorney General in the state of Ohio (1937-1938).

Hegemonic: Dominance by one social group.

Higher Education Diversity: Colleges and universities pluralistic attitude arguing for diversity of all kinds to enhance the student experience.

Historically Black College and University (HBCU): American institutions of higher education that were established before 1964 with the intention of serving the Back community.

Identity: One’s self.
**Glossary**

**Immigrant Culture:** The culture formed by immigrants from countries other than the host country.

**Intersectionality:** A term coined by Kimberle Crenshaw to indicate the interactive effects of categories such as race, class, gender, sexuality, national origin, etc.

**Makgabe:** A traditional short skirt for young girls.

**Mental Models:** As advanced by Peter Senge, mental models are deeply engrained images, assumptions, and generalizations that we carry in our minds of ourselves, other people, institutions, and every other aspect of the world. They are tacit as they offer an imperfect but useful representation of reality.

**Mentoring:** The process by which two people, a mentor and mentee, engage in a sustained relationship by which both benefit. In this relationship, the mentor provides advice and guidance to the mentee.

**Meritocracy:** It is an ideology that puts the focus and reasoning on knowledge and intellectual development of individuals as well as a healthy society. It was a new movement after Mao’s death to refocus the central position of knowledge for the country’s development. It encourages knowledge dissemination and intellectual pursuit individually and socially.

**Mulan:** She was a well-known female figure in Chinese history for her being brave to serve in the army by making herself up as a male soldier when at the time only males were allowed to serve in the army to defend the country and her father was old and too sick to fulfil that duty. She was admired for making the decision to break herself away from the norm and had successfully fought for the country.

**Multiculturalism:** Of, relating to, or constituting several cultural or ethnic groups within a society.

**Patriarchy:** It’s a family system that recognizes that male people are born leaders for instance a man in the family, government and organization are born to lead organizational culture: customs, norms, habits and behaviors of people in an organization.

**Patriarchy:** A system that believes men are born to rule over women and children.
**Glossary**

**Post Mao Era:** The time period that started after President Mao’s death in 1977, which lasts from 1977-present.

**Post-Racial Rhetoric:** The discourse or ideology, particularly among the American millennial population, that racial discrimination and racial prejudices no longer exist in the United States, and are distinctly a part of history.

**Predominately White Institution (PWI):** American institutions of higher education in which Whites account for 50% or greater of the student enrollment.

**Preservice Teacher:** A student teacher who an individual who is enrolled in a teacher certification program and who is receiving the training for and going through the process to become a teacher.

**Race:** A concept both legally defined and socially constructed in a society.

**Reflection:** A mental process to take retrospective about things in the past and to form insights for future direction.

**Sand River Convention:** A historic meeting: a convention whereby Great Britain formally recognized the independence of the Transvaal Boer self-declared republic that had been established by the Vaal River.

**Second Generation Discrimination:** The type of phenomenon for students to act and participate in higher education activities based on traditional race division.

**Shadow Education:** A term used to refer to tutoring outside class help and assistance on tests preparation and content knowledge learning by companies and organized groups, or individuals.

**Shona:** One of the two official languages of Zimbabwe.

**Sjambok:** Although normally made from hippopotamus or rhinoceros hide, the ones we had in schools were made from either rubber from vehicle tires or from raw cattle hide. The teachers normally beat the butt or at times the calves of the legs. Some students carry the scars of these beatings for life, indicating the damage to the cells.

**Social Cognitive Theory:** Theory that looks at behavior by examining the person thinking and social relations, whose theorist is Albert Bandura.
Glossary

Social Constructivism: A theory by Vygotsky which states that learners or people construct meaning or understand the world by interacting with their social environment.

Socially Constructed: A phenomenon that is constructed or developed by society.

Stopping Out: The term used to describe when a student takes a break from the pursuit of postsecondary education for a short period of time. This is different from dropping out, which describes a decision to indefinitely stop one’s postsecondary educational pursuits.

Student Leader: A student who holds a leadership position, usually elected or appointed, within a campus entity (i.e., either a student club or organization, or a campus office or department).

Teacher Educator: For this book chapter, a teacher educator is defined as an individual that has completed formal training in the field of education and promotes the learning of students in P-16.

Teacher Preparation: Teacher preparation refers to the policies and procedures designed to equip prospective teachers with the knowledge, attitudes, behaviors and skills required to deliver content effectively in the classroom and school setting.

The Matrix: 1999 science fiction film directed by The Wachowski Brothers and starring Keanu Reeves and Laurence Fishburne. Within the film, the characters learn that their perceived society is actually a computer-simulated reality called “the Matrix” and attempt to escape it.

The Vaal River: A river in South Africa.

Title 1 School: A notion to improve the education of the disadvantaged by ensuring that all children have a fair, equal, and significant opportunity to obtain a high-quality education and reach, at a minimum, proficiency on challenging State academic achievement standards and state academic assessments.

Triple Invisibility: Black, female and emigrant status.

Tshega: A traditional wrap around gear for boys.
**Warm Demander:** Having a loving yet strict approach that reinforces high expectations.

**West Indian:** Emigrants from Anguilla, Antigua & Barbuda, The Bahamas, Barbados, Belize, Bermuda, British Honduras, British Virginia islands, British West Indies, Dominica, Dutch Guyana, Grenada, Guyana, Jamaica, St. Kitts & Nevis, St. Lucia, St. Vincent & The Grenadians, Trinidad & Tobago, and the West Indies, not specified.

**Zaojun:** A well-known female figure in Chinese history for her willingness to marry the leader of a non-Han tribe in Chinese Han Dynasty in order to harmonize the relationship between Han and non-Han tribes.

**Zixi:** A well-known female figure for her strategies in operating her son to govern the country at the end of the Qing Dynasty. Her husband died before her young son was able to make sound judgment on national policies, etc. She functioned as the policy maker behind the scene to make a lot of state policies.