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Vocabulary Builder Reference from...

Melinda Briana Epler: 3 ways to be a better ally in the workplace | TED Talk

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Advanced Words Only

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Session 1: Word List

culmination

n. the peak highest point or climax of something, especially happening after a long time

synonym: climax, completion, ending

(1) the **culmination** of her ambition, (2) **culmination** altitude

Their achievements stand as a **culmination** of centuries of development.

storytelling

n. the act or art of narrating or writing stories

synonym: narrating, relating, recounting

(1) **storytelling** performance, (2) courtroom **storytelling**

She was skilled in **storytelling** techniques, such as using different voices for other characters.

innovate

v. to introduce new methods, ideas, or products

synonym: bring in, introduce, found

(1) **innovate** a new method, (2) **innovate** the quality of his life

Companies developing self-driving cars consistently **innovate** the emerging technologies.

microaggression

n. a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being

- (1) **microaggression** towards minorities,
(2) **microaggression** in the workplace

The expectation that women should do all the housework is a form of **microaggression**.

nonverbal

adj. not involving or using spoken or written language; communicated through body language, facial expression, or other means besides language

synonym: silent, mute, unspoken

- (1) **nonverbal** communication, (2) **nonverbal** signal

Many communication skills rely on **nonverbal** cues such as body language and facial expressions.

impede

v. to obstruct or block someone or something to slow down or prevent progress

synonym: hinder, obstruct, block

- (1) **impede** a close relationship, (2) **impede** development

The traffic jam **impeded** our progress to reach the destination on time.

underrepresented

adj. not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

synonym: belittled, marginalized, disadvantaged

- (1) feel **underrepresented**, (2) **underrepresented** data

Underrepresented communities need more support and resources to achieve equity.

industrious

adj. hardworking, diligent, and persistent in effort

synonym: diligent, hardworking, assiduous

- (1) **industrious** worker, (2) **industrious** student

He was known to be very **industrious** and would often work late into the night.

wand

n. a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

synonym : rod, stick, staff

(1) magic **wand**, (2) security **wand**

The magician waved his **wand**, and a rabbit appeared from the hat.

opportune

adj. suitable or happening at a time that is suitable or convenient for a particular purpose

synonym : suitable, timely, practical

(1) **opportune** occasion, (2) an **opportune** remark

The phone rang at the most **opportune** time.

allyship

n. the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society

(1) LGBTQ **allyship**, (2) **allyship** in workplace

The topic of white **allyship** has long been crucial in black-led campaigns against racial injustice.

imbalance

n. a situation in which two or more things are not equal or equally treated

synonym : inequality, asymmetry, instability

(1) trade **imbalance**, (2) symptoms of hormonal **imbalance**

An **imbalance** in certain substances causes problems with brain function.

cisgender

adj. denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

synonym : cis, non-trans

(1) **cisgender** identity, (2) **cisgender** person

Cisgender people often don't have to think about their gender identity in the same way that transgender people do

nonbinary

adj. someone who does not identify as a man or a woman;
not relating to, composed of, or including only two things

synonym : pluralistic, polyphyletic

(1) **nonbinary** gender, (2) **nonbinary** identities

More and more people in various countries believe that the policymaker should change the marriage rules for **nonbinary** people.

oppress

v. to treat people in a cruel and authoritarian way,
especially by denying them the same freedoms, rights,
etc. as other people

synonym : antagonize, distress, burden

(1) **oppress** the minority, (2) **oppress** the people with force

Historically, many countries have often **oppressed** certain religions to gain the support of the majority of the population.

inequity

n. a lack of fairness or justice; an unfair or unequal situation or practice

synonym : injustice, unfairness, bias

(1) **inequity** in education, (2) market **inequity**

There's an **inequity** in the criminal justice system that needs to be addressed.

pronounce

v. to say or speak (a word or words) correctly or in a particular way

synonym : articulate, enunciate, voice

(1) **pronounce** a judgment, (2) **pronounce** a name

She struggled to **pronounce** the word in a foreign language.

pronoun

n. a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"

(1) **pronoun** usage, (2) possessive **pronoun**

In English, personal **pronouns** such as "he," "she," and "they" can replace a person's name to avoid repetition.

belittle

v. to speak or write about someone or something in a way that shows a lack of respect

synonym : degrade, demean, disparage

(1) **belittle** his ability, (2) **belittle** through talk

He **belittled** her in front of the office, making her feel small and insignificant.

underserved

adj. inadequately or insufficiently provided with help, products, or services

(1) **underserved** market, (2) traditionally **underserved**

This area is medically **underserved**.

lingering

adj. continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave

synonym : prolonged, persistent, enduring

(1) **lingering** illness, (2) **lingering** doubts

The **lingering** smell of smoke clung to his clothes even after he left the campfire.

sham

n. something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not

synonym : bogus, counterfeit, fraudulent

(1) a **sham** battle, (2) turn out to be all **sham**

The data he prepared was completely **sham**.

unsupported

adj. not given financial or other aid; not having any proof or evidence

synonym : baseless, unfounded, unwarranted

(1) **unsupported** rumor, (2) fight **unsupported**

Removal of the central poll left the roof **unsupported**.

Session 2: Spelling

1. no_____al signal *adj.* not involving or using spoken or written language; communicated through body language, facial expression, or other means besides language
2. fight uns_____ed *adj.* not given financial or other aid; not having any proof or evidence
3. symptoms of hormonal im_____ce *n.* a situation in which two or more things are not equal or equally treated
4. possessive pr_____n *n.* a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"
5. trade im_____ce *n.* a situation in which two or more things are not equal or equally treated
6. pr_____ce a judgment *v.* to say or speak (a word or words) correctly or in a particular way
7. magic w__d *n.* a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority
8. turn out to be all s__m *n.* something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not
9. ci_____er identity *adj.* denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

ANSWERS: 1. nonverbal, 2. unsupported, 3. imbalance, 4. pronoun, 5. imbalance, 6. pronounce, 7. wand, 8. sham, 9. cisgender

10. op_____s the minority *v.* to treat people in a cruel and authoritarian way, especially by denying them the same freedoms, rights, etc. as other people
11. pr_____n usage *n.* a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"
12. LGBTQ al_____ip *n.* the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society
13. op_____s the people with force *v.* to treat people in a cruel and authoritarian way, especially by denying them the same freedoms, rights, etc. as other people
14. courtroom sto_____ing *n.* the act or art of narrating or writing stories
15. op_____ne occasion *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose
16. be_____le his ability *v.* to speak or write about someone or something in a way that shows a lack of respect
17. und_____ted data *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

ANSWERS: 10. oppress, 11. pronoun, 12. allyship, 13. oppress, 14. storytelling, 15. opportune, 16. belittle, 17. underrepresented

18. pr_____ce a name *v.* to say or speak (a word or words) correctly or in a particular way
19. mic_____ion in the workplace *n.* a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being
20. in_____te a new method *v.* to introduce new methods, ideas, or products
21. an op_____ne remark *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose
22. in_____ty in education *n.* a lack of fairness or justice; an unfair or unequal situation or practice
23. be_____le through talk *v.* to speak or write about someone or something in a way that shows a lack of respect
24. ci_____er person *adj.* denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex
25. al_____ip in workplace *n.* the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society
26. no_____ry gender *adj.* someone who does not identify as a man or a woman; not relating to, composed of, or including only two things

ANSWERS: 18. pronounce, 19. microaggression, 20. innovate, 21. opportune, 22. inequity, 23. belittle, 24. cisgender, 25. allyship, 26. nonbinary

27. im___e development *v.* to obstruct or block someone or something to slow down or prevent progress
28. ind_____us student *adj.* hardworking, diligent, and persistent in effort
29. in_____te the quality of his life *v.* to introduce new methods, ideas, or products
30. mic_____ion towards minorities *n.* a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being
31. uns_____ed rumor *adj.* not given financial or other aid; not having any proof or evidence
32. feel und_____ted *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized
33. market in_____ty *n.* a lack of fairness or justice; an unfair or unequal situation or practice
34. the cul_____on of her ambition *n.* the peak highest point or climax of something, especially happening after a long time
35. security w__d *n.* a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

ANSWERS: 27. impede, 28. industrious, 29. innovate, 30. microaggression, 31. unsupported, 32. underrepresented, 33. inequity, 34. culmination, 35. wand

36. li_____ng doubts *adj.* continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave
37. ind_____us worker *adj.* hardworking, diligent, and persistent in effort
38. traditionally und_____ed *adj.* inadequately or insufficiently provided with help, products, or services
39. im___e a close relationship *v.* to obstruct or block someone or something to slow down or prevent progress
40. no_____ry identities *adj.* someone who does not identify as a man or a woman; not relating to, composed of, or including only two things
41. a s___m battle *n.* something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not
42. li_____ng illness *adj.* continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave
43. cul_____on altitude *n.* the peak highest point or climax of something, especially happening after a long time
44. sto_____ing performance *n.* the act or art of narrating or writing stories
45. und_____ed market *adj.* inadequately or insufficiently provided with help, products, or services

ANSWERS: 36. lingering, 37. industrious, 38. underserved, 39. impede, 40. nonbinary, 41. sham, 42. lingering, 43. culmination, 44. storytelling, 45. underserved

46. no_____al communication

adj. not involving or using spoken or written language; communicated through body language, facial expression, or other means besides language

ANSWERS: 46. nonverbal

Session 3: Fill in the Blanks

1. He was known to be very _____ and would often work late into the night.
adj. hardworking, diligent, and persistent in effort
2. Removal of the central poll left the roof _____.
adj. not given financial or other aid; not having any proof or evidence
3. Their achievements stand as a _____ of centuries of development.
n. the peak highest point or climax of something, especially happening after a long time
4. _____ people often don't have to think about their gender identity in the same way that transgender people do
adj. denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex
5. There's an _____ in the criminal justice system that needs to be addressed.
n. a lack of fairness or justice; an unfair or unequal situation or practice
6. In English, personal _____ such as "he," "she," and "they" can replace a person's name to avoid repetition.
n. a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"
7. An _____ in certain substances causes problems with brain function.
n. a situation in which two or more things are not equal or equally treated
8. The expectation that women should do all the housework is a form of _____.
n. a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being

ANSWERS: 1. industrious, 2. unsupported, 3. culmination, 4. Cisgender, 5. inequity, 6. pronouns, 7. imbalance, 8. microaggression

9. The traffic jam _____ our progress to reach the destination on time.
v. to obstruct or block someone or something to slow down or prevent progress
10. The phone rang at the most _____ time.
adj. suitable or happening at a time that is suitable or convenient for a particular purpose
11. The magician waved his _____ and a rabbit appeared from the hat.
n. a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority
12. The topic of white _____ has long been crucial in black-led campaigns against racial injustice.
n. the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society
13. She was skilled in _____ techniques, such as using different voices for other characters.
n. the act or art of narrating or writing stories
14. Companies developing self-driving cars consistently _____ the emerging technologies.
v. to introduce new methods, ideas, or products
15. More and more people in various countries believe that the policymaker should change the marriage rules for _____ people.
adj. someone who does not identify as a man or a woman; not relating to, composed of, or including only two things

ANSWERS: 9. impeded, 10. opportune, 11. wand, 12. allyship, 13. storytelling, 14. innovate, 15. nonbinary

16. The _____ smell of smoke clung to his clothes even after he left the campfire.

adj. continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave

17. Many communication skills rely on _____ cues such as body language and facial expressions.

adj. not involving or using spoken or written language; communicated through body language, facial expression, or other means besides language

18. The data he prepared was completely _____.

n. something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not

19. Historically, many countries have often _____ certain religions to gain the support of the majority of the population.

v. to treat people in a cruel and authoritarian way, especially by denying them the same freedoms, rights, etc. as other people

20. She struggled to _____ the word in a foreign language.

v. to say or speak (a word or words) correctly or in a particular way

21. He _____ her in front of the office, making her feel small and insignificant.

v. to speak or write about someone or something in a way that shows a lack of respect

22. This area is medically _____.

adj. inadequately or insufficiently provided with help, products, or services

23. _____ communities need more support and resources to achieve equity.

adj. not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

ANSWERS: 16. lingering, 17. nonverbal, 18. sham, 19. oppressed, 20. pronounce, 21. belittled, 22. underserved, 23. Underrepresented

ANSWERS: