America’s Poverty Course - Glossary

This is a collection of the key terms from all the modules, in alphabetical order, and their definition. We've collected these definitions here so you can refer to them as needed.

50/10 income gap in education: Average difference in test scores between students in the 50th income percentile and students in the 10th income percentile, a measure of the gap in educational performance between middle income and low income students. Since the 1970’s, the 90/50 gap has tripled, while the 50/10 gap hasn’t changed much.

90/50 income gap in education: Average difference in test scores between students in the 90th income percentile and students in the 50th income percentile, a measure of the gap in educational performance between high income and middle income students. Since the 1970’s, the 90/50 gap has tripled, while the 50/10 gap hasn’t changed much.

Accomplishment of natural growth: The cultural logic of childrearing prevalent among the American working class and poor, as conceptualized by Annette Lareau. According to this logic, parents and guardians must provide children with love, food, safety, and other basic needs, and children will thrive. Children have more free time, autonomy, and deeper relationships with extended family members than children in typical middle class families.

Advanced degree: A postgraduate degree, such as a master's degree, doctorate, or professional degree.

AFDC: Aid to Families with Dependent Children (AFDC) was a program administered and funded by Federal and State governments to provide financial assistance to low income families with dependent children, in effect from 1935 to 1996, when it was replaced by TANF.
**Affirmative action:** A policy favoring disadvantaged groups who have suffered from current and/or historical discrimination, intended to help achieve equal access and opportunity in a field

**Affordable housing:** Housing at a cost that allows families with a median income to sustainably afford basic necessities

**Agent-based modeling:** A computational method used to simulate the actions and interactions of autonomous agents in an attempt to assess their effects on the system as a whole.

**Assimilation:** The process by which a person or group comes to resemble another (through changes on both sides of the social boundary); the decline in ethnic distinction and its associated cultural and social differences

**Attachment to the labor force:** A group’s level of involvement in the labor force, often measured with labor force participation and hours worked

**Ban the Box:** A campaign advocating for the removal of criminal record check boxes from job applications

**Bias:** Prejudice in favor of or against one thing, person, or group compared with another

**Blind screening process:** A way of evaluating candidates that involves hiding their identities in order to decrease social bias and highlight skills and talents essential to the job

**Broken windows theory:** A theory in criminology that argues that increased signs of neighborhood disorder, such as vandalism and other small crimes, act as a cue to criminals indicating lawlessness and apathy, thereby producing higher levels of serious crime.
**Capital income:** Income generated by an asset over time, as opposed to income earned through labor

**Cascading expenditures:** A process by which household expenditures increase across the income distribution as the result of those with top incomes earning and spending more, thereby changing the consumption frame of reference for those just below the top who are in the same social circles, and then flowing down the income ladder in the same way

**CETA:** The Comprehensive Employment and Training Act of 1973, which established programs to train workers and temporarily subsidize the employment of those with low incomes and long term unemployment in public, private, and non-profit jobs

**Clique:** A sub-set of a network in which actors are more closely tied to each other than others in the larger network

**Cognitive availability:** Ideas or concepts that are easily accessed because they are associated with a particular social situation or context

**Cognitive skills:** The underlying abilities that help us process information, reason, remember, and learn. The brain skills that help us gain meaning and knowledge from experience and information.

**Cohort squeeze:** Bound and Turner (2007) used this term to describe the relationship between the college graduation rate and the number of 18-20 year olds in the United States. As the number of 18-20 year olds increases, the college graduation rate decreases. This is because the number of degrees awarded doesn’t change over time, indicating that the United States college system is operating at capacity. There are a limited number of college slots that cannot currently accommodate an increase in college enrollment.
**Cohort:** A group or class of people, usually applied to birth cohorts (people born around the same time) or class cohorts (people entering a program or school at the same time)

**Collective efficacy:** The sense that residents trust each other and believe that their neighbors will take action if there is a problem

**College admission rate:** The rate at which a group of high school graduates are accepted into colleges

**College graduation rate:** The rate at which a group of college students finish college with a degree

**College Learning Assessment (CLA):** A standardized test intended to measure a college or university’s contribution to student learning in terms of critical thinking, analytical reasoning, problem solving, and written communication skills. Students are tested when they start college, 2 years later, and 4 years later.

**Communities of disadvantage:** Neighborhoods where multiple social problems are clustered (such as poverty, unemployment, crime, incarceration, single parenthood, and racial segregation)

**Community Reinvestment Act:** A law passed by Congress in 1977 to reduce discriminatory credit practices against low-income neighborhoods

**Comprehensive schools:** Schools that do not sort students into academic and non-academic tracks

**Concerted cultivation:** The cultural logic of childrearing prevalent among the American middle class, as conceptualized by Annette Lareau. According to this logic, children’s skills must be developed and honed through various organized activities. Children spend much of their free time in these
activities in which they often negotiate and interact with adults while focusing on improving their individual performance.

**Context of reception:** The social context of an immigrant group’s entrance into a community including government policy toward the group, the general public’s attitudes toward the group, and the strength of the immigrant group’s local ethnic community

**Criminal justice system:** The system of law enforcement that is directly involved in apprehending, prosecuting, defending, sentencing, and punishing those who are suspected or convicted of criminal offenses

**Cultural logic:** A way of understanding a process or practice that is socially and culturally defined

**Deep poverty:** Incomes at half of the official poverty measure or below (in 2013, an annual income of about $11,900 or less for a family of four)

**Demand sources of change:** Sources of inequality trends related to employers’ demand for workers in terms of hiring, firing, and promotion. This includes employer discrimination against particular groups, but could also result from any employer policy or practice that privileges one group over another for reasons other than merit.

**Deunionization:** The process of decreasing union membership within a social group, company, industry, or region

**Discrimination:** The unjust or prejudicial treatment of different categories of people, especially on the grounds of race, sex, or age, resulting in unequal opportunities and life outcomes
Disorder: Visual signs of neighborhood lawlessness and indifference, such as vandalism, litter, public drinking and drug use, and other small crimes

Disposable after-tax income: The combined sum of market income and government assistance available for consumption after taxes

Early childhood: A stage in human development, generally from age 2-6

Economic output: The sum of the production of each person in the economy

Economic security index (ESI): A measure of a household’s economic stability and ability to weather economic shocks that takes into account medical costs, income volatility, and savings. Those who do not have enough savings to weather economic shocks are considered insecure. Economic insecurity in the United States has increased over time.

Economic shock: An unexpected or unpredictable event that affects a household’s economic stability, such as a job loss or high medical costs

Educational attainment: The highest level of education that an individual has completed

EITC: The Earned Income Tax Credit (EITC) is a refundable federal tax credit for low to moderate income working individuals or couples, especially those with children. The benefit amount depends on a household’s income and number of children.

Elites: A small group of people who control a disproportionate amount of wealth or political power, a powerful and influential group of people

Emerging sense of constraint: A socialized way of interacting with institutions common among the American working class and poor that is
generally deferential and outwardly accepting with some distrust and occasional resistance, as conceptualized by Annette Lareau

**Emerging sense of entitlement:** A socialized way of interacting with institutions common among the American middle class that is active, confident, aggressive, and self-promoting, as conceptualized by Annette Lareau

**Employment rate:** The percentage of the labor force (or a particular group in the labor force) that is employed

**Endowment rate:** The sum of all the gifts and resources a university has, including those coming from alumni and the state. The more resources colleges have, the more they can invest in the quality of education, financial aid and student support.

**Epigenetics:** The study of how experience can modify gene expression

**Equal Credit Opportunity Act:** A law enacted in 1974 that forbids creditors from discriminating against applicants based on race, color, religion, national origin, sex, marital status, or age

**Eviction:** The forcible removal of a tenant from a rental property by the landlord

**Extreme poverty:** Income of $2 per person, per day (annual income of $2,900 for a family of four)

**Extreme poverty:** The level of poverty defined by $2 of earnings per person per day

**Extrinsic vs. Intrinsic motivation:** Extrinsic motivation occurs when an individual is incentivized to perform or behave in a certain way in order to earn rewards or avoid punishments. Intrinsic motivation occurs when an
individual behaves a certain way because it is personally rewarding or enjoyable, for its own sake instead of out of desire for an external reward.

**Fair Housing Act:** A law enacted in 1968 that made it unlawful to refuse to sell, rent to, or negotiate with any person because of that person’s inclusion in a protected class (i.e. because of race, color, religion, sex, or national origin)

**Family friendly policies:** Workplace policies that enhance family/work balance through flexibility in work hours and location (flex-time, telecommuting, job sharing, reduced hours), parental leave, sabbaticals, and childcare support.

**Field of study:** A discipline or subject area of concentrated study, also called a “major” in American undergraduate education

**Fixed mindset:** The belief in a fixed amount of intelligence at birth, that one’s abilities are limited, that some people and some groups are just smarter than others, and that this cannot be changed

**Flexible and family-friendly work policies:** Workplace policies that enhance family/work balance through flexibility in work hours and location (flex-time, telecommuting, job sharing, reduced hours), parental leave, sabbaticals, and childcare support.

**For-profit colleges:** Unlike traditional colleges and universities that operate as non-profits, for-profit colleges are operated by businesses that seek to make a profit. For-profit colleges traditionally attract underserved students whose parents haven’t attended or completed college.

**Full-time work:** Employment over a certain minimum number of hours, as defined by an employer (usually around 40 hours per week), which often includes benefits such as health insurance
**Gender neutral vs. sex-typed contexts:** This describes social contexts that are strongly associated with men or women (sex-typed contexts like nursing, teaching, or engineering), as opposed to social contexts that are not typically associated with one sex or the other (gender neutral contexts, like biotech)

**Gender pay gap:** The ratio of female to male median yearly earnings among full-time, year-round workers

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**Gender roles:** Socially defined norms that determine the types of behaviors that are considered acceptable, appropriate, or desirable for a person based on their actual or perceived sex

**Gentrification:** A process of urban renewal in which an increasing share of wealthier residents and/or businesses move into a neighborhood and raise property values

**Ghetto:** A neighborhood or part of a city inhabited primarily by one ethnic or other minority group, often due to social or economic restrictions

**Globalization:** The process of increasing international integration arising from the exchange of worldviews, products, and ideas, catalyzed by technology facilitating international communication and interaction

**Group mobility vs. individual mobility:** Group mobility describes a process in which an entire social group changes social status. Individual mobility describes a process in which an individual changes social status, either by breaking social boundaries or being re-categorized within them.
**Growth mindset:** The belief that one’s abilities can be developed, and that increased effort will result in learning skills that may have initially been very challenging

**Head Start:** A federal program that provides comprehensive early childhood education, health, nutrition, and parent involvement services to low-income children and their families

**High poverty neighborhood:** Neighborhood where at least 30% of households live in poverty

**Homophily:** Tendency of individuals to associate and bond with other similar individuals.

**Household division of labor:** How chores are assigned in a household, usually by gender

**Housing assistance:** A set of policies that increases access to affordable housing for low income households, including public housing and Section 8 housing vouchers

**Human capital:** A collection of resources such as knowledge, experience, and skills that can produce economic value through labor.

**Immigrant generation:** An individual’s generational distance from immigrant family members. In the United States context, the first generation are those who were born abroad and move to the United States. The second generation are born in the United State to foreign born parents. Those in the third generation and beyond are born in the United States to parents born in the United States.

**Immigrant legal status:** A status granted to immigrants migrating under a variety of limited visa types. Immigrants who migrate without government authorization do not have a legal status.
**Immigrant replenishment:** The ongoing migration of a particular group, e.g. the ongoing nature of Mexican migration compared to the decline in European migration in the United States over the 20th century

**Immigration:** The act of moving to and settling in a foreign country, from the perspective of the receiving country (emigration from the perspective of the sending country)

**Incentive:** Something that motivates a person to do something; something that incites a person to engage in a particular behavior

**Income distribution:** How a nation’s total GDP is distributed across its population. We often discuss income distributions in terms of percentiles. People with incomes in the 90th percentile have incomes higher than 90% of people in the income distribution. People with incomes in the 10th percentile have incomes that are higher than 10% of people in the income distribution.

**Income variability/volatility:** The fluctuation in a family’s income over time

**Index of dissimilarity:** A measure of segregation that captures how evenly two groups are distributed across smaller segments of a larger area. It can be interpreted as the percentage of one group that would have to move to create a distribution that is consistent with the larger area. It varies from 0 to 1 (or 100%), where 0 equals fully integrated and 1 equals fully segregated. It has been used to describe the level of racial segregation among the neighborhoods in a city.

**Individual intervention:** Policies that address a social problem through narrow, individualized changes within the framework of existing institutions. For example, in the case of education, federal Pell Grants to help make college affordable for low income students.
**Institutional reform:** Policies that change the nature of our labor market institutions; for example, in the case of past education reforms, universal high school and formal desegregation

**Intergroup boundaries:** Social boundaries marking differences between social groups, such as ethnic groups

**Interrace:** Marriage between people from different social groups, generally, people of different races, religions, or castes

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**Intragroup boundaries:** Social boundaries marking differences within social groups, such as ethnic groups

**IQ:** Short for "intelligence quotient." A score determined by performance on a standardized test designed to measure intelligence, relative to the performance of others of the same age.

**IRCA:** The Immigration Reform and Control Act of 1986, which reformed immigration law, making it more difficult to work in the United States without a legal immigration status

**Ivy League:** An elite college athletic conference making up 8 private institutions of higher learning in the United States

**Job tenure:** An individual’s length of time at a job for a particular employer

**Jobless rate:** The percentage of people not working, including those who have dropped out of the labor market

**Knowledge economy:** An economy in which information, knowledge resources, and expertise are as critical as other economic resources
**Labor force participation:** Percent of working-age persons in an economy that are employed or unemployed and looking for a job

**Labor income:** Earnings generated through work (labor)

**Labor market institutions:** Policies, organizations, and systems that regulate the labor market (such as the minimum wage, unions, the education system, mandatory benefits, etc.)

**Labor union:** Unions are organizations that represent workers in collective bargaining with employers over wages, benefits, and working conditions and in the resolution of disputes and contract violations

**Lifetime risk of imprisonment:** Within a particular group, the chance of ever spending time in prison (in Pettit’s research, the estimated chance of spending at least a year in prison by age 35; exact definitions vary by study)

**Market forces:** The forces of supply and demand that represent the aggregated influence of self-interested buyers and sellers on the price and quantity of goods and services offered in a market. When we discuss income inequality, we are interested in how these forces play out in the labor market and determine how much workers are paid for their labor.

**Market income:** The pre-tax sum of money earned or lost through the market (so does not include government assistance)

**Medicaid:** A means-tested health insurance program funded and administered by U.S. federal and state government for people of all ages whose income and resources are insufficient to pay for health care, with eligibility criteria varying across states

**Medicare:** A national health insurance program administered by the U.S. federal government for Americans 65 and older who have worked and paid
into the system (and also younger people with certain kinds of disabilities and illnesses)

**Mindset intervention:** A program intended to change the way students think about their intelligence and academic performance. It draws on neuroscience and psychological research to teach students that their intelligence can be developed (the growth mindset) and counter the entrenched idea among many students that their intelligence is fixed (the fixed mindset).

**Minimum wage:** The lowest price employers can legally pay workers for their labor

**Model minority:** A minority group (whether based on ethnicity, race, or religion) whose members are perceived to achieve a higher degree of socioeconomic success than the population on average

**Moral economy:** An economy regulated according to principles of fairness, as opposed to a completely free, unregulated market

**Multi-generational poverty:** Economic disadvantage that is passed down through family generations, so that a child living in a poor neighborhood has parents and even grandparents who have lived in similarly poor conditions; indicative of entrenched social structures that block social mobility

**Multidimensional inequality:** When disadvantage (or advantage) in one asset is associated with disadvantage (or advantage) in another. For example, when an unauthorized immigrant legal status is associated with low income.

**Nativism:** The objection to the presence of a group based on their perceived foreign status
**Nature vs. nurture:** A debate about whether a person’s characteristics are determined primarily through genetics at birth or through social circumstances

**Neighborhood social organization:** The organizational life of a neighborhood – the level of organization and the connections between organizations. Organizations (like churches, schools, community organizations, civic organizations, businesses) act as resources to promote community life, social mobility, and collective problem solving in a neighborhood and can buffer against the challenges facing poor neighborhoods.

**Nepotism:** The practice among those with power or influence of favoring relatives or friends, especially by giving them jobs

**Network externalities:** Network externalities occur when one person using a good or a service affects the value of that good or service to other people. Network externalities can be both local and global.

**Network inequality:** The idea that social networks exacerbate individual advantages or disadvantages since we tend to associate with people who are very much like us. Therefore, differences in social networks in terms of resources, knowledge, influence, and power lead to differences in opportunity across social groups.

**New Deal:** A series of government social programs and policies enacted in the United States after the Great Depression under the presidency of Franklin D. Roosevelt, including Social Security, Medicare, and a progressive income tax system

**Noncognitive skills:** Skills unrelated to cognition or analytical thought, such as emotional or social skills, including perseverance, motivation, self-control, empathy, and communication skills, among others.
**Occupational sex segregation:** The distribution of the sexes across and within jobs and professions

**OED Triangle:** A model of the impact of one’s social origins (or background) on their social destination (or socioeconomic outcomes). The O stands for social origins, i.e. family background, and includes measures of one’s parents’ education, income and occupation. E stands for education, or an individual’s level and type of schooling. D stands for social destination, or an individual’s income and occupation. Through this model, social origins are expected to influence social destination directly (through social networks and other family advantages) and indirectly through an individual’s education.

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**Official Poverty Measure (OPM):** An assessment of economic disadvantage based on household income and the cost of basic necessities, as determined by an absolute standard of living. It does *not* take into account non-cash government benefits, nondiscretionary spending, or variation in the cost of living across regions.

**Opportunity cost:** The loss of potential gain from other alternatives when one alternative is chosen (in this case: the opportunity cost of funds invested in disadvantaged children is the return from funds if they were invested for other purposes).

**Optimal inequality:** The point at which the level of inequality incentivizes the greatest level of overall economic output
Opting out: The idea that women are choosing to exit the labor force for more traditional family roles, due to personal decisions made within a social context of entrenched gender stereotypes, slow-changing institutions, and workplace discrimination

Out-migration: The act of moving out of a community to live in another, especially as part of a larger population of movers

Outsourcing: The act of contracting out a business process to another party

Pell Grants: Federal grants supporting an undergraduate education based on financial need

Persistent inequality hypothesis: The claim that in spite of increased educational attainment over the 20th century, differences in attainment between students of different social class origins had remained the same

Prejudice: A preconceived opinion that is not based on reason or actual experience

Prevention vs. remediation: A difference in social policy emphasis. Policies can either attempt to prevent inequalities from forming at the source of the problem or can later address inequalities produced by giving extra support to disadvantaged groups.

Primary frame: A tool people use to instantly make sense of who other people are, a social short-hand that guides our expectations of and interactions with other people. In U.S. society, the primary frames are sex, race, and age.

Public housing: A form of housing owned by a government authority and rented with the goal of providing affordable housing to low-income families
**Racial and ethnic identity:** Self-identification with and attachment to a particular racial or ethnic group as part of one’s self-concept

**Racial classification:** The act of assigning a person a socially defined racial category

**Rate of return:** The profit from an investment over time, measured as a proportion of the original investment (in this case: the dollar flow from a unit of investment in a disadvantaged child at current levels of expenditure).

**Receiving society / Host society:** The established or dominant society within a country or community where immigrants settle

**Recidivism:** A relapse into criminal activity following release from prison, usually measured by criminal acts that resulted in rearrest, reconviction, or a return to prison within a three year period following prison release

**Redistribution (of income and/or wealth):** The transfer of income and wealth from some individuals to others in a society by means of a social mechanism such as taxation, monetary policies, welfare, land reform, charity, etc.

**Redlining:** A practice in which a bank would draw a red line around areas where it would not invest, based on assumptions about a community rather than a household or business’s ability to satisfy lending criteria. In practice this usually resulted in the denial of loans to individuals and businesses in low-income black inner city neighborhoods.

**Remedial education:** A type of education designed to help students achieve expected competencies and core academic skills when they are unprepared for a particular academic level

**Rent:** Economic returns on an asset (like labor) in excess of what is needed to keep it in production in a competitive market
**Right-skewed distribution:** The skewness of a distribution is a measure of its asymmetry. A right-skewed distribution has a long right tail with the mass of the distribution concentrated on the left of the figure. In the income distribution, this means that there is a small group of people with very high incomes, while the majority of people are concentrated in lower incomes.

**Right-to-work laws:** A law that prohibits union security agreements, or an agreement between labor unions and employers that governs the extent to which a union can require employee membership, payment of union dues, or fees as a condition of employment. Generally, this makes it more difficult for unions to operate.

**Second shift:** The work involved in childcare and household care that a person (usually a woman) must complete when (s)he arrives home from a day of standard employment (the first shift)

**Sectoral training program:** Instruction provided in collaboration with an employer so that participants are trained for jobs that the employer needs filled. Job training is targeted to employer needs and participants are often hired into collaborating firms.

**Segmented assimilation theory:** The idea that immigrants acculturate to different sectors of a society, depending on their human capital, social capital, and context of reception. This acculturation could lead to downward or upward mobility.

**Segregation:** The separation of people by social group across social contexts, such as occupations, schools, and neighborhoods

**Sex categorization:** The act of assigning a person a socially defined sex category

**Sites of innovation:** New types of work and ways of working
**Skill-biased technological change:** When a technological change like computerization produces an increase in the demand for skilled workers, so that as the demand for these highly educated workers and their productivity increases, so do their wages

**SNAP:** The Supplemental Nutrition Assistance Program, a federal nutrition program formerly known as food stamps that provides benefits to low income families to subsidize the purchase of food at grocery stores, convenience stores, and some farmers’ markets and co-ops

**Social capital:** A set of actual or potential resources linked to a network of relationships – the social and economic benefits we derive from our social networks

**Social class:** A group of people in a hierarchy of classes sharing the same social, economic, and educational status

**Social cognition:** The encoding, storage, and processing of information about others

**Social construction of race:** The idea that racial categories are socially defined and fluid

**Social contract:** The social agreement linking the three main economic actors in a society: government, private corporations, and workers

**Social mobility:** The movement between social strata in a society, resulting in a change in social status

**Social networks:** Social networks are individuals who are connected to each other by interpersonal relationships. Friends, acquaintances, and coworkers can all be part of your social network.
Social Security: A federal program encompassing several social welfare and social insurance programs, primarily the payment of retirement benefits, funded through payroll taxes

Socioeconomic status: An individual or family’s economic and social position in relation to others, based on income, education, and occupation

Stereotypes: A widely held but oversimplified image or idea of a particular type of person that may not accurately reflect reality

Stigma: A mark of disgrace or low social status associated with a particular circumstance, characteristic, or person

Strong ties: Social relationships, such as close family and friends, characterized by a higher degree of time invested, emotional intensity, and intimacy

Supplemental Poverty Measure (SPM): An assessment of economic disadvantage that takes into account household income, non-cash government benefits (like food stamps and the EITC), nondiscretionary expenses (healthcare, childcare, work related expenses), and regional differences in the cost of living.

Supply sources of change: Sources of trends in inequality related to the supply of workers in the labor market, which is determined by educational attainment, field of study, and labor force participation, decisions which may be shaped by entrenched stereotypes about groups and their expected behavior.

Symbolic identity: A voluntary, personally chosen affiliation, as opposed to a totally ascribed characteristic; a symbolic identity may bring people enjoyment, but does not exert influence on their life chances, how people see them, or how they see the world
**TANF:** Temporary Assistance for Needy Families (TANF) is the federal financial assistance program that replaced AFDC in 1996 and provides up to 60 months of cash assistance to low income families with dependent children. According to federal rules, parents are required to begin some kind of employment within 24 months of receiving assistance, but program rules vary widely by state.

**Tolerance line:** The level of neighborhood racial diversity a group is comfortable living with; when the tolerance line is exceeded, this usually provokes an out-migration

**Tracking:** The act of sorting students into particular academic or non-academic paths in schooling

**Tragedy of the commons:** A situation in which individuals acting independently and rationally according to their own self-interest act in ways contrary to the best interest of the community by depleting a common resource

**Unauthorized immigration:** The movement and settlement of people across national boundaries without government approval

**Unemployment rate:** The percentage of people in the labor force without work who are actively seeking it

**Upstream vs. downstream approaches to poverty:** Upstream approaches to poverty seek to prevent poverty at the source of the problem. Downstream approaches seek to address the social problems associated with poverty, such as poor health, lower education, and incarceration.

**War on Poverty:** A set of government social programs (including Head Start, Food Stamps, Pell Grants, Medicare, Medicaid) established under the
presidency of Lyndon B. Johnson to relieve and prevent poverty by expanding the government’s role in education and healthcare

**Weak ties:** Social relationships, such as acquaintances, characterized by little time invested, emotional intensity or intimacy

**White flight:** The departure of racial whites from neighborhoods (or schools) increasingly or predominately populated by racial minorities

**WIA:** The Workforce Investment Act, an act that provided workforce investment activities through statewide and local workforce investment systems intended to increase the employment, retention, earnings, and occupational skill attainment of participants

**Winner-take-all market:** A market in which the very best performers are able to capture a very large share of the rewards, leaving the remaining competitors with very little

**Working long hours:** Working more than standard full time hours, defined by Percheski as working more than 50 hours per week

**Working poor:** People who spend 27 weeks or more in a given year in the labor force (either working or looking for work) whose incomes fall below the poverty line