



Glossary of Terms

Appendix B

This glossary is intended to support the understanding of language related to diversity, equity, and inclusion; it is by no means exhaustive or static. Recognizing that language is ever evolving and that identities are complex, it is always best to use whatever words each individual person prefers when using language to describe or refer to an individual.

The goal of this glossary is to support our ongoing learning in the areas of diversity, equity, and inclusion. We are working to achieve a better sense of mastery, as reflected in Strategic Priority 2: Creating a Culture of Learning and Well-Becoming of the LRSD (Louis Riel School Division) 2019-2023 Multi-Year Strategic Plan and recognize that we all enter this journey at different places in our understanding.

Where possible, local community sources were cited in this glossary in an effort to represent the voices and understandings of communities who are historically impacted and oppressed.

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Key Terms - Diversity, Equity & Inclusion

Diversity: A term used to encompass the acceptance and respect of various dimensions including race, gender, sexual orientation, ethnicity, socio-economic status, religious beliefs, age, physical abilities, political beliefs, or other ideologies. ([Canadian Race Relations Foundation, 2022](#))

Equity: A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. ([Canadian Race Relations Foundation, 2022](#))

Inclusion: The extent to which diverse members of a group (society/organization) feel valued and respected. ([Canadian Race Relations Foundation, 2022](#))



Concepts & Terms Related to Diversity, Equity & Inclusion

Bullying: Behaviour that is intended to cause fear, intimidation, humiliation, distress, or other forms of harm to another person's feelings, self-esteem, body, or reputation, or is intended to create a negative environment for another person. Bullying takes place in a context of a real or perceived power imbalance between the people involved and is typically, but need not be, repeated behaviour. It may be direct (face to face) or indirect (through others), and it may take place through any form of expression—including written, verbal, or physical—or by means of any form of electronic communication (referred to as cyberbullying), including social media, text messaging, instant messaging, websites, or email. ([The Public Schools Act](#), 2022)

Culture: The mix of ideas, beliefs, values, behavioural and social norms, knowledge and traditions held by a group of individuals who share a historical, geographic, religious, racial, linguistic, ethnic and/ or social context. This mix is passed on from one generation to another, resulting in a set of expectations for appropriate behaviour in seemingly similar contexts. ([Canadian Race Relations Foundation](#), 2022)

Dominant Group: Defined as the group that controls the major elements of a society's norms and values. The dominant group is often but not always the majority. ([Canadian Race Relations Foundation](#), 2022)

Inclusive Education: Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected. ([Canadian Race Relations Foundation](#), 2022)

Intersectionality: The experience of the interconnected nature of ethnicity, race, creed, gender, socio-economic position etc., (cultural, institutional, and social), and the way they are imbedded within existing systems and define how one is valued. ([Canadian Race Relations Foundation](#), 2022)

To learn more:

- [Canadian Race Relations Foundation](#)
- [Centre for Race and Culture](#)
- [Creating Racism-Free Schools through Critical/Courageous Conversations on Race](#)

Concepts & Terms Related to Ability

Accessibility: Related to this legislation, accessibility means giving people of all abilities opportunities to participate fully in everyday life. Accessibility refers to the ability to access and benefit from a system, service, product or environment. ([The Accessibility for Manitobans Act](#), 2022)

Ableism: A belief system that sees people with disabilities as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than others. Ableism may be conscious or unconscious, and may be embedded in institutions, systems, or the broader culture of a



society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities. ([Canadian Race Relations Foundation](#), 2022)

Barrier: “means anything—including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice—that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.” ([Government of Canada's Accessible Canada Act](#), 2022)

Disabilities: An umbrella term, covering impairments, activity limitations, and participation restrictions. An *impairment* is a problem in body function or structure; an *activity limitation* is a difficulty encountered by an individual in executing a task or action; while a *participation restriction* is a problem experienced by an individual in involvement in life situations. ([Government of Canada's Accessible Canada Act](#), 2022)

Handicap: An obstacle imposed on people by some constraint in the environment. ([America Psychological Association](#), 2022)

Identity First Language: Promotes the use of phrases where disability identity comes first with the intention of enabling groups and the individuals within them to claim their identities with pride ([America Psychological Association](#), 2022)

Learning Disability: A generic term referring to a heterogeneous group of disorders due to identifiable or inferred central nervous system dysfunction. Such disorders may be manifested by delays in early development and/or difficulties in any of the following areas: attention, memory, reasoning, coordination, communication, reading, writing, spelling, calculation, social competence, and emotional maturation. ([Government of Manitoba's Towards Inclusion](#), 2001)

Mental Health: A state of well-being. Mental health includes our emotions, feelings of connection to others, our thoughts, and feelings, and being able to manage life's highs and lows. ([CMHA](#), 2022)

Mental Illness: A state of health defined by changes that affect a person's thinking, mood, and behaviour, thereby interfering with a person's functioning and causing distress. ([Government of Quebec](#), 2022)

Neurodiversity: The concept that there is great diversity in how people's brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation. ([Catalyst](#), 2019)

People First Language: This practice involves referring to the person before their disability to focus more on the person than on a condition. ([American Psychiatric Association](#), 2022)

Student with Exceptional Learning Needs: A student who requires specialized services or programming when deemed necessary by the in-school team because of exceptional learning, social/emotional, behavioural, sensory, physical, cognitive/intellectual, communication, academic or special healthcare needs that affect his or her ability to meet learning outcomes. ([Manitoba Education](#), 2006)

To learn more:

- Towards Inclusion: Tapping Hidden Strengths



Concepts and Terms Related to Body and Body Diversity

Anti-Fat Bias: The bias that overweight people are perceived as less competent and capable ([Seen At Work](#), 2022)

Body Size Diversity: A broad variety of body types, shapes, sizes and appearances. It discourages the notion that there are certain characteristics that are more associated with an optimal body. ([Crescendo Work](#), 2022)

Body Dysmorphia: Body dysmorphic disorder (BDD), also known as dysmorphophobia (fear of something being wrong with one's body), is a condition where individuals are obsessed with perceived flaws in their appearance to the point that it causes problems in their life ([American Psychiatric Association](#), 2022)

Fatphobia: An irrational fear or aversion to fat, overweight, obese, or plus-size bodies. ([Crescendo Work](#), 2022)

Weight Stigma: Discrimination or stereotyping based on a person's weight. Also known as weight bias, weightism, or weight-based discrimination, ([National Eating Disorders](#), 2022)

Concepts & Terms Related to Gender

**NB Unless otherwise cited, definitions are drawn from [Policy AC: Respect for Human Diversity](#).*

Assigned Gender: The biological classification of a person as female, male or intersex. It is usually assigned at birth based on visual assessment of external anatomy. ([Egale](#), 2022)

Attraction: Often referred to as sexual orientation, attraction describes a person's potential for emotional, spiritual, intellectual, romantic and/or sexual interest in other people and may form the basis for aspects of one's identity and/or behaviour. ([Egale](#), 2022) Our attraction and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.

- **Asexual** - asexual identity or orientation includes individuals who don't experience sexual attraction to others of any gender.
- **Bisexual** - a sexual orientation that describes those who experience sexual, romantic, or emotional attractions to people of more than one gender.
- **Gay** - a term that describes individuals who experience sexual, romantic, or emotional attraction to people of the same or similar gender.
- **Heterosexual/Straight** - a term that describes people who experience sexual, romantic, or emotional attraction to people of the "opposite" gender (e.g., male vs female, man vs. woman) or a different gender.
- **Lesbian** - a woman or female-identified person who experiences sexual, romantic, or emotional attraction to people of the same or a similar gender.



- **Pansexual** - a term that describes individuals who experience sexual, romantic, or emotional attraction to any person, regardless of that person's gender, sex, or sexuality.
- **Queer** - an umbrella term that describes individuals who aren't exclusively heterosexual. The term queer acknowledges that sexuality is a spectrum as opposed to a collection of independent and mutually exclusive categories.
- **(+)** - many other attractions (or orientations).

Gender Expression: The way gender is presented and communicated to the world through clothing, speech, body language, hairstyle, voice and/or the emphasis or de-emphasis of body characteristics and behaviours. ([Egale, 2022](#))

Gender Expression: Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Sometimes, transgender people seek to match their physical expression with their gender identity, rather than their birth-assigned sex. Gender expression should not be viewed as an indication of sexual orientation.

- **Masculinity** - a person who identifies their gender as masculine or masc. Some masculine people also identify with the word man, but others don't. Having masculine gender expression tells you about someone's gender expression but doesn't convey any information about the sex or gender assigned to them at birth.
- **Femininity** - a person who identifies their gender as feminine or femme. Some feminine people also identify with the word woman, but others don't. Having feminine gender expression tells you about someone's gender expression but doesn't convey any information about the sex or gender assigned to them at birth.
- **Androgyny** - a person who has a gender presentation or identity that's gender neutral, androgynous, or has both masculine and feminine characteristics.
- **(+)** - many other gender expressions.

Gender Identity: A person's internal and individual experience of gender. It is not necessarily visible to others, and it may or may not align with what society expects based on assigned sex. A person's relationship to their own gender is not always fixed and can change over time. ([Egale, 2022](#))

Gender Identity: One's innermost concept of self as male or female or both or neither—how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different than the sex assigned at birth. Individuals are conscious of this between the ages of 18 months and 3 years. Most people develop a gender identity that matches their biological sex. For some, however, their gender identity is different from their biological or assigned sex. Some of these individuals choose to socially, hormonally and/or surgically change their sex to match their gender identity more fully.

- **Agender** - a person who does not identify with a gender. They may describe themselves as being gender neutral or genderless.



- **Bigender** - a person who fluctuates between traditionally “male” and “female” gender-based behaviours and identities.
- **Cisgender** - a person whose gender identity and biological sex assigned at birth are the same. For example, they were born biologically as a male, and express their gender as male.
- **Female** - a person who identifies as a woman (or a girl).
- **Gender queer** - a person with a gender that can't be categorized as exclusively male or female, or exclusively masculine or feminine. People who identify as gender queer experience and express gender many ways. This can include neither, both, or a combination of male, female, or nonbinary genders.
- **Intersex** - About 1% of children are born with chromosomes, hormones, genitalia and/or other sex characteristics that are not exclusively male or female but are assigned a binary sex (male or female) by their doctors and/or families. ([Gender Spectrum, 2022](#))
- **Male** - a person who identifies as a man (or a boy).
- **Nonbinary** - this is an umbrella term for gender identities that can't be exclusively categorized as male or female. Individuals who identify as nonbinary can experience gender a variety of ways, including a combination of male and female, neither male nor female, or something else altogether. Some nonbinary individuals identify as trans, while many others don't.
- **Transgender** - a person who lives as a member of a gender other than that expected based on sex assigned at birth.
- **Two-Spirit** - is an umbrella term traditionally used by Indigenous people to recognise individuals who possess qualities of both genders.
- (+) - many other gender identities.

Cissexism: is a system of oppression that assumes (and therefore acts on this assumption) that everyone is cisgender (not trans*) and therefore trans* folks, identities, and experiences do not and should not exist. ([SERC, 2022](#))

Gender Dysphoria – when someone feels very unhappy, uneasy, or dissatisfied in relation to their gender. This includes a feeling of tension between how someone sees themselves in contrast with expected gender roles or expectations. ([Gender Spectrum, 2022](#))

Genderfluid: A person whose gender identity is experienced as not being fixed and that shifts and varies over time and in relation to context. ([Egale, 2022](#))

Homophobia: Encompasses a range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender (LGBTQ2S). It has been defined as contempt, prejudice, aversion, hatred, or antipathy. Homophobia is observable in critical and hostile behavior such as discrimination and violence. ([Canadian Race Relations Foundation, 2022](#))

Inclusive Language: The deliberate selection of vocabulary avoids explicit or implicit exclusion of particular groups and avoids the use of false generic terms, usually with reference to gender. ([Canadian Race Relations Foundation, 2022](#))

Misogyny: A tool used by cis/s sexism and cisheteropatriarchy to enforce strict gender roles and expectations on girls and women, both cis and trans. It directs concentrated violence and involves active



hostility and/or opposition towards those who do not identify, present, or express themselves as masculine and/or men. ([The Anti Oppression Network](#), 2022)

Patriarchy: The norms, values, beliefs, structures, and systems that grant power, privilege, and superiority to men, and thereby marginalize and subordinate women. ([Canadian Race Relations Foundation](#), 2022)

Sexism: Prejudice or discrimination based on sex, usually though not necessarily against women; behaviours, conditions or attitudes that foster stereotypes of social roles based on sex. Sexism may be conscious or unconscious, and may be embedded in institutions, systems, or the broader culture of a society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities. ([Canadian Race Relations Foundation](#), 2022)

Sex/Anatomy: The physical structure of one's reproductive organs that is used to assign sex at birth. Given the potential variation in all of these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.

- **Female-** a female biological sex is determined by XX chromosomes, estrogen/ progesterone hormones as well as internal and external genitalia which consist of a vulva, clitoris, and vagina.
- **Male-** A male biological sex is determined by XY chromosomes, testosterone hormones as well as internal and external genitalia which consist of a penis and testicles.
- **Intersex-** this is a general term used for a variety of situations in which a person is born with reproductive or sexual anatomy that doesn't fit the boxes of female or male.

2SLGBTQI+: An acronym used to capture the diverse identities of Two spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex with "+" representing groups not captured in the acronym.

To learn more:

- [My GSA: Safe and Caring Schools – A Resource for Equity](#)
- [Supporting Transgender and Gender Diverse Students in Manitoba Schools](#)

Concepts & Terms Related to Race, Culture & Ethnicity

Accentism or linguistic discrimination: any situation in which an individual feels as though they have been unfairly judged, treated, or commented on because of the way they speak, write, and communicate more broadly. ([The Accentism Project](#), 2022)

Anti-Racism: An active and consistent process of change to eliminate individual, institutional and systemic racism. (Canadian Race Relations Foundation, 2022)

Antisemitism: A certain perception of Jews, which may be expressed as hatred or blame. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. (Canadian Race Relations Foundation, 2022)



Critical Race Theory: A theory that purports that racism is an everyday experience for most people of color, and that a large part of society has no interest in doing away with it because it benefits White elites. It is a framework that can be used to theorize, examine, and challenge the ways race and racism implicitly and explicitly impact on social structures, practices, and discourses.

Code Switching: A process of shifting from one linguistic code (a language or dialect) to another, depending on the social context or conversational setting. Downplaying one's racial group can generate hostility from in-group members, increasing the likelihood that those who code-switch will be accused of "acting white."

Colonialism: An intentional process by which a political power from one territory exerts control over a different territory. It involves unequal power relations and includes policies and/or practices of acquiring full or partial political control over other people or territory, occupying the territory with settlers, and exploiting it economically.

- **Colonization** is the invasion, dispossession, and subjugation of one people to another. The long-term result of such dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.
- **Decolonization:** Decolonization is about "cultural, psychological, and economic freedom for Indigenous people with the goal of achieving Indigenous sovereignty — the right and ability of Indigenous people to practice self-determination over their land, cultures, and political and economic systems.
- **Settler Colonialism:** Settler colonialism refers to colonization in which colonizing powers create permanent or long-term settlement on land owned and/or occupied by other peoples, often by force. This contrasts with colonialism where colonizer's focus only on extracting resources back to their countries of origin, for example. Settler Colonialism typically includes oppressive governance, dismantling of indigenous cultural forms, and enforcement of codes of superiority (such as white supremacy).

Colourism: A prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group; a form of oppression that is expressed through the differential treatment of individuals and groups based on skin color. Typically, favoritism is demonstrated toward those of lighter complexions while those of darker complexions experience rejection and mistreatment. ([Canadian Race Relations Foundation](#), 2022)

Ethnocentrism: The tendency to view others using one's own group and customs as the standard for judgment, and the tendency to see one's group and customs as the best. ([Canadian Race Relations Foundation](#), 2022)

Eurocentrism: Presupposes the supremacy of Western civilization, specifically Europe and Europeans, in world culture. Eurocentrism centres history according to European and Western perceptions and experiences. ([Canadian Race Relations Foundation](#), 2022)

IBPOC (or BIPOC): An acronym for Indigenous, Black and People of Color developed as a shorthand for use on social media. Given our presence on Turtle Island, it is most appropriate to begin with



“Indigenous” as the first people of Canada. “Black” is separated from other racialized identities in acknowledgement of the historic forced migration through the enslavement of Black Africans. “People of colour” refers to all other racialized identities whose arrival to Canada has historically been through chosen migration or migration as refugees. (LRSD, 2022)

Islamophobia: Fear, hatred of, or prejudice against the Islamic religion or Muslims. ([Canadian Race Relations Foundation](#), 2022)

People of Colour: A term which applies to non-White racial or ethnic groups; generally used by racialized peoples as an alternative to the term “visible minority.” The word is not used to refer to Aboriginal peoples, as they are considered distinct societies under the Canadian Constitution. When including Indigenous peoples, it is correct to say, “people of colour and Aboriginal / Indigenous peoples.” ([Canadian Race Relations Foundation](#), 2022)

Race: A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly skin color), cultural affiliation, cultural history, ethnic classification, and the social, economic, and political needs of a society at a given period of time. There are no distinctive genetic characteristics that truly distinguish between groups of people. Created by Europeans (Whites), race presumes human worth and social status for the purpose of establishing and maintaining privilege and power. Race is independent of ethnicity.

Racism: A belief that one group is superior to others performed through any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination. There are three types of racism: Institutional, Systemic, and Individual. ([Canadian Race Relations Foundation](#), 2022)

- **Anti-Black Racism:** Policies and practices rooted in Canadian institutions such as, education, health care, and justice that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards people of African descent. ([Canadian Race Relations Foundation](#), 2022)
- **Anti-Indigenous Racism:** The ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. ([Data Standards for the Identification and Monitoring of Systemic Racism](#), 2022)
- **Cultural Racism:** Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or “whiteness” are automatically “better” or more “normal” than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression



- **Individual Racism:** Individual racism refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing.

Examples:

- Telling a racist joke, using a racial epithet, or believing in the inherent superiority of whites over other groups.
 - Avoiding people of colour whom you do not know personally, but not whites whom you do not know personally (e.g., white people crossing the street to avoid a group of Latino/a young people; locking their doors when they see African American families sitting on their doorsteps in a city neighborhood; or not hiring a person of color because “something doesn’t feel right”).
 - Accepting things as they are (a form of collusion).
- **Institutional Racism:** Systemic racism or institutional racism refers to the ways that whiteness and white superiority become embedded in the policies and processes of an institution, resulting in a system that advantages white people and disadvantages People of Colour.
 - **Structural Racism:** The normalization and legitimization of an array of dynamics – historical, cultural, institutional, and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused, and infused in all aspects of society including its history, culture, politics, economics, and entire social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism.
 - **Internalized Racism:** Internalized racism is a phenomenon that occurs when a group oppressed by racism supports the supremacy and dominance of a racist system by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that reinforce that system.
 - **Environmental Racism:** A systemic form of racism in which toxic wastes are introduced into or near marginalized communities. People of colour, Indigenous peoples, working class, and poor communities suffer disproportionately from environmental hazards and the location of dangerous, toxic facilities such as incinerators and toxic waste dumps. Pollution of land, air and waterways often causes chronic illness in the inhabitants and changes in their lifestyle. ([Canadian Race Relations Foundation, 2022](#))
 - **Racial Capitalism:** The process of extracting social and economic value from a person of a different racial identity, typically a person of colour; however, a person of any race might engage in racial capitalism, as might an institution have dominated by one particular race.

Racial Equity: The condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part



of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them.

White Privilege: Refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

White Supremacy: White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power, and privilege

Whiteness: Whiteness itself refers to the specific dimensions of racism that serve to elevate white people over people of color.

Xenophobia: Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.

To learn more:

- [Canadian Race Relations Foundation](#)
- [Centre for Race and Culture](#)

Concepts & Terms Related to Social Class

Classism: A prejudice against or in favor of people belonging to a particular social class, resulting in differential treatment. ([Canadian Race Relations Foundation](#), 2022)

Poverty: A deprivation of economic and material resources that involves a myriad of social, cultural, and political aspects. Groups such as people living with disabilities, single parents, elderly individuals, youth, and racialized communities are more susceptible to poverty. Its effects can be expressed in different aspects of a person's life, including food security, health, and housing. ([Canada Without Poverty](#), 2022)

Other Concepts & Terms Related to Systems of Oppression and Privilege

Ally/Allyship: An individual who takes action to support social justice and works to eliminate oppression. ([Catalyst](#), 2019)

Anti-Bias: An active and consistent process of change to challenge subjective opinion, preference, prejudice, or inclination, often formed without reasonable justification, which influences the ability of an



individuals or group to evaluate a particular situation objectively or accurately. (Canadian Race Relations Foundation, 2022)

Anti-Oppression: Strategies, theories, and actions that challenge social and historical inequalities/injustices that have become part of our systems and institutions and allow certain groups to dominate over others. (Canadian Race Relations Foundation, 2022)

Bias: A subjective opinion, preference, prejudice, or inclination, often formed without reasonable justification, which influences the ability of an individual or group to evaluate a particular situation objectively or accurately. ([Canadian Race Relations Foundation](#), 2022) Types of bias can include: conscious, unconscious, historical, implicit, and other.

Bigotry: To be intolerantly devoted to one's biased opinion, prejudices or beliefs towards people with perceived differences. ([Canadian Race Relations Foundation](#), 2022)

Culturally Responsive: To have an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families. ([New York State Education Department](#), 2022)

Emotional Tax: The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work. ([Catalyst](#), 2019)

Discrimination: The denial of equal treatment and opportunity to individuals or groups because of personal characteristics and membership in specific groups, with respect to education, accommodation, health care, employment, access to services, goods, and facilities. This behaviour results from distinguishing people on that basis without regard to individual merit, resulting in unequal outcomes for persons who are perceived as different. Differential treatment that may occur on the basis of any of the protected grounds enumerated in human rights law. ([Canadian Race Relations Foundation](#), 2022)

Implicit Bias: Negative associations expressed automatically that people unknowingly hold; also known as unconscious or hidden bias. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to be favored above individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that people may profess.

Intercultural Understanding: Intercultural understanding involves learning about and engaging with diverse cultures in ways that recognize commonalities and differences, create connections with others and cultivate mutual respect. ([Australian Curriculum](#), 2022)

Interpersonal Discrimination: Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, gender, citizenship, family status, disability, sex and/or other personal characteristics. ([Ontario Human Rights Commission](#), 2008)



Marginalization: With reference to race and culture, the experience of persons outside the dominant group who face barriers to full and equal participating members of society. Refers also to the process of being “left out” of or silenced in a social group. ([Canadian Race Relations Foundation, 2022](#))

Microaggressions: The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. ([Psychology Today, 2010](#))

Oppression: The use of power or privilege by a socially, politically, economically, culturally dominant group to take away power and silence one social group or category. Note that anti-oppression seeks to recognize this oppression and mitigate its effects to equalize power imbalance in our communities. The systemic misuse of power – Oppression enables dominant groups to exert power and control over target groups by limiting rights, freedom, access to resources and information, and in other ways. Note that **anti-oppression** seeks to recognize this oppression and mitigate its effects to equalize power imbalance in our communities. ([University of Toronto, Medicine, 2022](#))

Power: A relational term that essentially characterizes one’s ability to get what they want within a certain social, political, and economic context. ([Centre for Race and Culture, 2017](#))

Prejudice: A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or group toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

Privilege: The experience of unearned freedoms, rights, benefits, advantages, access and/or opportunities afforded some people because of their group membership or social context. ([Canadian Race Relations Foundation, 2022](#))

Stereotypes: Widely held beliefs, unconscious associations, and expectations about members of certain groups that are presumed to be true of every member of that group, and that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. Stereotypes go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and are highly generalized and/or inflammatory

Tokenism: Tokenism is, simply, covert racism. Racism requires those in power to maintain their privilege by exercising social, economic, and/or political muscle against people of color (POC). Tokenism achieves the same while giving those in power the appearance of being non-racist and even champions of diversity because they recruit and use POC as racialized props. ([Racial Equity Tools, 2022](#))

To learn more:

- [Canadian Race Relations Foundation](#)
- [Centre for Race and Culture](#)



Additional References

- [America Psychological Association](#)
- [American Psychiatric Association](#)
- [Canada Without Poverty](#)
- [Canadian Race Relations Foundation](#)
- [Catalyst](#)
- [Centre for Race and Culture](#)
- [Canadian Mental Health Association \(CMHA\)](#)
- [Egale](#)
- [Government of Canada's Accessible Canada Act](#)
- [Government of Manitoba's Standards for Student Services](#)
- [Government of Manitoba's Towards Inclusion](#)
- [Racial Equity Tools](#)
- [Sexuality Education Resource Centre \(SERC\)](#)
- [The Accentism Project](#)
- [The Anti Oppression Network](#)