

# APPENDIX B - GLOSSARY AND USEFUL TERMS

**ableism** - discrimination against persons with mental and/or physical disabilities; social structures that favor people who are abled by society.<sup>1</sup>

**ageism** - discrimination against individuals because of their age, often based on stereotypes.<sup>2</sup>

**agency** - the ability to act independently and make free choices; the ability to make conscious decisions for oneself.<sup>3</sup>

**ally** - someone from a privileged group who is aware of how oppression works and struggles alongside members of an oppressed group to take action to end oppression.<sup>4</sup> Performative allyship is when someone from a non-marginalized group (white, able-bodied, etc.) professes support and solidarity with a marginalized group in a way that either isn't helpful or that actively harms that group. Performative allyship refuses to engage with the complexity below the surface or say anything new. It refuses to acknowledge any personal responsibility for the systemic issues that provided the context for the relevant tragedy.<sup>5</sup>

**anti-racism** - the work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life. Today, anti-racism is closely associated with Ibram X. Kendi, the founding director of American University's anti-racist research centre who popularized the concept with his 2019 book "How to be an Anti-Racist." In it, he wrote: "The only way to undo racism is to consistently identify and describe it — and then dismantle it." <sup>6</sup>

**bias** - a positive or negative inclination towards a person, group, or community; can lead to stereotyping.<sup>7</sup>

**bigotry** - intolerant prejudice which glorifies one's own group and denigrates members of other groups.<sup>8</sup>

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<sup>1</sup> Adapted from "Diversity Terms," The National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>2</sup> "Diversity Terms," National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>3</sup> "ABC's of Social Justice A Glossary of Working Language for Socially Conscious Conversation," Department of Inclusion & Multicultural Engagement Lewis & Clark College, last accessed Mar. 23, 2022, <<https://college.lclark.edu/live/files/18474-abcs-of-social-justice#:~:text=agency%3A%20the%20ability%20to%20act,a%20dominant%20or%20majority%20group>>

<sup>4</sup> Asma-na-hi Antoine, Rachel Mason, Roberta Mason, Sophia Palahicky, and Carmen Rodriguez de France, "Pulling Together: A Guide for Curriculum Developers", last accessed Aug. 24 2021, <<https://opentextbc.ca/indigenizationcurriculumdevelopers/back-matter/glossary/#decolonization>>.

<sup>5</sup> "Performative allyship is deadly – here's what to do instead," Policy Exchange, last accessed Aug. 24 2021, <<https://policyexchange.org.uk/performance-allyship-is-deadly-heres-what-to-do-instead/>>, June 2020.

<sup>6</sup> "Glossary of Diversity, Equity and Inclusion Terms," Diversity Best Practices, last accessed March 2, 2021, <[https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei\\_glossary\\_of\\_inclusive\\_terms\\_updated\\_for\\_2020\\_1.pdf](https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei_glossary_of_inclusive_terms_updated_for_2020_1.pdf)>.

<sup>7</sup> Sondra B. Thiederman, *Making Diversity Work: 7 Steps for Defeating Bias in the Workplace* (New York: Kaplan, 2008).

<sup>8</sup> "A Resource Book for Social Change Groups," Dismantling Racism Institute, Western States Center, last accessed Aug. 24 2021.,

**BIPOC** - an acronym for Black, Indigenous and People of Color. The term has increased in use and awareness during 2020 after the Black Lives Matter resurgence against racism and police brutality in the wake of the George Floyd shooting. BIPOC is meant to emphasize the particular hardships faced by Black and Indigenous people in the US and Canada and is also meant to acknowledge that not all people of color face the same levels of injustice. It is also used as a term to demonstrate solidarity between racialized people.<sup>9</sup>

**bystander** - a person who is present at an event or incident but does not take part. Similar to an onlooker, passerby, nonparticipant, observer, spectator.<sup>10</sup>

**cisgender** - when someone identifies with the gender that is traditionally associated with the sex they were assigned at birth. Note that gender identity and gender expression are different.<sup>11</sup>

**classism** - biased attitudes and beliefs that result in, and help to justify, unfair treatment of individuals or groups because of their socioeconomic grouping. Classism can also be expressed as public policies and institutional practices that prevent people from breaking out of poverty rather than ensuring equal economic, social, and educational opportunity.<sup>12</sup>

**colonization** - colonization involves one group taking control of the lands, resources, languages, cultures, and relationships of another group. In Canada and the US, where human habitation on these lands began with Indigenous Peoples and continued with European migrants who arrived with the intent to claim the lands as their own, colonial usually means Eurocentric. This means that Western European-derived ways of being, believing, knowing and doing are implicitly or explicitly presented as the standard or norm, and other ways of being, knowing and doing are implicitly or explicitly presented as “other,” alternative, or less worthy.<sup>13</sup> Later arrivals to this territory have had to adapt to this Eurocentric norm. (Also see Decolonization.)

**conscious bias** - is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.<sup>14</sup>

**cultural awareness** - is an understanding there are cultural differences between groups, while not assigning value to those differences.<sup>15</sup>

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<[http://www.postoilutions.org/documents/dismantling\\_racism\\_resourcebook\\_western\\_states\\_center.pdf](http://www.postoilutions.org/documents/dismantling_racism_resourcebook_western_states_center.pdf)>, 2003.

<sup>9</sup> “Glossary of Diversity, Equity and Inclusion Terms,” Diversity Best Practices, last accessed August 24, 2021, <[https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei\\_glossary\\_of\\_inclusive\\_terms\\_updated\\_for\\_2020\\_1.pdf](https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei_glossary_of_inclusive_terms_updated_for_2020_1.pdf)>.

<sup>10</sup> “Glossary of Diversity, Equity and Inclusion Terms,” Diversity Best Practices, last updated 2020, last accessed Aug. 24. 2021.

<sup>11</sup> “Diversity Terms,” National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>12</sup> “Diversity Terms,” National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>13</sup> “What is decolonization? What is Indigenization?”, Centre for Teaching and Learning, Queen’s University, last accessed: August 31, 2021, <<https://www.queensu.ca/ctl/teaching-support/decolonizing-and-indigenizing/what-decolonizationindigenization>>.

<sup>14</sup> “Two Types of Bias,” National Center for Cultural Competency, last accessed: September 25, 2021, <<https://nccc.georgetown.edu/bias/module-3/1.php>>.

<sup>15</sup> San’yas Indigenous Cultural Safety Training. Course.

**cultural competence** - knowledge, skills and awareness needed to create culturally safe spaces.<sup>16</sup>

**cultural safety** - providing services in a way that shows respect for cultural and identity, incorporated a person's needs and rights and is free from discrimination. Cultural safety is often seen as a continuum that includes cultural awareness, cultural sensitivity and cultural competence.<sup>17</sup>

**cultural sensitivity** - being aware of how one's experiences and values may impact others while recognizing that difference is legitimate.<sup>18</sup>

**decolonization** - decolonization is the removal or undoing of colonial elements. In Canada, decolonization is usually discussed in terms of the relationship between Indigenous and non-Indigenous peoples, and particularly associated with the Truth and Reconciliation Commission of Canada's final report and Calls to Action. It is related to Indigenous resurgence (Indigenous people reclaiming and restoring their culture, land, language, relationships and health, both independent of and with the support of non-Indigenous people). Decolonization is also associated with other relationships between groups of people within Canada and in other countries and contexts around the world, and for some, is linked to broader principles of inclusion and equity.<sup>19</sup>

**disability** - a complex phenomenon, reflecting an interaction between features of a person's body and mind and features of the society in which they live. A disability can occur at any time in a person's life; some people are born with a disability, while others develop a disability later in life. It can be permanent, temporary or episodic. Disability can steadily worsen, remain the same or improve. It can be very mild to very severe.<sup>20</sup>

**diversity** - diversity has come to refer to the various backgrounds and races that comprise a community, nation or other grouping. In many cases the term diversity does not just acknowledge the existence of diversity of background, race, gender, religion, sexual orientation and so on, but implies an appreciation of these differences.<sup>21</sup>

**discrimination** - the unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

**environmental racism** - racial discrimination in environmental policy-making, the enforcement of regulations and laws, the deliberate targeting of communities of colour for toxic waste facilities, the official sanctioning of the life-threatening presence of poisons and pollutants in our

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<sup>16</sup> Ibid.

<sup>17</sup> Ibid.

<sup>18</sup> Ibid.

<sup>19</sup> "What is decolonization? What is Indigenization?", Centre for Teaching and Learning, Queen's University, last accessed: August 31, 2021, <<https://www.queensu.ca/ctl/teaching-support/decolonizing-and-indigenizing/what-decolonizationindigenization>>.

<sup>20</sup> "Federal Disability Reference Guide," Government of Canada, last accessed Aug. 24 2021, <<https://www.canada.ca/en/employment-social-development/programs/disability/arc/reference-guide.html#h2.3-h3.1>>, 2013.

<sup>21</sup> "11 Terms You Should Know to Better Understand Structural Racism." Aspen Institute, last accessed March 2, 2021, <<https://www.aspeninstitute.org/blog-posts/structural-racism-definition>>.

communities, and the history of excluding people of colour from leadership of the ecology movements.<sup>22</sup>

**ethnocentrism** - the practice of using a particular ethnic group as a frame of reference, basis of judgment or standard criteria from which to view the world. Ethnocentrism favors one ethnic group's cultural norms and excludes the realities and experiences of other ethnic groups.<sup>23</sup>

**equality** - "the state of being equal." It's one of the ideals of a democratic society, and so the fight to attain different kinds of equality, like racial equality, gender equality, or equality of opportunity between rich and poor, is often associated with progress toward that ideal of everyone being truly equal. It is the quality of being the same in value or status.<sup>24</sup>

**equity** - the guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.<sup>25</sup> There are 4 dimensions to equity: Procedural (Inclusion), Distributional (Access), Structural, and Intergenerational.

**ethnicity** - a social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.<sup>26</sup>

**eurocentrism** - the practice of using Europe and European culture as a frame of reference or standard criteria from which to view the world. Eurocentrism favors European cultural norms and excludes the realities and experiences of other cultural groups.<sup>27</sup>

**extractive** - is taking something (time, information, labour) from someone or a group of people without the respect of acknowledging the disruption or distraction you caused and without following up on what you are doing with what you learned (extracted) from them.<sup>28</sup>

**gender expansive** (gender non-confirming) An umbrella term sometimes used to describe people who expand notions of gender expression and identity beyond perceived or expected societal gender norms. Some gender-expansive individuals identify as a mix of genders, some

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<sup>22</sup> Benjamin Chavis, September 1, 2020, "Environmental racism in Canada: What is it, what are the impacts, and what can we do about it?", cited in Ecojustice Blog, <<https://ecojustice.ca/environmental-racism-in-canada/>>.

<sup>23</sup> "Diversity Terms," National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>24</sup> "A Community Builder's Tool Kit," Institute for Democratic Renewal and Project Change Anti-Racism Initiative, last accessed: March 2, 2021, <<https://drive.google.com/file/d/1mM2ATbM9aUwBRFxuk7O1hgljzYYV5IKI/view>>. 2000.

<sup>25</sup> "Definition of Terms," UC Berkeley Gender Equity Resource Center, last accessed March 2, 2021, <[http://genq.berkeley.edu/lgbt\\_resources\\_definition\\_of\\_terms](http://genq.berkeley.edu/lgbt_resources_definition_of_terms)>.

<sup>26</sup> Adams, Maureen, Lee Anne Bell, and Pat Griffin, Eds. *Teaching for Diversity and Social Justice: A Sourcebook* (New York: Routledge, 1997).

<sup>27</sup> "Diversity Terms," National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>28</sup> Adapted from: VanSant, Gwendolyn. "How to counter extractive behaviour in social justice movement building to sustain momentum," last accessed: October 14, 2021, <<https://www.gwendolynvansant.com/home/2019/6/12/how-to-counteract-extractive-behavior-in-social-justice-movement-building-to-sustain-momentum>>, June 12, 2019.

identify more binarily as a man or a woman, and some identify as no gender (agender). Gender-expansive people might feel that they exist among genders, as on a spectrum, or beyond the notion of the man/woman binary paradigm. Sometimes gender-expansive people use gender-neutral pronouns (see Pronouns), but people can exist as any gender while using any pronouns. They may or may not be comfortable with their bodies as they are, regardless of how they express their gender.<sup>29</sup>

**gender expression** - how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.<sup>30</sup>

**gender identity** - each person's internal and individual experience of gender. People may (but not always) use feminine and / or masculine descriptors for their gender identity. They may also use an absence of such terms. One's identity may fall anywhere along the gender spectrum. A gender identity may be fluid, or it may be stable throughout a person's life. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation, as it is a term to describe their own self separate from attraction. It is also separate (but can be related to) how they publicly present their gender.<sup>31</sup>

**gender-neutral** - used to denote an all-gender inclusive space, language, etc. Examples: a gender-neutral bathroom is a bathroom open to people of any gender identity and expression; gender-neutral job descriptions are used to attract qualified, diverse candidates.<sup>32</sup>

**identity group** - a particular group, culture, or community with which an individual identifies or shares a sense of belonging. Individual agency is crucial for identity development; no person should be pressured to identify with any existing group, but instead the freedom to self-identify on their own terms.<sup>33</sup>

**implicit (unconscious) bias** - implicit biases are negative associations that people unknowingly hold. They are expressed automatically and without conscious awareness. 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. Implicit biases may be held by an individual, group, or institution and can have negative or positive consequences.<sup>34</sup>

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<sup>29</sup> "National Glossary of Terms," PFLAG, last updated January 2021, last accessed Aug. 24 2021, <<https://pflag.org/glossary>>.

<sup>30</sup> "Gender and gender expression," Ontario Human Rights Commission, last accessed Aug. 24 2021., <<http://www.ohrc.on.ca/en/gender-identity-and-gender-expression-brochure>>.

<sup>31</sup> "Gender and gender expression," Ontario Human Rights Commission, last accessed Aug. 24 2021, <<http://www.ohrc.on.ca/en/gender-identity-and-gender-expression-brochure>>.

<sup>32</sup> "Glossary of Diversity, Equity and Inclusion Terms," Diversity Best Practices, last accessed March 2, 2021, <[https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei\\_glossary\\_of\\_inclusive\\_terms\\_updated\\_for\\_2020\\_1.pdf](https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei_glossary_of_inclusive_terms_updated_for_2020_1.pdf)>.

<sup>33</sup> "Diversity Terms," National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>34</sup> "Diversity Terms," National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

**inclusion** - the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.<sup>35</sup>

**Indigenous** - Indigenous communities, peoples and nations are those which, having a historical continuity with pre-invasion and pre-colonial societies that developed on their territories, consider themselves distinct from other sectors of the societies now prevailing in those territories, or parts of them. They form at present non-dominant sectors of society and are determined to preserve, develop and transmit to future generations their ancestral territories, and their ethnic identity, as the basis of their continued existence as peoples, in accordance with their own cultural patterns, social institutions and legal systems.<sup>36</sup>

**individual racism** - the beliefs, attitudes, and actions of individuals that support or perpetuate racism; can occur at both a conscious and unconscious level, and can be active or passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of Whites.<sup>37</sup>

**institutional racism** - refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for Whites and oppression and disadvantage for people from groups classified as People of Color. An example includes City sanitation department policies that concentrate trash transfer stations and other environmental hazards disproportionately in communities of color.<sup>38</sup>

**internalized racism** - the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power.<sup>39</sup>

**intersectionality** - in 1989, American legal scholar and civil rights activist, Dr. Kimberlé Crenshaw coined the term intersectionality to explain how race intersects with gender to produce barriers for Black women. Crenshaw and her contemporaries recognized that the unique experiences of Black women were ignored by mainstream feminism and used intersectionality to describe Black women's experience of discrimination. The terms intersectionality and intersectional feminism have expanded to encompass overlapping impacts of discrimination based on gender, race, physical ability, ethnicity, nationality, citizenship, socio-economic status, and more.

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<sup>35</sup> "Glossary of Terms," UC Berkeley Initiative for Equity, Inclusion, and Diversity, last accessed Aug. 24 2021, <<https://haas.berkeley.edu/equity/industry/efl-knowledge-bank/glossary-of-key-terms/>>, 2011.

<sup>36</sup> "Global Actions," University of British Columbia, *Indigenous Foundations*, last accessed Aug. 24 2021, <[https://indigenousfoundations.arts.ubc.ca/global\\_actions/](https://indigenousfoundations.arts.ubc.ca/global_actions/)>, 2009.

<sup>37</sup> Maureen Adams, Lee Anne Bell, and Pat Griffin, Eds. *Teaching for Diversity and Social Justice: A Sourcebook*. (New York: Routledge, 1997).

<sup>38</sup> Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. "Flipping the Script: White Privilege and Community Building," Center for Assessment and Policy Development, last accessed Aug. 24 2021, <<http://www.capd.org/pubfiles/pub-2005-01-01.pdf>>, 2005.

<sup>39</sup> "CARED Glossary," The CARED Collective, last accessed Aug. 31, 2021, <<https://www.aclrc.com/glossary/>>. 2021.

**invisible disability (hidden disability)** - an umbrella term that captures a whole spectrum of hidden disabilities or challenges that are primarily neurological in nature. Invisible disability, or hidden disability, is defined as disabilities that are not immediately apparent.<sup>40</sup>

**marginalized** - the placement of minority groups and cultures outside mainstream society. All that varies from the norm of the dominant culture is devalued and at times perceived as deviant and regressive.<sup>41</sup>

**microaggressions** - the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.<sup>42</sup> A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.<sup>43</sup>

**neurodiversity** - refers to the variation in the human brain regarding sociability, learning, attention, mood and other mental functions. (Thomas Armstrong, author of *The power of Neurodiversity: Unleashing the Advantages of Your Differently Wired Brain*). According to the UK-based Autism Awareness Centre, it recognizes that all variations of human neurological function need to be respected as just another way of being, and that neurological differences like autism and ADHD are the result of normal/natural variations in the human genome. The term was first coined by Judy Singer, a sociologist on the autism spectrum and the neurodiversity movement stresses that neurological differences should be valued and add value to the workplace.<sup>44</sup>

**non-binary** - refers to people who do not subscribe to the gender binary. They might exist between or beyond the man-woman binary. Some use the term exclusively, while others may use it interchangeably with terms like genderqueer, genderfluid, gender nonconforming, gender diverse, or gender expansive. It can also be combined with other descriptors e.g. nonbinary woman or transmasculine nonbinary. Language is imperfect, so it's important to trust and respect the words that nonbinary people use to describe their genders and experiences. Nonbinary people may understand their identity as falling under the transgender umbrella, and may thus be transgender as well. Sometimes abbreviated as NB or Enby, the term NB has historically been used to mean non-Black, so those referring to non-binary people should avoid using NB.<sup>45</sup>

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<sup>40</sup> "Glossary of Diversity, Equity and Inclusion Terms," Diversity Best Practices, last accessed March 2, 2021, <[https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei\\_glossary\\_of\\_inclusive\\_terms\\_updated\\_for\\_2020\\_1.pdf](https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei_glossary_of_inclusive_terms_updated_for_2020_1.pdf)>.

<sup>41</sup> "Diversity Terms," National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>42</sup> "Racial Microaggressions in Everyday Life," Derald Wing Sue, last accessed August 24, 2021, <[https://www.cpedv.org/sites/main/files/file-attachments/how\\_to\\_be\\_an\\_effective\\_ally-lessons\\_learned\\_microaggressions.pdf](https://www.cpedv.org/sites/main/files/file-attachments/how_to_be_an_effective_ally-lessons_learned_microaggressions.pdf)>. 2010.

<sup>43</sup> "Glossary of Diversity, Equity and Inclusion Terms," Diversity Best Practices, last accessed March 2, 2021, <[https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei\\_glossary\\_of\\_inclusive\\_terms\\_updated\\_for\\_2020\\_1.pdf](https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei_glossary_of_inclusive_terms_updated_for_2020_1.pdf)>.

<sup>44</sup> ibid

<sup>45</sup> "National Glossary of Terms," PFLAG, last updated January 2021, last accessed Aug. 24 2021, <<https://pflag.org/glossary>>.

**oppression** - the systemic and pervasive nature of social inequality woven throughout institutions as well as embedded within individual consciousness. Oppression signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.<sup>46</sup>

**people/person with disabilities** - refers to individuals with a disability. This term utilizes Person-First Language, which posits that a person isn't a disability, condition or diagnosis but rather, a person has a disability, condition or diagnosis. (ADA) Replaces the terms, Handicap, The Handicapped, The Disabled, Wheelchair-bound, Cripple, which do not reflect the individuality, equality or dignity of people with disabilities.<sup>47</sup>

**performative** - is a term used to convey a commitment to diversity, equity, and inclusion; however, often neglects to assign a policy, action, or person designed to bring about equity.<sup>48</sup>

**personal gender pronoun** - the pronoun or set of pronouns that an individual personally uses and would like others to use when referring to them. Replaces the term Preferred Gender Pronoun, which incorrectly implies that their use is optional.<sup>49</sup>

**power** - access to resources that enhance chances of getting what one needs or influencing others in order to lead a safe, productive, and fulfilling life.<sup>50</sup>

**prejudice** - a pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups 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.<sup>51</sup>

**privilege** - operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups. For example, in North America, privilege is typically granted to people who have membership in one or more of these social identity groups:

- White people
- Able-bodied people
- Heterosexuals
- Males
- Christian

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<sup>46</sup> Maureen Adams , Lee Anne Bell, and Pat Griffin, Eds. *Teaching for Diversity and Social Justice: A Sourcebook*. (New York: Routledge, 1997).

<sup>47</sup> "Definitions," National Disability Authority, Ireland, last accessed Aug. 24 2021, <<http://nda.ie/disability-overview/definitions/>>.

<sup>48</sup> Denis Kennedy, "Moving Beyond Performative Diversity Commitments." *Presidio Graduate School blog*, December 7, 2020, < <https://www.presidio.edu/blog/moving-beyond-performative-diversity-commitments/>>.

<sup>49</sup> "National Glossary of Terms," PFLAG, last updated January 2021, last accessed Aug. 24 2021, <<https://pflag.org/glossary>>.

<sup>50</sup> Maureen Adams , Lee Anne Bell, and Pat Griffin, Eds. *Teaching for Diversity and Social Justice: A Sourcebook*. (New York: Routledge, 1997).

<sup>51</sup> "A Community Builder's Tool Kit: 15 Tools for Creating Healthy, Productive Interracial/Multicultural Communities," Institute for Democratic Renewal and Project Change Anti-Racism Initiative, Claremont Graduate University, last accessed Aug. 24 2021., <<http://www.capd.org/pubfiles/pub-2004-07-03.pdf>>, 2001.



- Middle or owning class people
- Middle-aged people
- English-speaking people

Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them.<sup>52</sup>

**queer** - term used to refer to people or culture of the lesbian, gay, bisexual, transgender community. A term once perceived as derogatory is now embraced by some members of the LGBTQ community.<sup>53</sup>

**race** - a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time.<sup>54</sup>

**racial equity** - the condition that would be achieved if one's racial identity no longer influenced how one fares. Racial equity is one part of racial justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.<sup>55</sup>

**racism** - a system of advantage based on race.<sup>56</sup> Prejudice plus power. Racial prejudice combined with social power--access to social, cultural and economic resources and decision-making--leads to the institutionalization of racist policies and practices.<sup>57</sup>

**reconciliation** - reconciliation is about establishing and maintaining a mutually respectful relationship between Indigenous and non-Indigenous peoples in this country. In order for that to happen, there has to be awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour.<sup>58</sup>

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<sup>52</sup> "Power & Privilege Definitions," Leaven and Visions, Inc. abridged in Vanderbilt University, last accessed Aug.31 2021, <[https://www.google.com/url?client=internal-element-cse&cx=015275576914093313121:saszpzdpsc&q=https://www.vanderbilt.edu/oacs/wp-content/uploads/sites/140/Understanding-Privilege-and-Oppression-Handout.doc&sa=U&ved=2ahUKEwi3zdPGntzyAhX\\_IDQIHRLGDKwQFjAAegQIBhAB&usg=AOvVaw2DRjycB81tKfsXiHV8UA\\_X](https://www.google.com/url?client=internal-element-cse&cx=015275576914093313121:saszpzdpsc&q=https://www.vanderbilt.edu/oacs/wp-content/uploads/sites/140/Understanding-Privilege-and-Oppression-Handout.doc&sa=U&ved=2ahUKEwi3zdPGntzyAhX_IDQIHRLGDKwQFjAAegQIBhAB&usg=AOvVaw2DRjycB81tKfsXiHV8UA_X)>, 2003.

<sup>53</sup> "Diversity Terms," National Multicultural Institute, last accessed Aug. 24 2021, <<https://our.ptsem.edu/UploadedFiles/Multicultural/MCRDiversityTerms.pdf>>, 2003.

<sup>54</sup> Maureen Adams , Lee Anne Bell, and Pat Griffin, Eds. *Teaching for Diversity and Social Justice: A Sourcebook*. (New York: Routledge, 1997).

<sup>55</sup> "Evaluation tools for Racial Equality Terms and Vocabulary," Center for Assessment and Policy Development, last accessed Aug. 24 2021, <<http://www.evaluationtoolsforracialequity.org/termRacial.htm>>.

<sup>56</sup> David Wellman in Beverly Daniel Tatum, Ph.D. "Why Are All The Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race." (Basic Books: 2017, p. 87).

<sup>57</sup> Beverly Daniel Tatum, Ph.D. "Why Are All The Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race." (Basic Books: 2017, p. 87).

<sup>58</sup> "Honouring the Truth, Reconciling for the Future," National Centre for Truth and Reconciliation, last accessed Aug. 24 2021, <[https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive\\_Summary\\_English\\_Web.pdf](https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive_Summary_English_Web.pdf)>, 2015.

**sexual orientation** - the direction of one's sexual attraction toward the same gender, opposite gender, or other genders. It is on a continuum and not necessarily a set of absolute categories.<sup>59</sup>

**social justice** - a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.<sup>60</sup>

**systemic oppression** - is systematic and has historical antecedents; it is the intentional disadvantaging of groups of people based on their identity while advantaging members of the dominant group (gender, race, class, sexual orientation, language, etc.).<sup>61</sup>

**tolerance** - acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.<sup>62</sup>

**transgender (trans)** - refers to a person whose gender assigned at birth does not match their gender identity.<sup>63</sup>

**Two Spirit** - refers to a cultural and spiritual identity used by some Indigenous people to describe gender variance and sexuality. It is a term coined in the nineties as Indigenous people worked to reclaim their traditional words, stories, and roles post-colonization.<sup>64</sup>

**white centring** - putting your feelings as a White person above the Black and POC causes you're supposed to be helping. Layla F. Saad explains in her book, *Me and White Supremacy*, "White centring is the centring of White people, white values, white norms and white feelings over everything and everyone else." White centring can manifest as anything ranging from tone policing and white fragility to white exceptionalism and outright violence.<sup>65</sup>

**white privilege** - refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are White. White people who experience such privilege may or may not be conscious of it.<sup>66</sup>

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<sup>59</sup> "Glossary of Terms," UC Berkeley Initiative for Equity, Inclusion, and Diversity, last accessed Aug. 24 2021, <<https://haas.berkeley.edu/equity/industry/efl-knowledge-bank/glossary-of-key-terms/>>, 2011.

<sup>60</sup> Maureen Adams, Lee Anne Bell, and Pat Griffin, Eds. *Teaching for Diversity and Social Justice: A Sourcebook*. (New York: Routledge, 1997).

<sup>61</sup> "The Lens of Systemic Oppression," National Equity Project, last accessed September 3, 2021, <<https://www.nationalequityproject.org/frameworks/lens-of-systemic-oppression>>.

<sup>62</sup> University of Maryland. Diversity Dictionary. Moving Towards Community. 2001. <http://www.inform.umd.edu/EdRes/Topic/Diversity/Reference/divdic.html>. Last accessed Mar. 2. 2021.

<sup>63</sup> "Transgender, Non-Binary and Two-Spirit + Inclusion Action Plan," The City of Victoria, last accessed Aug. 24 2021, <<https://pub-victoria.escribemeetings.com/filestream.ashx?DocumentId=44514>>, Aug 2019.

<sup>64</sup> "Being Seen, Being Counted: Establishing Expanded Gender and Naming Declarations," TransFocus Consulting, last accessed Aug. 24 2021 <<https://www.kpu.ca/sites/default/files/President/TransFocus%20Consulting%20Report%20on%20Expanding%20Gender%20and%20Naming%20Declarations.pdf>>, June 2017.

<sup>65</sup> Layla Sayad, *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor*, (Sourcebooks: 2020).

<sup>66</sup> "White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies," Peggy McIntosh, last accessed Aug. 24 2021, <<http://www.wcwonline.org/title108.html>>, 1988.

**white supremacy** - a political, economic and cultural system in which white people overwhelmingly control power and material resources. Conscious and unconscious ideas of white superiority and entitlement are widespread and relationships of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings.<sup>67</sup>

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<sup>67</sup> Frances Lee Ansley, quoted in The Adaway Group's *Whiteness at Work Training*. 2021.