

## GLOSSARY OF TERMS

*This list includes many of the terms commonly used in anti-racism and equity discourse today. They are gleaned from a variety of sources, most of which are listed at the end. Many of the terms have been in the public domain so long that the source of the original definition is no longer known as they have come into common parlance. The terminology in this field is constantly evolving, so the list remains a work in progress.. Should any discrepancies arise during a training session or discussion, it is best to take a moment to determine the current understanding and why people may be more comfortable adding further definitions to the list in the present context.*

Ableism	The cultural, institutional and individual set of practices and beliefs that assign different (lower) value to people who have developmental, emotional, physical, sensory or health-related disabilities, thereby resulting in differential treatment.
Aboriginal Peoples	The descendants of the original inhabitants of North America. Term used to collectively describe three cultural groups of aboriginal people - "Inuit", "Métis People" and "First Nations". These are three separate peoples with unique heritages, languages, cultural practices, and spiritual beliefs, histories and political goals. (AFN)
Ageism	The cultural, institutional and individual set of practices and beliefs that assign different values to people according to their age, thereby resulting in differential treatment.
Acceptance	Affirmation and recognition of those whose race, religion, nationality, values, beliefs, etc. are different from one's own.
Acculturation	The process whereby the culture, values and patterns of the majority are adopted by a person or an ethnic, social, religious, language or national group. This process can also involve absorbing aspects of minority cultures into the majority culture's pattern.
Adverse Impact	The numerical impact of employment practices that disproportionately exclude designated groups. This is a signpost to investigate possible discrimination. It is not a measure of discrimination.
Affirmative Action	A set of explicit actions or programs designed to increase participation at all levels of employment for and by individuals or groups preciously excluded from full participation.
Ally	A member of an oppressor group who works to end a form of oppression that gives her or him privileges. For example, a white person who works to end racism, or a man who works to end sexism.

Ancestry	A line of people from whom one is descended; family descent.
Anti-Black Racism	<p>Anti-Black racism is the racial prejudice, stereotyping and discrimination that is directed at people of African descent, rooted in their unique history and experience of enslavement. It is manifested in the legacy and racist ideologies that continue to define African descendants' identities, their lives and places them at the bottom of society and as primary targets of racism. It is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system. Anti-Black racism is characterized by particularly virulent and pervasive racial stereotypes. Canadian courts and various Commissions have repeatedly recognized the pervasiveness of anti-Black stereotyping and the fact that African Canadians are the primary targets of racism in Canadian society. As described by Stephen Lewis:</p> <p><i>“First, what we are dealing with, at root, and fundamentally, is anti-Black racism. While it is obviously true that every visible minority community experiences the indignities and the wounds of systemic discrimination throughout Southern Ontario, it is the Black community which is the focus. It is Blacks who are being shot, it is Black youth that is unemployed in excessive numbers, it is Black students who are being inappropriately streamed in schools, it is Black kids who are disproportionately dropping out, it is housing communities with large concentrations of Black residents where the sense of vulnerability and disadvantage is most acute, it is Black employees, professional and non-professional, on whom the doors of upward equity slam shut. Just as the soothing balm of ‘multiculturalism’ cannot mask racism, so racism cannot mask its primary target.”</i></p>
Anti-Oppression	Strategies, theories and actions that challenge socially and historically built inequalities and injustices that are ingrained in our systems and institutions by policies and practices that allow certain groups to dominate over other groups
Anti-Racism	An active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes.
Anti-Racist Education	A perspective that permeates all subject areas and school practices, aimed at the eradication of racism in all its various forms.

Antisemitism	Latent or overt hostility or hatred directed towards individual Jews or the Jewish people (not to all Semitic peoples), leading to social, economic, institutional, religious, cultural or political discrimination. Antisemitism has also been expressed through individual acts of physical violence, vandalism, the organized destruction of entire communities and genocide.
Apartheid	An Afrikans word created to describe the South African system of institutionalized segregation to maintain white domination. From the 1960's to 1991, a plan of "Grand Apartheid" was implemented, emphasizing territorial separation and police repression. The official state policy separated black and white South Africans to oppress, dominate and control blacks, while enriching whites at the expense of the oppressed peoples. Only the so-called "white" citizens of South Africa were allowed to vote and participate in government, and to enjoy many other privileges.
Assimilation	The full adoption by an individual or group of the culture, values and patterns of a different social, religious, linguistic or national group, resulting in the elimination of attitudinal and behavioural affiliations from the original cultural group. Can be voluntary or forced.
Attitude	The state of mind which makes us act in certain ways about social events or objects; a consistent pattern of thoughts, beliefs, emotions and reactions.
Barrier	An overt or covert obstacle; used in employment equity to mean a systemic obstacle to equal employment opportunities or outcomes; an obstacle which must be overcome for equality to be possible.
Bias	A subjective opinion, preference, prejudice or inclination, formed without reasonable justification, that influences an individual's or group's ability to evaluate a particular situation objectively or accurately; a preference for or against. <i>Reasonable apprehension of bias</i> exists when there is a reasonable belief that an individual or group will pre-judge a matter and therefore cannot assess a matter fairly because of bias.
Bigot	One stubbornly or intolerantly devoted to one's biased opinions and prejudices.
Bilingualism	The ability to utilize two languages with equal fluency; an official policy of Canada, with two official languages (English and French).

Blacks/African Canadians	People of African descent and those who define themselves as such. Because of a long history of colonialism, enslavement and migration, Black persons now come from all parts of the world, including Canada.
Bona Fide Occupational Requirement	A workplace requirement that is directly related to a person's ability to perform a specific job.
Censorship	The act of implementing a policy or program designed to suppress, either in whole or in part, the production of or access to information, sources, literature, the performing arts, letters, documents or ideologies which are considered unacceptable or dangerous for political, moral or religious reasons.
Classism	The cultural, institutional and individual set of practices and beliefs that assign value to people according to their socio-economic status, thereby resulting in differential treatment.
Colonialism	Usually refers to the period of European colonization from Columbus (1492) onwards, in the Americas, Asia and Africa, and taking on different forms from settler colonies like Canada to non-settler colonies such as India during British rule. Colonialism differs also across colonizing nations and across time. For example, French colonialism had different policies from British, while modern colonialism is often referred to as "globalization", which includes the exploitation of labour and national resources by transnational corporations and the expansion of free trade agreements and blocs.
Conciliation	Primarily an informal communications process aimed at getting the parties to establish meaningful dialogue, combat rumours and suggest cooperative ways of solving conflict. The goal of conciliation and/or mediation (see below) is to settle racial or ethnical disputes peacefully and outside the courts.
Convention Refugees	Men, women and children with good reason to fear persecution in their home country because of their race, religion, gender, nationality, political viewpoint, or membership in a particular social group. Their lives are in danger. If they are lucky enough to escape from their home country, they cannot return to it in safety until the situation changes. Refugees do not leave because they want to, but because they must.
Creed	A professed system and confession of faith, including both beliefs and observances or worship. A belief in a god or gods or a single supreme being or deity is not a requisite.

Cultural Group	Members of a group having the same beliefs, behavioural norms, values, language, ways of thinking about and viewing the world.
Cultural Racism	Portrayal of Aboriginals, Blacks, and other people of colour in all forms of media, school texts, literature as inherently, “inferior”, “savage”, “bad”, “primitive”. The impression given is that these groups have contributed nothing to civilization, and that there was no civilization before Europeans found “non-white” peoples and “found” lands where they were living.
Culture	The mix of ideas, beliefs, values, behavioural norms, knowledge and traditions of a group of individuals who share a historical, geographic, religious, racial, linguistic, ethnic or social context, and who transmit, reinforce and modify those ideas and beliefs, passing them on from one generation to another. A culture is the total of everything an individual learns by being immersed in a particular context. It results in a set of expectations for appropriate behaviour in seemingly similar contexts.
Designated Groups	Social groups whose individual members have been denied equal access to employment, education, social services, housing, etc. because of membership in the group. The designated groups in Ontario are visible minorities, women, aboriginal peoples and persons with disabilities.
Disability	Inborn or assigned characteristics of an individual that may prevent full participation in educational, social, economic, political, religious, institutional or formal activities of a group, or that may require accommodation to enable full participation. <u>Visible disabilities</u> are readily apparent and consequent discrimination or stigma may be more predictable than with <u>invisible disabilities</u> which are not immediately apparent. Persons with disabilities form one of the designated groups in employment equity programs. An important aspect of this definition is voluntary self-identification
Discrimination	The denial of equal treatment, civil liberties and opportunity to individuals or groups with respect to education, accommodation, health care, employment and access to services, goods and facilities. Behaviour that results from prejudiced attitudes by individuals or institutions, resulting in unequal outcomes for persons who are perceived as different. <i>Differential treatment</i> that may occur on the basis of race, nationality, gender, age, religion, political or ethnic affiliation, sexual orientation, marital or family status, physical, developmental or mental disability. Includes the

denial of cultural, economic, educational, political and/or social rights of members of non-dominant groups.

Diversity	A term used to encompass all the various differences among people – including race, religion, gender, sexual orientation, disability, socio-economic status, etc. – and commonly used in the United States and increasingly in Canada to describe workplace programs aimed at reducing discrimination promoting equality of opportunity and outcome for all groups. Concern has been expressed by anti-racism and race relations practitioners that <i>diversity</i> programs may water down efforts to combat racism in all its forms.
Dominant Group	Considered the most powerful and privileged of groups in a particular society or context. The dominant group in Canada is white, Christian, male and English speaking, perceiving themselves to be superior to and more privileged than Aboriginal Peoples, Black People and other people of colour or people of minority religious or linguistic groups. (See <i>Majority</i> )
Emigration:	The process of leaving one's home or country in order to settle in another home, place or country, for personal, economic, political, religious or social reasons.
Employment Equity	A program designed to remove barriers to equality in employment by identifying and eliminating discriminatory policies and practices, remedying the effects of past discrimination, and ensuring appropriate representation of the designated groups.
Enslavement	To keep a person(s) in a state of bondage and reducing them to slavery.
Environmental Racism	A systemic form of racism in which toxic wastes are introduced in or near marginalized communities. People of colour, indigenous peoples, working class and poor people suffer disproportionately from environmental hazards and risks such as industrial toxins, polluted air, unclean water, deleterious work conditions and the location of dangerous, toxic facilities such as incinerators and toxic waste dumps. Pollution of lands, air and waterways; often causes chronic illness to the inhabitants and change in their lifestyle.
Equal Opportunity Program	An explicit set of policies, guidelines and actions devised to eradicate discriminatory practices and to ensure access to and full participation in educational and employment opportunities, housing, health care, and the services,

goods and facilities available to the general community.

Ethnic Group	Refers to a group of people having a common heritage or ancestry, or a shared historical past, often with identifiable physical, cultural, linguistic and/or religious characteristics
Ethnicity	The multiplicity of beliefs, behaviours and traditions held in common by a group of people bound by particular linguistic, historical, geographical, religious and/or racial homogeneity. <i>Ethnic diversity</i> is the variation of such groups and the presence of a number of ethnic groups within one society or nation. The word 'ethnic' is often used to denote non-dominant or less powerful cultural identities in Canada.
Ethnocentrism	The tendency to view others using one's own group and customs as the standard for judgement, and the tendency to see one's group and customs as the best.
Eurocentrism	Presupposes the supremacy of Europe and Europeans in world culture, and relates history according to a European perception and experience.
Faithism	The cultural, institutional and individual set of practices and beliefs that assign different values to people according to their religion or creed, or their lack of religion or creed, thereby resulting in differential treatment on the basis of faith.
Feminism	Refers to theories, movements and actions that aim to challenge and eliminate sexism.
First Nations	One of the three distinct cultural groups of <i>Aboriginal Peoples</i> . There are 633 First Nations Bands, representing 52 nations or cultural groups, and more than 50 languages. Most individuals prefer to be referred to by their specific nation e.g. Cree, Dene, Black Foot, etc. (AFN).
Genocide	Deliberate decisions and actions made by one nation or group of people in order to eliminate, usually through mass murder, the entirety of another nation or group. The term has also been used to refer to the destruction of the culture of a people, as in cultural genocide.
Harassment	Persistent, on-going communication (in any form) of negative attitudes, beliefs or actions towards an individual or group, with the intention of placing that person(s) in a disparaging role. Harassment is manifested in name calling, jokes or slurs, graffiti, insults, threats, discourteous treatment, and written or physical abuse. Harassment may be subtle or overt.

Hate Group Activity	Representing some of the most destructive forms of human rights-based discrimination in that they promote hatred against identifiable groups of people. Hate groups generally label and disparage people who may include immigrants, people with disabilities, members of racialized, religious or cultural groups, or people who are gay or lesbian.
Hate Propaganda	Ideologies and beliefs transmitted in written, verbal or electronic form in order to create, promote, perpetuate or exacerbate antagonistic, hateful and belligerent attitudes and action or contempt against a specific group or groups of people.
Heterosexism	The belief in the inherent superiority of heterosexuality and thereby its right to dominance. An ideological system and patterns of institutionalized oppression which deny, denigrate and stigmatize any nonheterosexual form of behaviour, identity, relationship or community.
Holocaust	Widespread destruction and loss of life, especially by fire. The term (with a capital "H") specifically refers to the murder of over six million Jews by the Nazis and their collaborators during World War II.
Homophobia	Disparaging or hostile attitude or negative bias towards gay, lesbian, bisexual or transgender person(s). The fear and persecution of queer people, rooted in a desire to maintain the heterosexual social order.
Human Rights	Human rights affirm and protect the right of every individual to live and work without discrimination and harassment. Human Rights policies and legislation attempt to create a climate in which the dignity, worth and rights of all people are respected, regardless of age, ancestry, citizenship, colour, creed (faith), disability, ethnic origin, family status, gender, marital status, place of origin, race, sexual orientation or socio-economic status.
Immigrant	One who moves from his/her native country to another with the intention of settling for the purpose of forging a better life or for better opportunities. This may be for a variety of personal, political, religious, social or economic reasons. The word is sometimes used incorrectly to refer, implicitly or explicitly, to people of colour or with non-dominant ethnicities.
Inclusive Language	The deliberate selection of vocabulary that avoids accidental or implicit exclusion of particular groups and that



avoids the use of false generic terms, usually with reference to gender.

Indian Act	Introduced shortly after confederation, <i>The Indian Act</i> was an amalgamation of pre-confederation colonial legislation that had been updated to meet the needs of the emerging Canadian state to expand and allow European settlement of the west and other regions. This Canadian legislation governs the federal government's legal and political relationship with Aboriginal Peoples across Canada. It has been amended many times. In the late 1800s and the first few decades of the 1900s, it was continually revamped to make it more repressive, thus furthering the Canadian state's goals of assimilation. Since 1945, some of its more draconian elements have been removed to comply with the international human rights law regarding civil and political rights, including opposition to genocide
Individual Racism	The prejudiced individual, direct, or one-to-one action(s) against other individuals because of their group membership and skin colour to deprive them of some right (employment, housing).
Institutional Racism	see <i>Systemic Discrimination</i>
Institutions	Fairly stable social arrangements through which collective actions are taken (e.g. government, business, unions, schools, churches, courts, police).
Integration	The process of amalgamating diverse groups within a single context, usually applied to inter-racial interaction in housing, education, political and socio-economic spheres or activity, or the incorporation of children, defined as disabled, into neighborhood schools and classrooms. People who are integrated still retain their cultural identity, unlike those who are assimilated. Integration is the policy with action that ends segregation. It may be differentiated from desegregation on the basis of interaction as opposed to technical conformity to desegregationist laws and policies.
Intercultural Communication	Information exchange where the sender and receiver are of different cultural, ethnic or linguistic backgrounds.
Internalized Dominance	Incorporation of superiority and dominance, and the social interaction that results
Internalized Oppression	Patterns of mistreatment of racialized groups and acceptance of the negative stereotypes created by the dominant group become established in their cultures and

lock members of racialized groups into roles as victims of oppression.

Intersectionality	The interconnected nature of all forms of oppression (cultural, institutional and social) against particular groups, and the way they are imbedded within existing systems such that they operate in insidious, covert and compounded ways (e.g. gender and colour; religion and race; sexual orientation and race)
Intolerance	Bigotry or narrow mindedness which results in refusal to respect or acknowledge persons of different racial backgrounds.
Inuit	Aboriginal peoples in Northern Canada who live above the tree line in the Northwest Territories, Northern Quebec and Labrador. The word means “People” in the Inuit language - Inuktitut. The Inuit is one of the cultural groups comprising Aboriginal peoples of Canada.
Islamophobia	A term recently coined to refer to expressions of negative stereotypes, bias or acts of hostility towards individual Muslims or followers of Islam in general.
LGBTI	An acronym for Lesbian, Gay, Bisexual, Transgender (Transsexual) and Intersexed people.
Majority	Refers to the group of people within society either largest in number, in a superior social position, or that successfully shapes or controls other groups through social, economic, cultural, political, military or religious power. In most parts of Canada, the term refers to White, English-speaking, Christian, middle to upper-income Canadians.
Marginalization	With reference to race and culture, the experience of persons who do not speak the majority group’s language, cannot find work or gain access to social services and therefore, cannot become full and equal participating members of society. Refers also to the process of being “left out” of or silenced in a social group.
Mediation	The intervention into a dispute or negotiation of an acceptable impartial and neutral third party, who has no authoritative decision-making power, to reach voluntarily and acceptable settlement of issues in dispute. In a race relations context, its aim is to reach a signed agreement setting out specific steps to be taken by each side to restore racial harmony and peaceful relations.
Melting Pot	Term usually used to refer to the American monocultural society in which there is a conscious attempt to assimilate diverse peoples into a homogeneous culture, rather than to

integrate as equals in the society while maintaining various cultural or ethnic identities.

Métis	Originally referred to persons of mixed Indian and French ancestry. Now refers to a person who self-identifies as Métis, is of historic Métis Nation ancestry, and/or is accepted by the Métis Nation through its acceptance process.
Minority Group	<p>Refers to a group of people within a society that is either small in numbers or that has little or no access to social, economic, political or religious power. In Canada, refers to the diverse ethno-racial identities that are not of the dominant white group. In some areas, they are not always in the minority numerically. Minority rights are protected by the Canadian Charter of Rights and Freedoms, The Human Rights Acts and Codes, and the UN Convention on the rights of minorities.</p> <p>The term may imply inferior social position. In common use, <i>Racial or Visible Minority</i> describes people who are not White; <i>Ethnic Minority</i> refers to people whose ancestry is not English or Anglo-Saxon; <i>Linguistic Minority</i> refers to people whose first language is not English (or not French in Quebec).</p>
Multicultural/Multiracial Education:	<p>A broad term which may refer to a set of structured learning activities and curricula designed to create and enhance understanding of and respect for cultural diversity. The term often connotes inclusion of racial, ethnic, religious, linguistic, national, international and political diversity, and is also inclusive of the culture, heritage, history, beliefs and values of the various peoples people within a pluralistic society.</p>
Multiculturalism	<p>Federal policy announced in 1971 and enshrined in law in the <i>Multiculturalism Act</i> of 1988 which acknowledges the unequal access to resources and opportunities of Canadians who are not of the dominant white group, and urges the recognition of their contributions, the preservation of their cultural heritage and the equal treatment of all Canadians.</p> <p>The existence within one society or nation of two or more non-homogeneous but equally recognized ethnic, racial, cultural, linguistic or religious groups. Canadian (federal) and Ontario (provincial) policies on multiculturalism ensure this diversity and equal rights for and recognition of all groups. (Although it can and should include anti-racism, there has been an increasing recognition of the limitations</p>

of this concept because it does not explicitly acknowledge the critical role that racism plays in preventing the achievement of the vision, and also because it may promote a static and limited notion of culture as fragmented and confined to ethnicity).

Native	People born in the place to which reference is being made. This term is somewhat ambiguous because of claims by many people of immigrant ancestry who have been born in North America to be "native" Canadians or Americans. The capitalization of the word is usually what distinguishes its application to Aboriginal peoples from the more general usage.
Network	Refers to a group of people with common interests who share information formally or informally without authority or dominant hierarchy.
Non-Status Indian	An Aboriginal person who is not recognized as "Indian" under <i>The Indian Act</i> . This term does not apply to Inuit or Métis persons as they are not included under <i>The Indian Act</i> .
Oppression:	The unilateral subjugation of one individual or group by a more powerful individual or group, using physical, psychological, social or economic threats or force, and frequently using an explicit ideology to sanction the oppression. Refers also to the injustices suffered by marginalized groups in their everyday interactions with members of the dominant group. The marginalized groups usually lack avenues to express reaction to disrespect, inequality, injustice and lack of response to their situation by individuals and institutions that can make improvements.
Patriarchy	The norms, values, beliefs, structures and systems that grant power, privilege and superiority to men, and thereby marginalize and subordinate women.
People of Colour	A term which applies to all people who are not seen as White by the dominant group, generally used by racialized groups as an alternative to the term <i>visible minority</i> . It emphasizes that skin colour is a key consideration in the "everyday" experiences of their lives. The term is an attempt to describe people with a more positive term than <i>non-White</i> or <i>minority</i> which frames them in the context of the dominant group.
Persons with Disabilities:	Refers to persons who identify themselves as experiencing difficulties in carrying out the activities of daily living or experience disadvantage in employment, and who may

require some accommodation, because of a long term or recurring physical or developmental condition. (see *Disability*)

Pluralism	A state in society where some degree of cultural, linguistic, ethnic, religious or other group distinctiveness is maintained and valued. Pluralism is promoted by policies of multiculturalism and race relations, the Human Rights Codes and the Canadian Charter of Rights and Freedoms.
Power	That which allows one group to name and classify subordinate groups and to subject them to differential treatment.
Prejudice	A state of mind; a set of attitudes held by one person or group about another, tending to cast the other in an inferior light, despite the absence of legitimate or sufficient evidence; means literally to “pre-judge”; considered irrational and very resistant to change, because concrete evidence that contradicts the prejudice is usually dismissed as exceptional. Frequently prejudices are not recognized as false or unsound assumptions or <i>stereotypes</i> , and, through repetition, become accepted as common sense notions. When backed with power, prejudice results in acts of discrimination and oppression against groups or individuals.
Privilege	The experience of freedoms, rights, benefits, advantages, access and/or opportunities afforded members of the dominant group in a society or in a given context, usually unrecognized and taken for granted by members of the <i>majority</i> group, while the same freedoms, rights, benefits, advantages access and/or opportunities are denied to members of the <i>minority</i> or <i>disadvantaged</i> groups.
Queer	Once a negative term to describe those who did not meet societal norms of sexual behaviour, queer is now used by many LGBTI people to describe themselves.
Race	Refers to a group of people of common ancestry, distinguished from others by physical characteristics such as colour of skin, shape of eyes, hair texture or facial features. (This definition refers to the common usage of the term <i>race</i> when dealing with human rights matters. It does not reflect the current scientific debate about the validity of phenotypic descriptions of individuals and groups of individuals). The term is also used to designate social categories into which societies divide people according to such characteristics. Race is often confused with ethnicity. Various types of broad-based groups (e.g. racial, ethnic, religious and regional) are rarely mutually exclusive, and

the degree of discrimination against any one or more varies from place to place, and over time.

Race Relations	The pattern of interaction, in an inter-racial setting, between people who are racially different. In its theoretical and practical usage, the term has also implied harmonious relations, i.e., races getting along. Two key components for positive race relations are the elimination of racial intolerance arising from prejudicial attitudes, and the removal of racial disadvantage arising from the systemic nature of racism.
Racial Minority	A term which applies to all people who are not seen as White by the dominant group including Aboriginal, Black, Chinese, South Asian, South East Asian and other peoples. Sometimes used instead of <i>Visible Minority</i> . The term that many people now prefer is " <i>people of colour</i> " as a more positive term that does not define groups by comparison to the dominant group.
Racial discrimination	According to the International Convention on the Elimination of All Forms of Racial Discrimination (to which Canada is a signatory), racial discrimination is any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin, which nullifies or impairs the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.
Racialization	The process through which groups come to be designated as different, and on that basis subjected to differential and unequal treatment. In the present context, racialized groups include those who may experience differential treatment on the basis of race, ethnicity, language, economics, religion, culture, politics, etc. That is, treated outside the norm and receiving unequal treatment based upon phenotypical features.
Racial Profiling	Any action undertaken for reasons of safety, security or public protection that relies on stereotypes about race, colour, ethnicity, ancestry, religion, or place of origin rather than on reasonable suspicion, to single out an individual for greater scrutiny or differential treatment. Profiling can occur because of a combination of the above factors, and age and/or gender can influence the experience of profiling. (OHRC).
Racism	A mix of prejudice and power leading to domination and exploitation of one group (the dominant or majority group) over another (the non-dominant, minority or racialized group). It asserts that the one group is supreme and

superior while the other is inferior. Racism is any individual action, or institutional practice backed by institutional power, which subordinates people because of their colour or ethnicity.

Racist	Refers to an individual, institution, or organization whose beliefs and/or actions imply (intentionally or unintentionally) that certain races have distinctive negative or inferior characteristics. Also refers to racial discrimination inherent in the policies, practices and procedures of institutions, corporations, and organizations which, though applied to everyone equally and may seem fair, result in exclusion or act as barriers to the advancement of marginalized groups, thereby perpetuating racism.
Racist slurs	Insulting or disparaging statements directed towards a particular racial or ethnic group. <i>Racist incidents</i> express racist assumptions and beliefs through banter, racist jokes, name calling, teasing, discourteous treatment, graffiti, stereotyping, threats, insults, physical violence or genocide.
Segregation	The social, physical, political and economic separation of diverse groups of people, particularly referring to ideological and structural barriers to civil liberties, equal opportunity and participation by minorities within a majority racial, ethnic, religious, linguistic or social group. Segregation may be a mutually voluntary arrangement but more frequently is enforced by the majority group and its institutions.
Sexism	Sexism stems from a set of implicit or explicit beliefs, erroneous assumptions and actions based upon an ideology of inherent superiority of one gender over another and may be evident within organizational or institutional structures or programs, as well as within individual thought or behaviour patterns. Sexism is any act or institutional practice, backed by institutional power which subordinates people because of gender. While, in principle, sexism may be practiced by either gender, most of our societal institutions are still the domain of men and usually the impact of sexism is experienced by women.
Sexual Orientation	is defined as feelings of attraction for the same sex, for the opposite sex or for both sexes, and does not require sexual activity or intimacy.

“Sins of Omission”	In generic terms, the failure to speak out or act, thereby causing harm to individuals or groups by maintaining silence or lack of action. The term may also refer to the omission of minority groups from the media, educational or religious curricular materials and from cultural and political foci. The effects of “sins of omission” may be similar to the actual commission of blatantly hostile acts or even covert racist or sexist acts.
Social Justice	A concept premised upon the belief that each individual and group within society is to be given equal opportunity, fairness, civil liberties and participation in the social, educational, economic, institutional and moral freedoms and responsibilities valued by the society.
Status Indian	An Aboriginal person who is designated an “Indian” by the <i>Indian Act</i> , determining who can or cannot receive various rights or benefits conferred by the Act.
Stereotype	A fixed mental picture or image of a group of people, ascribing the same characteristic(s) to all members of the group, regardless of their individual differences. An over-generalization, in which the information or experience on which the image is based may be true for some of the individual group members, but not for all members. Stereotyping may be based upon misconceptions, incomplete information and/or false generalizations about race, age, ethnic, linguistic, geographical or natural groups, religions, social, marital or family status, physical, developmental or mental attributes, gender or sexual orientation.
Systemic Discrimination	The institutionalization of discrimination through policies and practices which may appear neutral on the surface but which have an exclusionary impact on particular groups, such that various minority groups are discriminated against, intentionally or unintentionally. This occurs in institutions and organizations where the policies, practices and procedures (e.g. employment systems - job requirements, hiring practices, promotion procedures, etc.) exclude and/or act as barriers to racialized groups. Systemic discrimination also is the result of some government laws and regulations.
Tolerance	Usually meant as a liberal attitude toward those whose race, religion, nationality, etc. is different from one’s own. Since it has the connotation of ‘put up with’, today the term <i>acceptance</i> is preferred. That is, through anti-racism and equity work we aim to counter intolerance, but to achieve acceptance for all.



Visible Minority	Term used to describe non-dominant groups who are not White. Although it is a legal term widely used in human rights legislation and various policies, currently the terms <i>racialized minority</i> or <i>people of colour</i> are preferred by people labelled by others to be 'visible minorities'.
White	A social colour. The term is used to refer to people belonging to the dominant group in Canada. It is recognized that there are many different people who are "White" but who face discrimination because of their class, gender, ethnicity, religion, age, language, or geographical origin. Grouping these people as "White" is not to deny the very real forms of discrimination that people of certain ancestry, such as Italian, Portuguese, Jewish, Armenian, Greek, etc., face because of these factors.
Xenophobia	An unreasonable fear or hatred of foreigners or strangers, their cultures and their customs.

## Glossary Adapted From the Following Sources

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