

EQUITY AND INCLUSION TERMS

Action plan: A documented response developed to assess, reduce, or remove the cause and prevent the re-occurrence of a potential employment barrier caused by systemic racism.

Anti-Black racism: The policies and practices rooted in Canadian institutions, such as education, healthcare, and justice, which mirror and reinforce beliefs, attitudes, prejudice, stereotyping, and/or discrimination towards people of African, Black, and Caribbean descent.

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.

Anti-oppression: An anti-oppression approach recognizes the power imbalance within society that attributes benefits to some groups and excludes others. This approach seeks to develop strategies to create an environment free from oppression, racism, and other forms of discrimination. It acknowledges the intersections of identity and diversity including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, and disability, and aims to promote equity between the various identities.

Anti-racism: An anti-racism approach is a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism, including systemic racism, and actively seeks to identify, prevent, reduce, and remove the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities.

Black people: People with African ancestry and who are racialized as Black, regardless of their cultural identity or where they were born (such as, but not limited to, Africa, Canada, Caribbean, South America).

Black, Indigenous, Person of Colour (BIPOC or BIPoC): This phrase/acronym acknowledges that Black and Indigenous peoples have experienced and continue to experience systems of oppression unique to the oppression that non-Black and nonindigenous people of colour (PoC) face.

Culturally inclusive organizations: Organizations that incorporate culturally and linguistically appropriate standards in engagement, initiatives, processes, and strategies. And who work to be transparent, person centered, and integrates anti-oppression strategies.

Discrimination: The denial of equal treatment, civil liberties, and opportunity to individuals or groups with respect to education, accommodation, healthcare, 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.

Differential treatment 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.

Disparities: The lack of equality or similarity, especially in a way that is not fair.

Diversity: The range of visible and invisible qualities, experiences, and identities that shape who we are, how we think, how we engage with and how we are perceived by the world. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical or mental abilities, religious or spiritual beliefs, or political ideologies. They can also include differences such as personality, style, capabilities, and thought or perspectives.

Indigenous peoples: Indigenous people identify as being descended from the Original Peoples of what is currently known as Canada. In this context, Indigenous peoples include people who may identify as First Nations (status and non-status), Métis, and/or Inuit and any related identities.

Intersectionality: A framework that acknowledges the ways in which people's lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group, such as by creating additional barriers or opportunities. In the context of race, this means recognizing the ways in which people's experiences of racism or privilege, including within any one racialized group, may differ and vary depending on the individual's or group's overlapping (or "intersecting") social identities, such as ethnicity, Indigenous identification, experiences with colonialism, religion, gender, citizenship, socio-economic status or sexual orientation.

Latinx: A gender-neutral term or non-binary alternative to "Latino" or "Latina" that refers to a person of Latin American origin or descent.

Microaggression: Brief and common daily verbal, behavioural, or environmental indignities, comment or action that subtly and often intentionally or unintentionally expresses a hostile, derogatory, or negative slights and insults toward a member of a marginalized group (such as BIPOC, LGBTQ2S+, disability), also referred to as casual and everyday racism.

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."

Power: Access to privileges such as information, knowledge, connections, experience and expertise, resources, and decision-making that enhance a person's chances of getting what they need to live a comfortable, safe, productive, and profitable life.

Privilege: Unearned power, benefits, advantages, access, and opportunities that exist for members of the dominant group(s) in society. Can also refer to the relative privilege of one

group compared to another. See Peggy McIntosh's article and tool "White Privilege: Unpacking the Invisible Knapsack."

Race: A term used to classify people into groups based principally on physical traits (phenotype), such as skin colour or other apparent differences perceived as "inherent" or "unchanging." For example, a social group's culture or religion may sometimes be treated as unchanging and inherent. Racial categories are not based on science or biology but on differences that society has created (i.e. "socially constructed"), with significant consequences for people's lives. Racial categories may vary over time and place, and can overlap with ethnic, cultural or religious groupings.

Racial equity: The systemic fair treatment of all people resulting in equitable opportunities and outcomes for everyone. It contrasts with formal equality where people are treated the same without regard for racial differences.

Racial equity is a process (such as meaningfully engaging with Black, Indigenous and people of colour regarding policies, directives, practices and procedures that affect them) and an outcome (such as equitable representation of Black, Indigenous and people of colour at all levels of the organization).

Racial profiling: Any action that relies on stereotypes about race, colour, ethnicity, ancestry, religion or place of origin, or a combination of these, rather than on a reasonable suspicion to single out a person for greater scrutiny or different treatment.

Racialization: The process by which societies construct races as real, different, and unequal in ways that matter and affect economic, political, and social life.

Racialized people: People who may have racial meanings attributed to them as a group in ways that negatively impact their work and social life. This includes, but is not necessarily limited to, people classified as "visible minority" under the Canadian census and may include people impacted by antisemitism and Islamophobia.

Structural racism: A system in which public policies, institutional practices, cultural representations, and other norms work in ways to reinforce and perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed white privilege and disadvantages associated with "colour" to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice; instead, it has been a feature of the social, economic, and political systems in which we all exist.

Systemic anti-Indigenous racism: Is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-

Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people.

Systemic racism: Organizational culture, policies, directives, practices, or procedures that exclude, displace, or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.