

**Appendix 1: Glossary**

*This glossary is not meant to be exhaustive, and it would be beneficial to note that language is constantly, though minutely, morphing.*

<b>TERM</b>	<b>DEFINITION</b>
<b>Accountability</b>	In the context of racial equity work, accountability refers to the ways in which individuals and communities hold themselves to their goals and actions and acknowledge the values and groups to which they are responsible.
<b>Ableism</b>	Discrimination against persons with mental, emotional, and/or physical disabilities; social structures that favor able-bodied individuals.
<b>Ability</b>	Power or capacity to do or act physically, mentally, legally, morally, financially, etc.
<b>Accessibility</b>	A general term for the degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities. The term implies conscious planning, design and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children.
<b>Acculturation</b>	A process in which members of one cultural group adopt the beliefs, patterns, and behaviors of another group. Acculturation (n.) The process of learning and incorporating the language, values, beliefs, and behaviors that make up a distinct culture. This concept is not to be confused with assimilation, where an individual, family, or group may give up certain aspects of its culture in order to adapt to that of their new host country.
<b>Adverse impact</b>	Having a harmful result. Sometimes treating everyone the same will have a negative effect on some people.
<b>Advocate</b>	A person who argues for or supports a cause or policy.
<b>Affirmative action</b>	Proactive policies and procedures for remedying the effect of past discrimination and ensuring the implementation of equal employment and educational opportunities, for recruiting, hiring, training and promoting women, minorities, people with disabilities and veterans in compliance with the federal requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP).
<b>Ageism</b>	Prejudice or discrimination based on a person's age.
<b>Ally</b>	Describes someone who supports a group other than one's own (in terms of racial identity, gender, faith identity, sexual orientation, etc.) Allies acknowledge disadvantage and oppression of other groups than their own; take risks and supportive action on their behalf; commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.

<b>Androgynous</b>	<ol style="list-style-type: none"> <li>1. A person whose biological sex is not readily apparent, whether intentionally or unintentionally. The individual may reflect an appearance that is both masculine and feminine, or who appears to be neither or both a boy and a girl.</li> <li>2. A person whose identity is between the two traditional genders.</li> <li>3. A person who rejects gender roles entirely.</li> </ol>
<b>Anglo or Anglo-Saxon</b>	Of or related to the descendants of Germanic peoples (Angles, Saxons, and Jutes) who reigned in Britain until the Norman conquest in 1066. Often refers to white English-speaking persons of European descent in England or North America, not of Hispanic or French origin.
<b>Anti-Racism</b>	Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.
<b>Anti-Racist</b>	A person who identifies and challenges the values, structures and behaviors that perpetuate systemic racism.
<b>Anti-Semitism</b>	Hatred, discrimination, hostility, or oppression of or against Jewish people as a group or individuals.
<b>Arab</b>	Relating to the cultures or people that have ethnic roots in the following Arabic- speaking lands: Algeria, Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Sudan, Syria, Tunisia, the United Arab Emirates, and Yemen. "Arab" is not synonymous with "Muslim." Arabs practice many religions, including Islam, Christianity, Judaism, and others.
<b>Asexual</b>	Having no evident sex. In usage, may refer to a person who is not sexually active, or not sexually attracted to other people.
<b>Asian-American</b>	Of or related to Asian Americans. The U.S. Census Bureau defines "Asian" as "people having origins in any of the original peoples of Asia or the Indian subcontinent". It includes people who indicated their race or races as 'Asian,' 'Indian,' 'Chinese,' 'Filipino,' 'Korean,' 'Japanese,' 'Vietnamese,' or 'Other Asian.' Asian Americans are approximately 3.6 percent of the total U.S. population, and 4.2% including persons of mixed race.
<b>Assimilation</b>	The process by which one group takes on the cultural and other traits of a larger group; usually refers to the forced acculturation of a marginalized group by the dominant or White group.
<b>Assimilationist</b>	One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group.
<b>Audism</b>	The notion that a person is superior based on their ability to hear or to act like a person who hears.

<b>Barrier</b>	Anything that prevents a person from fully taking part in all aspects of society, including physical, architectural, information or communications, attitudinal, economic and technological barriers, as well as policies or practices.
<b>Bias</b>	Prejudice; an inclination or preference, especially one that interferes with impartial judgement.
<b>Bias Incident</b>	A discriminatory or hurtful act that appears to be motivated or is perceived by the victim to be motivated all or in part by race, ethnicity, color, religion, age, national origin, sex, disability, gender identity or sexual orientation. To be considered an incident, the act is not required to be a crime under any federal, state or local statutes.
<b>Bicultural</b>	Of or related to an individual who possesses the languages, values, beliefs, and behaviors of two distinct racial or ethnic groups.
<b>Bigender/Dual Gender</b>	A person who possesses and expresses a distinctly masculine persona and a distinctly feminine persona and is comfortable in and enjoys presenting in both gender roles.
<b>Bigotry</b>	Intolerant prejudice that glorifies one's own group and denigrates members of other groups.
<b>Biracial</b>	A person whose ancestry includes members of two racial groups.
<b>Birth Assigned Sex</b>	The designation that refers to a person's biological, morphological, hormonal, and genetic composition. The biological classification of people as male and/or female. A doctor usually assigns sex at birth, by visually assessing external anatomy. Sex terms are "male," "female" and "intersex."
<b>Bisexual</b>	A person who is attracted to members of both the male and female sex.
<b>Black (African-American)</b>	A social construct referring to people who have dark skin color and/or other related racialized characteristics. The term has become less of an indicator of skin color and more of racialized characteristics. Diverse societies apply different criteria to determine who is Black.
<b>Categorization</b>	The natural cognitive process of grouping and labeling people and other things based on their perceived similarities. Categorization becomes problematic when the groupings become oversimplified and rigid, thereby stereotyping people.
<b>Caucus (Affinity Groups)</b>	White people and people of color each have work to do separately and together. Caucuses provide spaces for people to work within their own racial/ethnic groups. For white people, a caucus provides time and space to work explicitly and intentionally on understanding white culture and white privilege, and to increase one's critical analysis around these concepts. A white caucus also puts the onus on white people to teach each other about these ideas, rather than relying on people of color to teach them (as often occurs in integrated spaces). For people of color, a caucus is a place to work with their peers on their experiences of internalized racism, for healing and to work on liberation.

<b>CIS/Cisgender</b>	Referring or relating to people whose sense of personal identity and gender corresponds with their birth sex. Often referred to as a cis-male or cis-female.
<b>Classicism</b>	Prejudicial thoughts and discriminatory actions based on difference in socio- economic status and income, usually referred to as class. Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. The systematic assignment of characteristics of worth and ability based on social class. “Classism” can also be expressed through the use of public policies and institutional practices that prevent people from breaking out of poverty rather than ensuring equitable economic, social and educational opportunity.
<b>Coalition</b>	A collection of different people or groups, working toward a common goal.
<b>Color Blind(ness)</b>	The belief that everyone should be treated “equally” without respect to societal, economic, historical, racial or other differences. No differences are seen or acknowledged.
<b>Communities of Color</b>	A term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism.
<b>Covert Racism</b>	Expresses racist ideas, attitudes or beliefs in subtle, hidden or secret forms. Often unchallenged, this type of racism doesn't appear to be racist because it is indirect behavior.
<b>Cultural Appropriation</b>	Theft of cultural elements for one’s own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant culture’s right to take other cultural elements.
<b>Cultural Assimilation</b>	An individual, family, or group gives up certain aspects of its culture in order to adapt to the dominant culture.
<b>Cultural Competence</b>	An ability to interact effectively with people of different cultures. Cultural competence has four components: <ol style="list-style-type: none"> <li>1. Awareness of one's own cultural worldview</li> <li>2. Attitude towards cultural differences</li> <li>3. Knowledge of different cultural practices and worldviews</li> <li>4. Cross-cultural skills (developing cultural competence results in an ability to understand, communicate with and effectively interact with people across cultures. Cultural competence is a developmental process that evolves over an extended period.</li> </ol>
<b>Cultural Pluralism</b>	Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages and convictions. It is a commitment to deal cooperatively with common concerns. It strives to create the conditions of harmony and respect within a culturally diverse society.

<b>Cultural Racism</b>	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. All of these cultural norms and values in the U.S. have explicitly or implicitly racialized ideals and assumptions (for example, what “nude” means as a color, which facial features and body types are considered beautiful, which child-rearing practices are considered appropriate.)
<b>Culture</b>	A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.
<b>Custom</b>	A traditional practice. For example, band councils chosen “by custom” are elected or selected by traditional means, rather than by election rules contained in the Indian Act.
<b>Dialogue</b>	Communication that creates and recreates multiple understandings” (Wink, 1997); it is bidirectional, not zero-sum and may or may not end in agreement. It can be emotional and uncomfortable, but is safe, respectful and has greater understanding as its goal.
<b>Diaspora</b>	The dispersion of a group of people who live outside their homeland due to an historical event that caused them to flee or which forcibly removed them from their homelands into new regions. These are people who live outside their natal (or imagined natal) territories and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt, and the cultures they produce.
<b>Dimensions of Diversity</b>	The unique personal characteristics that distinguish us as individuals and groups. These include but are not limited to: age, sex, gender, race, ethnicity, physical and intellectual ability, class, creed, religion, sexual orientation, educational background and expertise.
<b>Disability</b>	There are two common ways of looking at what disability is. One way is to see a disability as a medical condition that a person has. From this perspective, disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental, cognitive and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities and other conditions. A newer way of looking at disability is that it is not something a person has. A person with a medical condition is not necessarily prevented (or disabled) from fully taking part in society. If society is designed to be accessible and include everyone, then people with medical conditions often don’t have a problem taking part. From this point of view, disability is a problem that occurs

	when a person's environment is not designed to suit their abilities.
<b>Discrimination</b>	<p>1) The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.</p> <p>2) [In the United States] the law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.</p>
<b>Disparity</b>	Disparity is the condition of being unequal, and a disparity is a noticeable difference. Disparity usually refers to a difference that is unfair: economic disparities exist among ethnic groups, there is a disparity between what men and women earn in the same job.
<b>Diversity</b>	Diversity describes the myriad of ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.
<b>Domestic Partner</b>	Refers to either member of an unmarried, cohabiting, and especially homosexual, couple who seeks employment benefits which are usually only available to spouses.
<b>Dominant Culture</b>	The cultural values, beliefs, practices, language and traditions that are assumed to be the most common, accepted, and influential within a given society.
<b>Equal Opportunity</b>	Aims to ensure that all people have equal access, free of barriers, equal participation and equal benefit from whatever an organization has to offer. Note that equal opportunity extends beyond employment.
<b>Equality</b>	Evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access that may or may not result in equitable outcomes.
<b>Equity</b>	Equity ensures that individuals are provided the resources they need to have access to, the same opportunities as the general population. Equity represents impartiality, i.e. the distribution is made in such a way to even opportunities for all the people. Conversely equality indicates uniformity, where everything is evenly distributed among people.

<b>Ethnicity/Ethnic Group</b>	<p>A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, cultural heritage, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.</p> <p>Examples of different ethnic groups are: Cape Verdean, Haitian, African American (black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (white).</p>
<b>ESL</b>	<p>(E)nglish as a (S)econd (L)anguage. A term used to describe language learning programs in the United States for individuals for whom English is not their first or native language.</p>
<b>Ethnocentrism</b>	<p>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.</p> <p>Ethnocentrism favors one ethnic group's cultural norms and excludes the realities and experiences of other ethnic groups.</p>
<b>Exclusion</b>	<p>Denying access to a place, group, privilege, etc.</p>
<b>F to M/FTM/F2M</b>	<p>The abbreviation for female to male used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.</p>
<b>Feminism</b>	<p>Theory and practice that advocates for educational and occupational equity between men and women; undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women's contributions to society.</p>
<b>First Nations People (American Indian)</b>	<p>This term became common use in the 1970s to replace the word "Indian." Although the term First Nation is widely used, no legal definition exists. The term has also been adopted to replace the word "Band" in the naming of communities. Many people today prefer to be called "First Nations" or "First Nations People" instead of "Indians." Generally, "First Nations People" is used to describe both Status and Non- Status Indians. The term is rarely used as a synonym for "Aboriginal Peoples" because it usually does not include Inuit or Métis people.</p>
<b>Gay</b>	<p>People of the same sex who are attracted sexually and emotionally to each other. More commonly utilized to describe male attraction to other males.</p>
<b>Gender</b>	<p>Gender is the socially constructed roles, behaviors, activities, and attributes that society considers "appropriate" for men and women. It is separate from 'sex', which is the biological classification of male or female based on physiological and biological features. A person's gender may not necessarily correspond to their birth assigned sex or be limited to the gender binary (woman/man).</p>
<b>Gender Bending</b>	<p>Dressing or behaving in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing, jewelry, or mannerisms.</p>

<b>Gender Identity</b>	Refers to all people's internal, deeply felt sense of being a man, woman, both, in between, or outside of the gender binary, which may or may not correspond with sex assigned at birth. Because Gender identity is internal and personally defined, it is not visible to others, which differentiates it from gender expression.
<b>Gender Expression</b>	An individual's outward and external gendered appearance. This may include hair styles, clothes, accessories, and mannerisms. Gender expression may also include gender roles which are also defined by an individual's culture/society.
<b>Handicap</b>	See Disability
<b>Harassment</b>	Engaging in a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome.
<b>Hate Activity</b>	Actions taken by a group motivated by bias, prejudice or hate based on race, ancestry, national or ethnic origin, language, color, religion, sex, age, mental or physical disability, marital status, family status, sexual orientation or any other similar factor. Examples are: hate crime, hate propaganda, advocating genocide, telephone/electronic communication promoting hate, and publicly displaying hate in notices, signs, symbols and emblems.
<b>Hazing</b>	Verbal and physical testing, often of newcomers into a society or group, that may range from practical joking to tests of physical and mental endurance.
<b>Health Equity</b>	Attainment of the highest level of health for all people. Efforts to ensure that all people have full and equal access to opportunities that enable them to lead healthy lives.
<b>Heterosexism</b>	The assumption that heterosexuality is superior and preferable, and is the only right, normal or moral expression of sexuality. This definition is often used when looking at discrimination against gay, lesbian or bisexual people that is less overt, and which may be unintentional and unrecognized by the person or organization responsible.
<b>Heterosexual</b>	A person who has emotional, physical, spiritual and sexual attraction to persons of the opposite sex.
<b>Homophobia</b>	The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be gay, lesbian, bisexual and/or transgender.
<b>Homosexual</b>	A person who has emotional, physical, spiritual and sexual attraction to persons of the "same sex." Many people reject the term homosexual because of its history as a term denoting mental illness and abnormality - the terms Gay or Lesbian are preferred.
<b>Human Rights</b>	The basic rights and freedoms to which all humans are entitled, often held to include the right to life and liberty, freedom of thought and expression, and equality before the law.



<b>Identity Group</b>	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.
<b>Impairment</b>	A physical, sensory, intellectual, learning or medical condition, including mental illness, that limits functioning and/or requires accommodation. Impairment may be apparent to others or hidden, inherited, self-inflicted or acquired, and may exist alone or in combination with other impairments. Impairment can affect anyone (whatever their gender, sex, race, culture, age, religion, creed, etc.).
<b>Implicit Bias</b>	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.
<b>Inclusion/ Inclusiveness</b>	The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those having physical or intellectual disabilities or belonging to other minority groups.
<b>Indigenous</b>	Generally used in the international context, refers to peoples who are original to a particular land or territory. This term is very similar to “Aboriginal” and has a positive connotation.
<b>Individual Racism</b>	<p>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.</p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Telling a racist joke, using a racial epithet, or believing in the inherent superiority of whites over other groups;</li> <li>• Avoiding people of color 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”)</li> <li>• Accepting things as they are (a form of collusion)</li> </ul>
<b>In-group Bias</b>	The tendency for groups to “favor” themselves by rewarding group members economically, socially, psychologically and emotionally in order to uplift one group over another.

<b>Institutional Racism</b>	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.
<b>Intent vs Impact</b>	This distinction is an integral part of inclusive environments; intent is what a person meant to do, and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was received is the focus, not necessarily what was intended.
<b>Internalized Oppression</b>	A process by which people come to accept and internalize the inaccurate myths and stereotypes they may have been exposed to.
<b>Internalized Racism</b>	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. In the U.S. this generally involves reinforcement of white supremacy. Internalized racism involves four essential and interconnected elements: Decision- making — Due to racism, people of color may not have total control over the decisions that affect daily life and resources. As a result, on a personal level, some people of color may (consciously or unconsciously) think white people know more about what needs to be done for their community than they do. On an interpersonal level, communities of color may not support each other's authority and power — especially if it is in opposition to the dominating racial group. Structurally, there is a system in place that rewards people of color who support white supremacy and power and coerces or punishes those who do not. Resources — Resources, broadly defined (e.g., money, time, etc.), are unequally in the hands and under the control of white people. Internalized racism is the system in place that makes it difficult for people of color to get access to resources for their communities and to control the resources of their community. Standards — People of color may accept standards for what is appropriate or "normal" that are Eurocentric. They may have difficulty naming, communicating, and living up to their deepest standards and values, and holding themselves and each other accountable to them. Naming the problem — There is a system in place that misnames the problem of racism and its effects as problems of or caused by people of color. As a result of internalized racism, people of color might, for example, believe they are more violent than white people instead of recognizing the role of state-sanctioned political violence and institutional racism.
<b>Interpersonal Racism</b>	Interpersonal racism occurs between individuals. When private beliefs are put in interaction with others, racism resides in the interpersonal realm. Examples: public expressions of racial prejudice, hate, bias and bigotry between individuals (2nd Definition) These are biases that occur when individuals interact with others and their private racial beliefs affect their public interactions.

<b>Intersectionality</b>	<p>The idea that various biological, social, and cultural categories-- including gender, race, class, ethnicity and social categories-- interact and contribute towards systematic social inequality. This concept recognizes that individuals:</p> <ol style="list-style-type: none"> <li>1) belong to more than one social category simultaneously and</li> <li>2) may experience either privileges or disadvantages on that basis depending on circumstances and relationships.</li> </ol> <p>Exposing [one's] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. For example, a Black woman in America does not experience gender inequalities in exactly the same way as a white woman, nor is her racial oppression identical to that experienced by a Black man. Each intersection produces a qualitatively distinct life.</p>
<b>Intersex</b>	<p>The term “intersex” refers to atypical internal and/or external anatomical sexual characteristics, where features usually regarded as male or female may be mixed to some degree — such as a person with both ovarian and testicular tissues. Other intersex people have a combination of chromosomes that are different than XY (usually associated with male) and XX (usually associated with female). And some people are born with external genitals that fall into the typical male/female categories, but their internal organs or hormones don't. This is a naturally occurring variation in humans and not a medical condition and is distinct from transsexuality.</p>
<b>Inuit</b>	<p>The Aboriginal Peoples of Arctic Canada who live primarily in Nunavut, the Northwest Territories and northern parts of Labrador and Québec. The word Inuit means “people” in the Inuit language – Inuktitut. The singular of Inuit is Inuk. Their traditional languages, customs and cultures are distinctly different from those of the First Nations and Métis.</p>
<b>"-isms"</b>	<p>A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group: race (racism), gender (sexism), economic status (classism), age (ageism), religion, sexual orientation, language, etc.</p>
<b>Latino/a</b>	<p>Individual living in the United States originating from, or having a heritage relating to Latin America. People who classified themselves as Spanish, Hispanic, or Latino categories, which also included the subgroups Mexican, Mexican American, Chicano, Puerto Rican or Cuban. Chicano is a term that describes someone of Mexican- American descent, in other words, those who are beyond first generation.</p>
<b>Lesbian</b>	<p>A woman who has emotional, physical, spiritual and/or sexual attraction to other women.</p>

<b>LGBT/LGBTQIA/LGBTALGBTIQQ, etc.</b>	LGBTQ: This acronym is an umbrella term used to describe lesbian, gay, bisexual, trans, and queer or questioning people. Another common acronym used is LGBTQIA, which encompasses intersex and asexual identities, although there doesn't seem to be consensus within the intersex or asexual communities about wanting to be included in or directly linked to the LGBTQ community. An acronym that also encompasses the diversity within the Trans and Queer community is LGBTTIQQ2A – Lesbian, Gay, Bisexual, Transgender, Transsexual, Intersex, Queer, Questioning, 2-spirited and Allies.
<b>M to F/MTF/M2F</b>	An abbreviation for Male to Female, used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.
<b>Marginalized/Marginalization</b>	The process by which minority groups/cultures are excluded, ignored or relegated to the outer edge of a group/society/community.
<b>Microaggression</b>	Everyday insults, indignities, jokes, images, offhand comments and demeaning messages sent to historically marginalized groups by well-intentioned members of the majority group who are unaware of the hidden messages being sent.
<b>Model Minority</b>	Refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of success than the population average and who are assumed by the dominant group to be a model of assimilation for other marginalized groups. This success is typically measured in income, education, and related factors such as low crime rate and high family stability.
<b>Movement Building</b>	Movement building is the effort of social change agents to engage power holders and the broader society in addressing a systemic problem or injustice while promoting an alternative vision or solution. Movement building requires a range of intersecting approaches through a set of distinct stages over a long-term period of time. Through movement building, organizers can <ul style="list-style-type: none"> <li>• Propose solutions to the root causes of social problems;</li> <li>• Enable people to exercise their collective power;</li> <li>• Humanize groups that have been denied basic human rights and improve conditions for the groups affected;</li> <li>• Create structural change by building something larger than a particular organization or campaign; and</li> <li>• Promote visions and values for society based on fairness, justice and democracy.</li> </ul>
<b>Multicultural</b>	Of or pertaining to more than one culture.
<b>Multicultural Competency</b>	A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.
<b>Multiculturalism</b>	The practice of acknowledging and respecting the various cultures, religions, languages, social equity, races, ethnicities, attitudes, and opinions within an environment. The theory and practice promote peaceful coexistence of all identities and people
<b>Multiethnic</b>	An individual that comes from more than one ethnicity.

<b>Multiplicity</b>	The quality of having multiple, simultaneous social identities; e.g., being male and Buddhist and working class.
<b>Multiracial</b>	A person whose heritage includes members of multiple racial groups.
<b>Norm</b>	An ideal standard binding upon the members of a group and serving to guide, control, or regulate power and acceptable behavior.
<b>Oppression</b>	The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society. Oppression also signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.
<b>Other</b>	“Not one of us”
<b>Pacific Islander</b>	The term "Pacific Islander" refers to persons whose origins are of the following nations: Polynesian, Melanesia, Micronesia, or any of the Pacific Islands.
<b>Pansexual</b>	(Also referred to as omnisexual or polysexual) a term reflective of those who feel they are sexually, emotionally, and spiritually capable of falling in love with all genders.
<b>Pay equity</b>	The principle of equal pay for work of equal value. For example, the requirement to pay males and females within the same organization the same salary for work that is judged to be of equal value.
<b>Person/People of Color</b>	Used primarily in the United States to describe any person who is not white; the term is meant to be inclusive among non-white groups, emphasizing common experiences of racism. (This definition parallels the Communities of Color definition.)
<b>Personal Identity</b>	Our identities as individuals-including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.
<b>Polyamory</b>	The practice or acceptance of having more than one intimate relationship at a time with the consent of all involved.
<b>Power</b>	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.
<b>Prejudice</b>	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.
<b>Privilege</b>	Unearned social power (set of advantages, entitlements, and benefits) accorded by the formal and informal institutions of society to the members of a dominant group (e.g., white/Caucasian people with respect to people of color, men with respect to women, heterosexuals with respect to homosexuals, adults with respect to children, and rich people with respect to poor people). Privilege tends to be invisible to those who possess it, because its absence (lack of privilege) is what calls attention to it. In other words, men are less likely to notice/acknowledge a difference in advantage because they do not live the life of a woman; white

	<p>people are less likely to notice/acknowledge racism because they do not live the life of a person of color; straight people are less likely to notice/acknowledge heterosexism because they do not live the life of a gay/lesbian/bisexual person.</p>
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Queer	<p>Queer is a multi-faceted word that is used in different ways and means different things to different people. It can refer to any combination of gender identity and sexual orientation. Reclaimed from its earlier negative use, the term is valued by some for its defiance, by some because it can be inclusive of the entire community, and by others who find it to be an appropriate term to describe their more fluid identities. Here are some ways that queer is used today:</p> <p>** Due to its varying meanings, this word should only be used when self-identifying or quoting someone who self-identifies as queer (i.e. “My cousin identifies as queer.”) 1) Queer (adj.): attracted to people of many genders. Although dominant culture tends to dictate that there are only two genders, gender is actually far more complex. Queer can be a label claimed by a person who is attracted to men, women, genderqueer people, and/or other gender nonconforming people. 2) Queer (adj.): not fitting cultural norms around sexuality and/or gender identity/expression. Similarly, to the above, queer can be a label claimed by a person who feels that they personally don’t fit into dominant norms, due to their own gender identity/expression, their sexual practices, their relationship style, etc. 3) Queer (adj.): non-heterosexual. Queer is sometimes used as an umbrella term to refer to all people with non-heterosexual sexual orientations or all people who are marginalized on the basis of sexual orientation. 4) Queer (adj.): transgressive, revolutionary, anti-assimilation, challenging of the status quo. Many people claim the label queer as a badge of honor that has a radical, political edge. 5) Queer (n.): an epithet or slur for someone perceived to be gay or lesbian. Queer is still sometimes used as a derogatory term and is disliked by some within the LGBT community.</p>
Questioning	Refers to an individual who is uncertain of her/his sexual orientation, gender or identity.
Race	A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. Racial categories subsume {include} ethnic groups.
Racial and Ethnic Identity	An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe themselves based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.
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.
Racial Justice	The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Racial Profiling	Any action that relies on stereotypes about race, color, 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.
Racism	A belief that one group is superior or inferior to others. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values and stereotypical beliefs. In some cases, people don't even realize they have these beliefs. Instead, they are assumptions that have evolved over time and have become part of systems and institutions.
Racist	One who is supporting a racist policy through their actions or interaction or expressing a racist idea.
Redlining	Illegal discriminatory practice in which a mortgage lender denies loans or an insurance provider restricts services to certain areas of a community, often because of the racial characteristics of the applicant's neighborhood. Redlining practices also include unfair and abusive loan terms for borrowers, outright deception, and penalties for prepaying loans....In 1968 the Federal Fair Housing Act forbade discrimination against minorities by real estate brokers, property owners, and landlords. The Home Mortgage Disclosure Act (HMDA) of 1975 required lending institutions to report public loan data, while the Community Reinvestment Act of 1977 was intended to encourage banks and other financial institutions to help meet the credit needs of the communities in which they operate.
Religion	A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized institution.
Reparations	States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.
Respect	A feeling or understanding that someone or something is important, valued, and should be treated in a dignified way.
Reverse Racism	Perceived discrimination against a dominant group or political majority. Commonly used by opponents to affirmative action who believe that these policies are causing members of traditionally dominant groups to be discriminated against.
Safe Space	A place where anyone can relax and fully express, without fear of being made to feel uncomfortable, unwelcome, or unsafe on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, religious affiliation, age, or physical or mental ability.



Saliency	The quality of a group identity of which an individual is more conscious, and which plays a larger role in that individual's day-to-day life; for example, a man's awareness of his "maleness" in an elevator with only women.
Scientific Racism	The use of scientific techniques, theories, and hypotheses to sanction the belief of racial superiority, inferiority, or racism. Examples include Tuskegee Syphilis Trial, the stem cells of Henrietta Lacks, Indigenous Races of the Earth, etc.
Sex	The biological classification of male or female based on physiological and biological features. A person's sex may differ from their gender identity.
Sexism	Prejudiced thoughts and discriminatory actions based on difference in sex/gender, typically against women.
Sexual Orientation	Refers to the sex(es) or gender(s) to whom a person is emotionally, physically, sexually, and/or romantically attracted. Examples of sexual orientation include gay, lesbian, bisexual, heterosexual, asexual, pansexual, queer, etc.
Social Construct	An idea that appears to be natural and obvious to people who accept it but may or may not represent reality.
Social Justice	To take action as an advocate for a just society where all people have a right to fair and equitable treatment, support, and resources.
Social 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.
Stakeholder	An individual or institution with something to gain or lose from a project or process. They are often placed into three broad categories - 1) key stakeholder defined as people, groups, or institutions who can significantly influence or are particularly important to the success of an activity, 2) primary stakeholder defined as people or groups who are directly impacted by an activity, and 3) secondary stakeholder defined as all other people who have a stake or interest in the proposed activity or are indirectly impacted by it.
Stereotype	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.
Stonewall Riots	A disturbance that grew out of a police raid on the Stonewall Inn, a popular hang-out for <a href="#">gays</a> in <a href="#">Manhattan's Greenwich Village</a> in 1969. Such raids had long been routine, but this one provoked a riot as the crowd fought back. The riot led to the formation of the Gay Liberation Front and to a new level of solidarity among homosexuals.

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.
Tolerance	Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.
Transphobia	The fear or hatred of persons perceived to be transgender and/or transsexual.
Transgender	An umbrella term for people whose gender identity and/or gender expression differs from their assigned sex at birth (i.e. the sex listed on their birth certificates). Transgender people may or may not choose to alter their bodies through the use of hormones and/or gender affirmation surgery. Transgender people may identify with any sexual orientation, and their sexual orientation may or may not change before, during, or after transition. Use "transgender," not "transgendered."
Transition	The process that people go through as they change their gender expression and/or physical appearance (e.g. through hormones and/or surgery) to align with their gender identity. A transition may occur over a period of time and may involve coming out to family, friends, coworkers, and others; changing one's name and/or sex designation on legal documents; and/or medical intervention. Some people find the term "transition" offensive and prefer terms such as "gender affirmation." It is best to ask individuals which terms they prefer.
Transsexual	People who are identified at birth as one sex but who identify themselves differently. They may seek or undergo one or more medical treatments to align their bodies with their internally felt identity, such as hormone therapy, sex-reassignment surgery, or other procedures. While this term is embraced by some people as an identity, it is rejected by others and should be used with caution.
Two-Spirit	According to ancient teachings, “two-spirited” people were considered gifted among all beings because they carried two spirits: male and female. It is told that women engaged in tribal warfare and married other women, as there were men who married other men. These individuals were looked upon as a third gender in many cases and in almost all cultures they were honored and revered. Today, the term refers to Aboriginal people who are gay, lesbian, bisexual, trans-gendered, other gendered, third/fourth gendered individuals that walk carefully between the worlds and between the genders.

White/Whiteness/ White Color	The term White, referring to people, was created by Virginia slave owners and colonial rules in the 17th century. It replaced terms like Christian and Englishman to distinguish European colonists from Africans and indigenous peoples. European colonial powers established Whiteness as a legal concept after Bacon’s Rebellion in 1676, during which indentured servants of European and African descent had united against the colonial elite. The legal distinction of White separated the servant class on the basis of skin color and continental origin. The creation of “Whiteness” meant giving privileges to some, while denying them to others with the justification of biological and social inferiority.
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.
Worldview	The perspective through which individuals view the world; comprised of their history, experiences, culture, family history, spiritual beliefs and other influences.
Xenophobia	The fear or hatred of foreigners.

*Note:* The definitions for these terms have been drawn from a number of resources, including Diversity Resource Center; Ontario Human Rights Commission; WK Kellogg Foundation; Educate Not Indoctrinate; Center for Diversity and Inclusion at Washington University in St. Louis; Dictionary.com; Merriam-Webster; University of Houston Center for Diversity and Inclusion; Ontario Human Rights Commission; Equity, Diversity, and Inclusion Committee of the Department of Epidemiology at the University of Washington; Planned Parenthood Federation of America; English Dictionary; and The Editors of Encyclopedia Britannica.