



A

Ableism: discrimination and social prejudice against people with disabilities or who are perceived to have disabilities. Ableism characterizes persons as defined by their disabilities and as inferior to the non-disabled. On this basis, people are assigned or denied certain perceived abilities, skills, or character orientations.

Anti-racism: an active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably. Anti-racism examines the power imbalances between racialized people and non-racialized/white people. These imbalances play out in the form of unearned privileges that white people benefit from and racialized people do not. Anti-racism is the practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism.

C

Culture: customary beliefs, social forms, and material traits of a racial, religious, or social group also: the characteristic features of everyday existence (such as diversions or a way of life) shared by people in a place or time.

Cultural competence: refers to an ability to interact effectively with people of different cultures and socio-economic backgrounds, particularly in the context of human resources, non-profit organizations, and government agencies whose employees work with persons from different cultural/ethnic backgrounds. Cultural competence comprises four components: Awareness of one's own cultural worldview, Attitude towards cultural differences, Knowledge of different cultural practices and worldviews, and Cross-cultural skills. Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures.

D

Diversity: the existence of variations of different characteristics in a group of people. These characteristics could be everything that makes us unique, such as our cognitive skills and personality traits, along with the things that shape our identity (e.g. race, age, gender, religion, sexual orientation, cultural background)

E

Equality: an ideal of uniformity in treatment or status by those in a position to affect either. Acknowledgment of the right to equality often must be coerced from the advantaged by the disadvantaged. It's assumption that everyone will benefit from the same supports and are being treated equally.

Equity: the quality of being fair and impartial. Individuals being given different supports to make it possible for them to have equal access.

G

Gender identity: the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex at birth or can differ from it. Gender expression typically reflects a person's gender identity, but this is not always the case. While a person may express behaviors, attitudes, and appearances consistent with a particular gender role, such expression may not necessarily reflect their gender identity.

I

Implicit bias: any unconsciously-held set of associations about a social group.

Intersectionality: a myriad of identities, and those identities overlap and intersect in dynamic ways. Intersectionality recognizes that identity markers such as race, class, gender identity, sexual orientation, and religion, do not exist independently of each other. This framework conceptualizes the multiplier effect of bias, prejudice, and disadvantages experienced by people's overlapping identities. The point of understanding intersectionality is to understand the variety of privileges and/or forms of oppression that one may experience simultaneously at any given time.

Inclusion: the practice or policy of including and integrating all people and groups in activities, organizations, political processes, etc., especially those who are disadvantaged, have suffered discrimination, or are living with disabilities.

N

Nationality: a legal relationship involving allegiance on the part of an individual and usually protection on the part of the state nationality bestowed by birth.

R

Race: any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry; also: the fact of dividing people, or of people being divided, into such groups: categorization by race.

Racism: the belief that groups of humans possess different behavioral traits corresponding to physical appearance and can be divided based on the superiority of one race over another. It may also mean prejudice, discrimination, or antagonism directed against other people because they are of a different race or ethnicity.

Religion: the belief in a god, group of gods or higher power: an organized system of beliefs, ceremonies, and rules used to worship.

S

Socioeconomic status: the standing of a person or group in a community or society based on education, occupation and income.

Solidarity: bond of unity between individuals, united around a common goal or against a common enemy,