

# PABRT Survey November 2020

## Glossary

**African Diaspora** - The African diaspora refers to the many communities of people of African descent dispersed throughout the world as a result of historic movements. The majority of African dispersal resulted from the Arab and Atlantic slave trades – the largest forced migrations in history. An estimated 11 million Africans were dispersed from the Atlantic slave trade from Western Africa (e.g., Ghana, Nigeria) and Central Africa (e.g., Congo, Cameroon) and an estimated 10 to 80 million from the [Arabic slave trade](#). Despite popular association with the United States, only 5% of African slaves went to America while the remaining 95% went to Central America, South America and the Caribbean. Alike African-Americans, other Africans in the Diaspora (e.g., Afro-Cubans, Afro-Brazilians, Afro-Costa Ricans, etc.) face challenges in their countries, and share a common history.

Source: Yukonyouth.ca

**Ally** - An Ally is considered someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

Source: Leadership Strategies, “The Dynamic System of Power, Privilege and Oppressions.”

Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.

Source: Center for Assessment and Policy Development.

**Anti-Black Racism** - Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, to the extent that anti-Black racism is either functionally normalized or rendered invisible to the larger White society. Anti-Black racism is manifest in the current social, economic, and political marginalization of African Canadians, which includes unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system.

Source: Province of Ontario

**Cultural Safety** - A culturally safe environment is physically, socially, emotionally, and spiritually safe. There is recognition of and respect for the cultural identities of others, without challenge or denial of an individual's identity, who they are, or what they need. Culturally unsafe environments diminish, demean, or disempower the cultural identity and well-being of an individual.

Source: Province of Ontario

**Culture** - The customs, beliefs, behaviours and/or achievements of a particular time and/or people; behaviour within a particular group.

Source: Province of Ontario

**Diaspora** - The voluntary or forcible movement of peoples from their homelands into new regions...a common element in all forms of diaspora; 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.

Source: The Culture of Diasporas in the Postcolonial Web; Leong Yew

**Discrimination** - Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex or other personal characteristics (note: this is not a legal definition).

Source: Ontario Human Rights Commission

**Diverse** - Of various kinds, forms, characters, etc.; varied.

**Diversity** - Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values. The presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise.

**Gender** - Refers to the gender that a person internally feels ('gender identity' along the gender spectrum) and/or the gender a person publicly expresses ('gender expression') in their daily life, including at work, while shopping or accessing other services, in their housing environment or in the broader community. A person's current gender may differ from the sex a person was assigned at birth (male or female) and may differ from what is indicated on their current legal documents. A person's gender may change over time.

**Inclusion** - Appreciating and using our unique differences – strengths, talents, weaknesses and frailties – in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

**Oppression** - Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

**Person** - Refers to an individual and is the unit of analysis for most social statistics programs.

**Prejudice** - A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

Source: Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.

**Privilege** - Unearned power, benefits, advantages, access and/or 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. Unearned social power accorded by the formal and informal institutions of society to all members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

Source: Colors of Resistance Archive Accessed June 28, 2013.

**Race** - There is no such thing as race – instead, it is a “social construct.” This means that society forms ideas of race based on geographic, historical, political, economic, social and cultural factors, as well as physical traits, even though none of these can legitimately be used to classify groups of people. See Racialization.

**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 him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience. Source: Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997.

**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.

**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.

**Systemic barrier** - A barrier embedded in the social or administrative structures of an organization, including the physical accessibility of an organization, organizational policies, practices and decision-making processes, or the culture of an organization. These may appear neutral on the surface but exclude members of groups protected by the *Human Rights Code*.

**Systemic racism** - Systemic racism consists of 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.

#### Additional Sources

[https://www.racialequitytools.org/images/uploads/RET\\_Glossary913L.pdf](https://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf)

<https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=410445>

<http://www.ohrc.on.ca/en/teaching-human-rights-ontario-schools/appendix-1-glossary-human-rights-terms#:~:text=Diversity%3A%20the%20presence%20of%20a,orientation%2C%20educational%20background%20and%20expertise>.