*Race through an intercultural Lens Working terms & Definitions*

**A**

**ACPI —**An acronym for Asian Canadian & Pacific Islanders. Other similar acronyms are APA which means Asian-Pacific Canadian and API which means Asian-Pacific Islander. These acronyms replace a derogatory term, “Oriental” in the 1960s.

**Acculturation —** a process when members of a cultural group adopt the patterns, beliefs, languages, and behaviors of another group’s culture. (National Multicultural Institute)

**Advocate —**someone who publicly supports the calls of anti-racism and uses their power to amplify anti-racist actions**.** *(Canadian HR Group)*

**Affinity Groups —** a collection of individuals with similar interests or goals. Affinity Groups promote inclusion, diversity, and other efforts that benefit employees from underrepresented groups.

**Ally —**A term for people who recognizes their privilege and advocates for individuals from underrepresented or marginalized groups in a society.

**Allyship** — The process in which people with privilege and power work to develop empathy towards to advance the interests of an oppressed or marginalized outgroup. Allyship is part of the anti-oppression or anti-racist conversation, which puts into use social justice theories and ideals. The goal of allyship is to create a culture in which the marginalized group feels supported.

**Amplification —** The techniques a person uses to give a member of a less dominant group more credit by repeating their message.

**Anti-Black —**The marginalization of Black People and the unethical disregard for anti-Black institutions and policies.

**Anti-Oppression-**Recognizing and deconstructing the systematic, institutional and personal forms of disempowerment used by certain groups over others; actively challenging the different forms of oppression. *(Center for Anti-Oppressive Education)*

**Anti-Racism —** Actively oppose racism by advocating for political, economic, and social change.

**Anti-Racist Ideas —**The assumption that racial groups are equals despite their differences.

**Asian-** To haveorigins in Asia or the Indian subcontinent. Includes people who indicate their race as Asian, South Asian, Chinese, Filipino, Korean, Japanese, or other Asian.

**Asian Peril**- First known as ‘Yellow’ Peril used in 1895 to describe the Western fears that Asians, in particular the Chinese, would invade their lands and disrupt Western values, such as democracy, Christianity, and technological innovation. Many Americans began to feel threatened by an increase in immigration from China to the United States. Reasons for this included xenophobia, or dislike of foreigners, as well as more complex causes such as labor tensions and shifting national identities. Working-class Americans and European immigrants worried that Chinese immigrants would compete unfairly for their jobs by working for lower wages. Irish immigrant railroad laborers in particular found themselves in competition with Chinese workers, as both groups struggled at the lower end of the wage scale. Media portrayals of Asians and Asian Americans invoked “Yellow Peril” imagery as a sign of villainy, malevolence, or undesirability. Popular illustrations emphasized “exotic” features, such as eye shape (often rendered as narrow slits) and skin color (often exaggeratedly yellow). *(https://digitalgallery.bgsu.edu/student/exhibits/show/race-in-us/asian-americans/asian-immigration-and-the--yel)*

**Assimilation —**The concept where an individual, family, or group gives up certain aspects of their culture to adapt to the beliefs, language, patterns, and behaviors of a new host country.

B

**Belonging —**The experience of being accepted and included by those around you. Belonging means to have a sense of social connection and identification with others. (SHRM)

**Bias —**Is a subjective opinion, preference, prejudice or inclination, often 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. It can be positive or negative. *(Canadian Association of Chiefs of Police)*

**Bicultural —**People who possess the values, beliefs, languages, and behaviors of two distinct ethnic or racial groups.

**Bigotry —** To glorify a person’s own group and have prejudices against members of other groups. *(Dismantling Racism Institute)*

**BIPOC —**The acronym stands for Black, Indigenous, People of Colour who represent those races or people who are marginalized within Canadian/North American culture.

**Biracial —**Biracial is a term for mixed race. Biracial is used to describe a person who identities as being of two races, or whose parents are from two different race groups.

**Black-** means to be related to people who have ethnic origins in Africa, or not of white European descent. Black is often used interchangeably with African American or Afro-Canadian.

**Black Lives Matter —**(1). A movement that addresses systemic racism and violence against African Americans and other groups with ties to Black culture. (2). Is the notion that the existence of Black people is affirmed (existentially) and celebrated where White supremacy and systematic racism, historically and currently, are known to work against the collective existence and worth of Black people. It does not mean that other lives/races do not matter but highlights the fact that the lives of Black people matter too.

**Block list** — An inclusive replacement phrase in the U.S. and the UK for “blacklist” or “black list”.

**C**

**Caucasian-**has two fairly distinct meanings, and the difference between them occasionally leads people to infer that one of them is incorrect. The earliest sense of the word is a literal one: “of or relating to the Caucasus (a region in southeastern Europe between the Black and Caspian seas) or its inhabitants.” First known use was in 1668. The second refers to the racial group commonly referred to as [*white*](https://www.merriam-webster.com/dictionary/white). The objection to using Caucasian to refer to a white person is that many whites do not actually come from the Caucasus region. (Merriam- Webster)

**Chinese Exclusion Act** — Also known as the *Chinese Immigration Act* was instituted on July 1, 1923 as a way to stop Chinese people from coming to Canada for 24 years. Additionally, every person of Chinese descent, whether Canadian-born or naturalized, was required to register for an identity card within 12 months. The penalty for noncompliance was imprisonment or a fine of up to $500. This anti-Chinese movement took root after the first wave of Chinese immigrants began arriving in [British Columbia](https://www.thecanadianencyclopedia.ca/en/article/british-columbia/) for the [gold rush](https://www.thecanadianencyclopedia.ca/en/article/fraser-river-gold-rush/) of 1858. The second major Chinese influx to the province came as labourers for the construction of the [Canadian Pacific Railway](https://www.thecanadianencyclopedia.ca/en/article/canadian-pacific-railway/) (1881–85), a labour force much needed for the development of Western Canada but not desirable as citizens for a “White Canada forever.” This popular phrase among politicians and the media was derived from the White Canada policy. Though the Act was repealed in 1947, immigration restrictions on the basis of race and national origin were not fully scrubbed until 1967. *(The Canadian Encyclopedia)*

**Classism —**Classism is a term that means to have prejudicial thoughts or to discriminate against a person or group based on differences in socioeconomic status and income level.

**Code-Switching —**When a person changes the way they express themselves culturally and linguistically based on different parts of their identity and how they are represented in the group they’re with.

**Color Blind(ness) —**Treating people as equally as possible without regard to race, culture, or ethnicity.

**Collusion —**When a person acts to perpetuate oppression or prevent people from working to eliminate oppression.

**Colonialism**-Control by individuals or groups over the territorial behaviour of other individuals or groups. *(Horvath)*

**Colonization —** Forms of invasion, dispossession, or controlling an underrepresented group.

**Color Brave —**Conversations about race that can help people better understand each other’s perspectives and experiences to improve inclusiveness in future generations.

**Conscious Bias**- Characterized by overt negative behaviour that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.

**Corporate Social Responsibility —** To practice positive corporate citizenship to make a positive impact on communities, not just focusing on maximizing profits.

**Covert Racism —**An indirect behavior used to express racist attitudes or ideas in hidden or subtle forms.

**Critical Race Theory —** The sociological tool developed in the late 20th century by legal scholars to analyze, assess, and evaluate societal structures for systematic racism in the USA. It also proposes corrective actions to remedy, mitigate, change and/or transform, that part of the social structure for the betterment of all people especially those that identify as Black). *(Renew IQ)*

**Cultural Competence**- Refers to an individual’s or an organizations knowledge and understanding of different cultures and perspectives. It’s a measure of an individual or a workforce’s ability to work with people of different nationalities ethnicities languages and religions.

**Cultural Identity —**The identity or feeling of belonging to a group based on nationality, ethnicity, religion, social class, generation, locality, or other types of social groups that have their own distinct culture.

**Cultural Intelligence**- The capability to adapt, relate and work effectively across cultures. People with high CQ are not experts in every kind of culture. Instead, they have the skills to go into new environments with confidence, and to make informed judgements based on the observations and evidence as opposed to stereotypes and biases. They recognize shared influences among particular groups.

**Cultural Literacy-** It is the acquisition of awareness, knowledge and skills required to communicate, work and live effectively in a pluralistic society. Also known as *Cultural Humility or Intercultural Competence. (Canadian Association of Chiefs of Police)*

**Cultural Misappropriation-** Occurs when a cultural fixture of a marginalized culture is mimicked or re-created – and, above all, commodified - by the dominant culture against the will of the original community. *(Canadian HR Guide)*

**Cultural Sensitivity**- 1.) The ability to communicate effectively and appropriately in intercultural situations based on one’s knowledge, skills and attitude. (Darla Deardoff) 2). Is being aware that cultural differences and similarities between people exist without assigning them a value. It can ensure the ability to work effectively alongside people with different cultural attitudes and behaviors. (Southeastern University)

**Culture —**A social system of customs that are developed by a group of people to ensure its survival and adaptation. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviours and styles of communication. *(Institute for Democratic Renewal and Project Change)*

**Culture Add —**People who value company culture and standards, as well as bringing an aspect of diversity that positively contributes to the organization.

**Culture Fit —**A person’s attitudes, values, behaviors, and beliefs being in line with the values and culture of an organization. Culture Add, defined above, is becoming a preferred alternative to Culture Fit.

**D**

**D&I —** The acronym stands for “diversity and inclusion” and is often a catch-all for diversity initiatives.

**Decolonization —**The active resistance against colonial powers from indigenous culture groups.

**DEI —**An acronym that stands for Diversity, Equity & Inclusion.

**Diaspora —**Is either voluntary or forcible movement of people from their homelands into new regions.

**Disaggregated Identity Based Data**- Data that is contextualized by the social identities of the subjects being surveyed. These identities include but are not limited to race, gender, sexuality, class, age, and (dis)abilities. When data is disaggregated and analyzed by social identity, it allows you to identify who is experiencing and favourable outcomes. *(Ko Jo Institute)*

**Discrimination —**A term used to describe the unequal treatment of individuals or groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, physical or mental abilities, socioeconomic status, education, language and other categories that may result in differences. *(Canadian HR)*

**Dominant Culture —**A term that refers to the cultural beliefs, values, and traditions that are based on those of a dominant society. Practices in a Dominant Culture practices are considered “normal” and “right.”

**Dominant Group**- Is not necessarily a majority in terms of numbers, but the group with power, privilege and social status in society. Attributes of this group are accepted as the “norm” by which other groups are measured or compared, often to their detriment. (Canadian Association of the Chiefs of Police)

**E**

**Elder-** Is a distinguished person who is recognized in Aboriginal/Indigenous communities for the gift of wisdom, healing and/or spiritual leadership. (Canadian Association of Chief of Police)

**Emotional Tax —**The effects of being on guard to protect against bias at work because of gender, race, and/or ethnicity. Emotional Tax has effects on a person’s health, well-being, and the ability to be successful at work. *(Catalyst)*

**Equality —**(1). A state where all people have equal rights, liberties and status in a group or society which affirms as such as a value. It recognizes that historically marginalized groups have experienced discrimination based on race, gender, abilities, religion and orientation. These groups should be an even part of the larger group or societal whole. (2). Can be seen where a person or group of persons within a larger group of people are experiencing the same treatment as the larger group that is appropriate to their shared circumstances.

**Equity —**The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.  Equity asks, “who is being underserved? Who is experiencing consistently bad outcomes?” and then seeks to correct those concerns. *(Kojo Institute)*

**Equity Lens-** is a tool that can help ensure that an organization’s policies and programs are equitable for all members. It ensures equitable treatment of members from diverse communities when planning and developing the policies, programs and services of the organization. *(Canadian Association of Chiefs of Police)*

**Ethnic Diversity —**The presence of different ethnic backgrounds or identities.

**Ethnicity —** defined as 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. Ethnic diversity is the variation of such groups and the presence of a number of ethnic groups within one society or nation. *(Canadian Association of Chiefs of Police)*

**Ethnocentrism-** assumes the supremacy of Western civilization, specifically Europe and Europeans, in world culture. Eurocentrism centres history according to European and Western perceptions and experiences. *(Canadian Association of Chiefs of Police)*

**Exclusion —**Leaving someone out based on their differences. These differences can be related to race, gender, sexual orientation, age, disability, class, or other social groups.

**F**

**First Nations —** a term used to describe indigenous people from Canada. Many First Nations people prefer to define or identify themselves by their specific tribal affiliations. There are 52 First Nations cultures in Canada, and more than 50 languages. The term ‘First Nation’ is not interchangeable with ‘Aboriginal’, because it does not include Metis or Inuit. Came into common usage in the 1980’s to replace the term ‘Indian’, which some people fine offensive- has no legal definition. *(Canadian Association of Chiefs of Police)*

**G**

**Gaslighting**-A notion that when people share their stories of racism, micro aggressions or miss treatment with another person, they’re lived experience is questioned and dismissed. For example, statements like “That didn’t happen.” “You misunderstood what was said”. “Why are you taking that so seriously, it’s no big deal” “you’re exaggerating!” *(Renew IQ)*

**Global Environmental Racism**- Refers to any policy, practice, or directive that differentially affects for disadvantages (whether intentionally or not) individuals, groups, or communities based on colour or race. Race is a potent factor in sorting people into their physical environment and explaining social and in equality, political exploitation, social isolation, and quality of life. Racism influences land-use, industrial facility setting, housing patterns, infrastructure development, and “who gets what, when, where, and how much.” *(POC Environmental Leadership Summit)*

**H**

**Hidden Bias —** Refers to the negative attitudes, associations or stereotypes that affect a person’s understanding, actions, or decisions unconsciously as it relates to people from different groups. Also known as *Unconscious Bias or Implicit Bias*

**Host Culture —**Refers to the dominant culture in a place people live in after leaving their home country.

**I**

**Implicit Bias —** Refers to the negative attitudes, associations or stereotypes that impacts a person’s understanding, actions, or decisions and they unconsciously express as it relates to people from different groups. Also known as *Unconscious Bias or Hidden Bias*.

**Imposter Syndrome —**Is present when high-achieving individuals are in constant fear of being exposed as a fraud and are unable to internalize their accomplishments. Common in members of underrepresented groups.

**Inclusion —** The process of bringing people that are traditionally excluded into decision making processes, activities, or positions of power. Inclusion is sometimes called Inclusiveness and allows individuals or groups to feel safe, respected, motivated, and engaged.

**Indian Act-** refers to a Canadian legislation that first passed in 1876 and amended several times cents, most recently in 1985. It sets out certain federal government obligations and regulates the management of reserve lands, Indian monies and other resources. *(Canadian Association of Chiefs of Police)*

**Indigenous-** The term used when referring to a variety of Aboriginal peoples (First Nations, Inuit and Metis people). While it must be stated that there is no generic term that captures the diverse identities, cultures and backgrounds of Indigenous peoples around the world themselves who chose this word at the United Nations to describe themselves. *(Canadian Association of Chiefs of Police)*

**Indigenous Land Acknowledgement-** Indigenous land acknowledgment refers to statements who respect for Indigenous peoples and can also raise awareness about histories that are often suppressed or forgotten. This is a core foundational component to true and authentic reconciliation within Canada. It is an acknowledgement of a people who were already here, living and thriving on these lands. *(Canadian Association of Chiefs of Police)*

**Individual Racism —**When a person acts to perpetuate or support racism without knowing that is what they are doing. For example, racists jokes, avoiding people of color or accepting racist acts. *(Adams, Bell and Griffin)*

**In-Group-** A term to define how people see themselves within a group of people who have privilege or opportunities (i.e. racially White) over an out group who do not have the same privilege or opportunities (i.e. racially non-white) *(Renew IQ)*

**In-Group Bias —**When people respond more positively to people from their “in-groups” than they do for people from “out-groups”.

**Institutional Racism —** Refers to 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 a 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. Also, known as *Structural Racism or Systemic Racism. (Canadian Association of Chiefs of Police)*

**Intergenerational Trauma-** Is the transmission of historical oppression and its negative consequences across generations.There is evidence of the impact of intergenerational trauma on the health and well-being and on the health and social disparities facing Aboriginal peoples in Canada and other countries. *(Canadian Association of Chiefs of Police)*

**Integration —**When an individual maintains their own cultural identity while also becoming a participant in a host culture.

**Intent vs. Impact-** Intent is what a person meant to do while impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviours, language, actions, etc. affect or influence other people. An examination of what is said or done and how it was received is the focus, not necessarily what was intended. This distinction is an integral part of inclusive environments. *(Workforce Diversity Network)*

**Internalized Racism-** is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power. It involves at least four essential and interconnected elements: Decision-making, resources, standards and naming the problem. (*Donna Bivens)*

**Intersectionality —**The notion that people have multiple identities (i.e., race, gender, age, ability, religion etc.) within their lived experiences that converges within them and shapes those experiences.One cannot be examined without looking at the others. *(Renew IQ)*

**Inuit-** Is defined as the Aboriginal Peoples of Artic Canada who live primarily in Nunavut the Northwest Territories and northern parts of Labrador and Quebec. The word Inuit means ‘people’ in the Inuit language-Inuktituit. The traditional languages, customs and cultures are distinctly different from those of the First Nations and Metis. *(Canadian Association of Chiefs of Police)*

**Islamophobia-** Racism, stereotypes, prejudice, fear, or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling. This can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic and societal level. *(Canadian Association of Chiefs of Police)*

**L**

**Lateral Violence-** Displaced violence directed against one’s peers rather than adversaries. This construct is one way of explaining minority-on-minority violence in developed nations. It is a cycle of abuse and its roots lie in factors such as: colonization, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination. *(Canadian Association of Chiefs of Police)*

**Latinx-** a gender neutral term used to replace Latino or Latina when referring to a person of Latin-American descent. (<https://blog.ongig.com/diversity-and-inclusion/diversity-terms/>)

**Legacies-** The occurrences that established the location of wealth, power, and status globally, namely, slavery, colonialism, religious universalism the theft and conquest of the Americas, and patriarchy. The legacies determined who and what is valuable and who has dominance. *(Kojo Institute)*

**M**

**Marginalization —**To exclude, ignore, or relegate a group of people to an unimportant or powerless position in society.

**Métis —**Is defined as French for ‘mixed blood’. The Constitution Act of 1982 recognizes this people groups as one of the three Indigenous Peoples in Canada. Historically, the term applied to the children of French fur traders and Cree women in the Prairies of English and Scottish traders and Dene women in the north, an Inuit and British in Newfoundland and Labrador. Today this term is used broadly to describe people with mixed Indigenous and European ancestry who identify themselves as Metis. *(Canadian Association of Chiefs of Police)*

**Micro-affirmation**- The notion of including, respecting and/humanizing another person or people group by small, subtle gestures whether done consciously or unconsciously from a personable ally, which is the person feels at the receiving end of those gestures. For example, correct pronunciation, listening and affirming the voices and experiences of marginalized groups. These subtle acts can be based on not only race but on other identities. It is the opposite of micro aggressions. *(Renew IQ)*

**Micro-aggression —**Describes daily behavior (verbal or nonverbal) that communicates hostile or negative insults towards a group, either intentionally or unintentionally, particularly culturally marginalized groups.

**Minority —** Describes racially, ethnically, or culturally distinct groups that are usually subordinate to more dominant groups. These groups are called Minority Groups.

**Model Minority —**A term created by sociologist William Peterson to describe the Japanese community, whom he saw as being able to overcome oppression because of their cultural values. ([Racial Equity Tools Glossary](https://www.racialequitytools.org/glossary#model-minority))

**Movement Building —**An effort to address systemic problems or injustices while promoting alternative solutions or visions.

**Multicultural —** Pertaining to more than one culture.

**Multiethnic —**A person who comes from more than one ethnicity.

**N**

**Native-** A term denoting a person originating from a particular place and not persons of Indigenous ancestry necessarily. Therefore, it is advisable to avoid using this term. Use Aboriginal or Indigenous. The word ‘native’ might hold negative connotations for some and can be perceived as disrespectful. *(Canadian Association of Chiefs of Police)*

**Non-Status ‘Indian’-** refers to people who consider themselves to be a member of a First Nation but whom the Government of Canada does not recognize as such under the ‘Indian Act’ either because they are unable to prove their status or have lost their status rights. They are not entitled to the same rights and benefits as Status ‘Indians’. *(Canadian Association of Chiefs of Police)*

**O**

**Oppression —**Systemic and institutional abuse of power by a dominant or privileged group at the expense of targeted, marginalized/racialized people groups.

**Outgroup Bias —**A term to define how people see themselves within a group of people who lack privilege or opportunities, over/against an in group who have privilege or opportunities. *(Renew IQ)*

**P**

**Patriarchy —**A social system where power and authority are held by men.

**People of Colour —**Is a phrase used to describe people who are not white and is meant to be inclusive of non-white groups, with emphasis on common experiences of racism.

**Perpetual Foreigner**-

**Platinum Rule** — An inclusionary take on the “Golden Rule” (instructing us to treat others how they want to be treated). It urges people to ignore personal biases and treat others by how they feel they deserve to be treated.

**Power —**Defined as having 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. *(Canadian Association of Chiefs of Police)*

**Prejudice —**To pre-judge or have a negative attitude towards one type of person or group because of stereotypes, generalizations based on false or insufficient information. Prejudice is informed by feelings of superiority, hatred, or fear of the other. *(Canadian Association of Chiefs of Police)*

**Privilege —**An unearned social power for members of a dominant group of society including benefits, entitlements, or a set of advantages in society.

**R**

**Race —**a social term that is used to divide people into distinct groups based on graphic, historical, political, economic, social, or cultural factors and physical traits – none of which is legitimate classifications for groups of people. *(Canadian HR Guide)*

**Racial and Ethnic Identity —** A person’s experience of being a member of an ethnic and racial group. It is based on what a person chooses to describe themselves as based on biological heritage, physical appearance, cultural affiliation, early socialization or personal experience

**Racial Bias**- A predisposition, prejudice or generalization about a group or persons based principally on race. *(Canadian Association of Chiefs of Police)*

**Racial Disparity-** Is unequal outcomes in a comparison of one racial group to another racial group. *(Canadian Association of Chiefs of Police)*

**Racial Disproportionality-** Is the over-representation or under-representation of a racial group in a particular program or system, compared with their representation in the general population.*(Canadian Association of Chiefs of Police)*

**Racial Equity-** Refers to the systematic 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 difference. It is a process (such as meaningfully engaging with Indigenous, Black and other racialized people groups regarding policies, directives, practices and procedures that affect them) and an outcome (such as equitable representation of Indigenous, Black and other racialized people groups at all levels of an organization). *(Canadian Association of Chiefs of Police)*

**Racial Justice —**To reinforce policies, practices, actions, and attitudes that produce equal treatment and opportunities for all groups of people.

**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. *(Canadian Association of Chiefs of Police)*

**Racism —**the individual or institutional practice of treating people differently because of their colour or ethnicity. *(Canadian HR Guide)*

**Reclaimed Language —**Language that has traditionally been used to degrade certain groups, but members of the community have reclaimed and used as their own.

**Restorative Justice —** An effort to repair the harm caused by crime and conflict related to bias or racism.

**Reverse Racism —** Perceived discrimination against a dominant group or majority.

**S**

**Safe Space —**A place people can be comfortable expressing themselves without fear as it relates to their cultural background, biological sex, religion, race, gender identity or expression, age, physical or mental ability.

**Segregation —**A systemic separation of people into racial or ethnic groups during the activities of daily life.

**Separation —**When an individual or group rejects a host culture and maintains their cultural identity.

**Six Nations-** Consist of the Mohawk, Seneca, Oneida, Cayuga, Onondaga and Tuscarora nations. After the American War of Independence, some of the families who were allies of the British moved from their homeland in the Finger Lakes region of New York State to the Grand River. They settled on a tract of land granted by the Haldimand Proclamation of 1784 and confirmed by the Simcoe Patent of 1793. The Six Nations of Grand River are seeking compensation as well as an accounting of what happened to their property, money and other assets in southwestern Ontario, within the Haldimand Tract. The Haldimand Tract is a parcel of land 6 miles on either side of the Grand River from its mouth to its source. The Simcoe Patent outlined a smaller area of land that did not extend to the source of the Grand River. (https://www.ontario.ca/page/six-nations-grand-river)

**Social Identity-** Includes affinities one has with other people, values and norms that one accepts, and the ways one has learned to behave in social settings. *(Canadian Association of Chiefs of Police)*

**Sponsorship —**An action by allies that are taken to advance the career of members of marginalized groups. These may include mentoring, protecting, or promoting.

**Status ‘Indian’-** Refers to people who have their names included on the ‘Indian’ register; an official list maintained by the federal government. There are certain criteria that determine who can be registered as a Status ‘Indian’ and only these are recognized as ‘Indians’ under the ‘Indian Act’ and are entitled to rights and benefits under the law. *(Canadian Association of Chiefs of Police)*

**Stereotype —**An over-generalized belief about a particular group or category of people. A Stereotype represents the expectation that something is true about every member of that group.

**Structural Racism —**Refers to institutional practices or policies that create different outcomes for various racial groups. Its effects usually create advantages for white people and oppression or disadvantages for people of color. Also known as *Institutional Racism*

**Systemic Racism-** the notion that the existing societal structures (i.e. institutions, laws, policies, procedures etc.) are arranged to a support White Supremacy either consciously or unconsciously which favours those who are racially White and/or disfavour those who are racially non-White (Revew IQ)

**T**

**Tokenism —**A practice of including one or a few members of an underrepresented group in a team or company.

**Trauma Informed Approach-** Is a methodology that recognizes traumatic experience of clients in service delivery. Traumatic events happen to all people at all ages and across all socio-economic strata in our society.

**Turtle Island-** The name given to North America by some Indigenous people, such as the Iroquois, Anishinaabeg and other Northeastern peoples. The term originates from their various creation stories. *(Canadian Association of Chiefs of Police)*

**U**

**Unconscious Bias —**Refers to attitudes or stereotypes about certain groups which are often based on mistaken or inaccurate information. Also known as *Implicit Bias or Unconscious Bias*

**Underrepresented Group —**A subset of a population with a smaller percentage than the general population. For example, women, people of color, or indigenous people.

**Unity —**An expression of harmony between dissimilar individuals or groups.

**URM** — Acronym for **u**nder**r**epresented **m**inorities.

**V**

**Values Fit —**Is being used in the place of Culture Fit to identify the connection of shared goals rather than viewpoints or background.

**Visible Minority-** A term defined under the *Employment Equity Act* referring to “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour”. The visible minority population consists mainly of the following groups: South Asian, Chinese, Black or of African descent, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. *(Canadian Association of Chiefs of Police)*

**W**

**West Indian-** A person from the West Indies or of West Indian descent from countries such as Barbados, Grenada, Guyana, Jamaica and Trinidad & Tobago. *(Canadian Association of Chiefs of Police)*

**Whataboutism-** is a form of gaslighting where racialized or marginalized people share their stories of racism or microaggressions with another person of a different race, the story is questioned by saying “What about when…” to make a comparison to some other racial incident that is not relevant to the issue at hand. *(Renew IQ)*

**White-** The term is used to refer to people belonging to the majority 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. *(Canadian Association of Chiefs of Police)*

**White Fragility-** The notion that those people who self-identify as racially White have a degree or level of discomfort talking about race, considering its implications and owning accountability for their behaviour. The stronger the level of discomfort, the higher the likelihood of no personal accountability for thoughts or behaviours that are racially insensitive by a person who is racially White. *(Renew IQ)*

**White Guilt-** White guilt describes the guilt brought upon by "the recognition of unearned and unfair racial privileges, the acknowledgment of personal racist attitudes or behavior, and/or the sense of responsibility for others’ racist attitudes or behavior." On one hand, this guilt can lead people to unlearn racist attitudes and fight against White supremacy. On the other hand, a person may disengage from the feelings of guilt and shame and become defensive.

(https://journals.sagepub.com/doi/10.1177/0011000019878808?icid=int.sj-related-articles.citing-articles.3&)

**White Privilege —**The unearned set of advantages, privileges, or benefits given to people based solely on being white.

**White Supremacy —**The exploitation or oppression of nations or people of color by white people for the purpose of maintaining and defending a system of wealth, privilege, and power.

**Workforce Diversity** — Having a group of employees with similarities and differences like age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation.

**Workplace Inclusion —**An intentional effort to create an atmosphere of belonging where all parties can contribute and thrive regardless of their age, gender, race, ethnicity, gender, or sexual orientation.

**X**

**Xenophobia —**Prejudice or a dislike for people from other countries.