

Following the 2021 Regional Gathering a request was made for definitions of specific terms related to the Racial Justice and Ethnic Equity Task Force. As we began to compile this information, we began dialogue with the Tyndale Intercultural Ministries Center and requested the use of their glossary of terms.

As of today, you will find the uploaded document on the taskforce webpage: <https://www.fmcic.ca/task-forces/racial-justice-and-ethnic-equity/>. We are grateful that the TIMCenter was willing to share their work with us and we hope that this will be a worthwhile document for those who wish to learn more.

As the RJEETF compiles their research and subsequent recommendations for the BOA to consider, we may need to make subtle changes to some of the definitions in order to provide greater clarity, but for now, are confident that their thorough list of definitions will be a useful guide as we engage in this conversation together.

I have noted, from the TIM Center document, a few definitions of interest below that should address the initial request for clarification on the terms: racial justice and ethnic equity. (Please note that we would consider our definition on ethnic equity to be closely related to their definition of racial equity. I have highlighted a slight change to reflect our perspective in red.)

As always, if you have questions for our team, please forward them through the link on the task force webpage noted above. We hope this glossary of terms is helpful.

Keitha

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 or ethnic 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.

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*)

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*)
