

Anti-Racism + Anti-Oppression Definition/Glossary List

Ableism is a set of practices and beliefs that assign inferior value and worth to people who have developmental, emotional, physical or psychiatric disAbilities.

Aboriginal are the First Peoples and include the communities of Inuit, Metis and First Nations.

Ageism is discrimination of individuals based on their age. For instance, discrimination of older women based on the notion that they are incapable of performing certain functions such as driving, or discrimination of youth based on the notion that they are immature and therefore incapable of performing certain tasks.

Anti-Asian Racism is “prejudice, beliefs, stereotyping and discrimination that is directed at people of Asian descent. ... Anti-Asian racism has a long history in Canada that includes events such as the Japanese internment camps, the Chinese Head Tax, and “Yellow Peril” sentiments” (Centennial College, 2021).

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” (Ontario Government, 2021).

Anti-Indigenous Racism “is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal

justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people” (Ontario Government, 2021).

Anti-Oppression is a framework that aims to eradicate oppression by examining and challenging power dynamics while empowering those who experience oppression.

Anti-Racism is a process that acknowledges the existence of systemic racism and, through policies and practices, seeks to actively identify, challenge and end systemic racism in all its various forms.

Anti-Semitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. (International Holocaust Remembrance Alliance, 2018).

BIPOC is an inclusive acronym that stands for Black, Indigenous, and People of Colour.

Capitalism is an economic system in which the means of production are mostly privately owned, and capital is invested in the production, distribution and other trade of goods and services, for profit in a competitive free market. These include factors of production such as land and other natural resources, labor and capital goods.

Cissexism is “the belief that transgender people are inherently inferior to cisgender people. ... Cissexism is closely related to, but distinct from transphobia and transmisogyny. It differs from transphobia in that it is part of a system of oppression (comparable to racism, ageism, and sexism)” whereas transphobia more specifically refers to a feeling of disgust or hatred” (The Queer Dictionary, 2014).

Classism is discrimination of groups of persons sharing a similar social position and certain economic, political, and cultural characteristics.

Colonialism is a process by which a foreign power dominates and exploits an indigenous group by seizing their land and resources, extracting their wealth, and using them as cheap labour. Also refers to a period of European expansion into the overseas territories between the 16th and 20th centuries. Racial dogmas that reinforce patterns of superiority and inferiority have often been invoked to explain, justify and promote the exploitation of indigenous peoples.

OAI TH Anti-Racism + Anti-Oppression Definition/Glossary List- 2021. Note: this is a working list of terms and definitions that is updated regularly.

Cultural Sensitivity is awareness and appreciation of the values, norms, and beliefs characteristic of a cultural, ethnic, racial, or other group that is not one's own, accompanied by a willingness to adapt one's behavior accordingly (American Psychological Association, 2020).

Culture is the totality of ideas, beliefs, values, knowledge, norms, communication styles and way of life of a group of individuals who share certain ethnic, historical, linguistic, racial, religious and social background. Culture is a complex and dynamic organization of meaning, knowledge, artifacts and symbols that guide human behaviour. It accounts for shared patterns of thought and action, and contributes to social and physical survival.

Decolonization was "once viewed as the formal process of handing over the instruments of government", however is now "recognized as a long-term process involving the bureaucratic, cultural, linguistic and psychological divesting of colonial power" (Tuhiwai Smith, 2021, p. 98).

Discrimination is behaviour based on prejudiced feelings and attitudes that lead to differential and unfavourable treatment of persons based on factors such as sex, race, culture, class, religion, age, sexual orientation, gender identification and disability. Discrimination can be systemic and refers to the pervasive structures and practices that exclude groups on the basis of race, ethnicity and/or other forms of oppression. Incidents of oppressive conduct include but are not limited to: unwelcome remarks, jokes, slurs, innuendo's, name calling, stereotyping, graffiti, insults or taunting about a person's racial, ethnic, cultural, religious or social background, threats, intimidation, avoidance, or exclusion, display of racist, derogatory or offensive material, any comment or conduct that is unsolicited and known or ought to be known to be unwelcome and is likely to cause offense or humiliation. Discrimination may be intentional or unintentional, verbal or nonverbal, subtle, passive or overt in nature.

Dominant refers to people whose social identity confers on them unearned power and privilege. Most of us have one or more dominant identities. In most parts of Canada dominant identities are white, male, English speaking, able bodied, heterosexual, Christian, middle class, 35-65 years of age, university educated and from central Canada.

Doxing (shorthand for 'dropping docs') is the use/revealing/distribution of personal information without consent to intimidate, threaten, humiliate, harass and incite violence. This weaponizing of personal information is often accompanied by "name and shame"

OAITH Anti-Racism + Anti-Oppression Definition/Glossary List- 2021. Note: this is a working list of terms and definitions that is updated regularly.

tactics which encourage harassment and threats by hostile online groups. For example, a trans activist might be “doxed” by having their name assigned at birth and home address posted online, or a survivor may have surveillance videos and personal information posted about her online by an abusive partner.

Equity is “the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically” (World Health Organization, 2021).

Exploitation is the act of targeting and taking advantage of people, services, or resources due to a perceived lack of power.

Femicide is the intentional killing of women because they are women (OAITH, 2021).

Feminism is a range of contemporary theoretical perspectives in which women's experiences are examined in relation to actual and perceived differences between the power and status of men and women. It includes a social justice movement in which issues of particular importance for women (eg domestic violence, pay equity, childcare, abortion, sexual health, HIV/Aids, globalization)

Gender Binary is the concept that gender falls into only one of two rigid categories: male or female. This is harmful as both sex and gender exist across a continuum (Gender Spectrum, 2019).

Globalization is the global expansion of capital interests on a global scale.

Harassment is the act of continued, unwanted, and inappropriate behaviours or comments towards another person.

Harm Reduction is an “evidence-based, client-centered approach that seeks to reduce the health and social harms associated with addiction and substance use, without requiring people who use substances from abstaining or stopping” (CMHA Ontario, 2021).

Hate Speech is “abusive or threatening speech or writing that expresses prejudice against a particular group, especially on the basis of race, religion, or sexual orientation” (Oxford Dictionary, n.d.).

Heterosexism relates to social structures and practices that serve to elevate and enforce heterosexuality while subordinating or suppressing other sexual orientations.

OAITH Anti-Racism + Anti-Oppression Definition/Glossary List- 2021. *Note: this is a working list of terms and definitions that is updated regularly.*

Homophobia is the irrational fear and hatred of those who love and sexually desire those of the same sex. Homophobia ranges from dislike and avoidance of homosexuals, to discrimination against them in employment, to acts of violence sometimes referred to as 'gay bashing'. The word phobia implies an irrational fear.

Imperialism is the national policy of conquest of other regions or peoples for the purpose of extending political and economic control and of exploiting the resources of other regions or people.

Indigenous indicates originating from a culture with ancient ties to the land in which a group resides.

Intersectionality was coined by Kimberlé Crenshaw and is “the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups” (Merriam-Webster, n.d.).

Islamophobia is “An exaggerated fear, hatred, and hostility toward Islam and Muslims that is perpetuated by negative stereotypes resulting in bias, discrimination, and the marginalization and exclusion of Muslims from social, political, and civic life” (Gallup Inc, 2021).

Land Acknowledgement is recognition of the traditional land of First Nations, Métis, and/or Inuit peoples. Land acknowledgments are a necessary part of reconciliation as it honours the importance of land to Indigenous peoples while drawing attention to the ongoing colonialism experienced by Indigenous peoples in Canada (Native Governance Center, n.d.).

Lateral Violence is displaced violence directed towards one's own group. It is a “cycle of abuse and its roots lie in factors such as: colonisation, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination” (Canadian Race Relations Foundation, 2015).

Marginalization occurs from collective discrimination that pushes certain groups to the margins of society.

Microaggressions are subtle, everyday, indirect discriminations against marginalized groups such as comments or behaviours that may be intentional or unintentional, or go unnoticed by the person who uses them (Oxford Dictionary, n.d.).

OAITH Anti-Racism + Anti-Oppression Definition/Glossary List- 2021. *Note: this is a working list of terms and definitions that is updated regularly.*

Misogyny is a term used to describe women hating. It is sometimes used to describe sexism and sexist oppression.

Oppression is the subjugation of others by the unjust use of force or authority. It is the suppression of the natural self-expression and emotions of others.

Patriarchy is the social system that promotes and confers unearned power and privilege to men while oppressing women.

Prejudice is a frame of mind that tends to prejudice a person, or a group, unfavorably, by attributing to every member of a group characteristics falsely attributed to the groups as a whole. These unfavourable assumptions are frequently not recognized as such because of the frequency with which they are widely accepted, and are used to justify acts of discrimination.

Privilege is the power and advantage that benefits a group, derived from the historical oppression and exploitation of other groups.

Race is a social category used to classify large groups of people according to common ancestry and reliant on differentiation by distinctive hereditary physical features such as colour of skin and eyes, hair texture, stature and facial features.

Racialized the term makes clear that racial identities are not fixed categories. Racial identities are shaped by history, nationality, gender, class and identity politics, and racial designations often differ from country to country. The term racialization makes explicit that this is not about inherent characteristics but about the ways in which we are socialized to differentiate groups of people on the basis of physical characteristics. It emphasizes the active process of categorizing people while at the same time rejecting “race” as a scientific category.

Racism is an action or practices by individuals or institutions that subordinates individuals and groups because of their race, colour or ethnicity. Racism is a form of discrimination and combines power and prejudice, whether it's social, economic or political, to the advantage of one group, a dominant group, and to the disadvantage of another, a non-dominant group. It is attitudinal and institutional.

Ratify means agree, accept and adopt, sign.

Reflexivity is the process of reflection in which an individual examines their own biases.

OAITH Anti-Racism + Anti-Oppression Definition/Glossary List- 2021. Note: this is a working list of terms and definitions that is updated regularly.

Sexism includes any action, attitude, behaviour or language that depicts women as inferior. It is attitudinal and institutional.

Sizeism is the discrimination and oppression of body size where fat bodies are disproportionately stigmatized (Smith, 2019).

Sliming is informal trauma debriefing which happens typically without warning, consent, and “generally leaves the person receiving the information feeling as though they now carry the weight of this unnecessarily graphic or traumatic information.” This may include graphic details shared by a client, such as a disturbing image, smell, or sound from a violent assault.

Social Justice is a term which refers to working from a perspective or a movement of people who acknowledges oppression and inequality and seeks to change these conditions to ensure access, equity in all areas of life. Social justice is about preventing human rights abuses and ensuring adherence to international law.

Survivor-Led is a term which acknowledges and values the expertise of the first-hand experiences of survivors.

Systemic Barriers include laws, policies, procedures, and practices embedded into systems that disproportionately impact or exclude marginalized groups based on race, class, gender, ability, and so on.

Trans Misogyny is the “dislike of or prejudice against transgender women” (Oxford Dictionary, n.d.).

Transgender is a broad term to describe people whose biological sex and gender identification do not conform to society’s social construction.

A Trans Women (MtF) is a person whose sex at birth was "male", but identifies herself as a woman. Regardless of what stage she is at with her transition, nor how she appears, if she is identifying as a female, she is to be considered female, and referred to as "she" (519 Community Centre, 2007).

Transphobia is the negative valuing, stereotyping and discriminatory treatment of individuals who do not conform in appearance and/or identify to conventional conceptions of gender.

***OAITH Anti-Racism + Anti-Oppression Definition/Glossary List- 2021.** Note: this is a working list of terms and definitions that is updated regularly.*

Trauma-Informed approaches involve understanding what trauma is, its pervasiveness, and recognizing the signs and symptoms of trauma (Crisis & Trauma Resource Institute, 2021). Individuals, organizations, and systems can adopt a trauma-informed approach to ensure they do not re-traumatize survivors.

White Fragility was coined by Robin DiAngelo and refers to the “discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice” (Oxford Dictionary, n.d.).

White Supremacy is the “social, economic, and political systems that collectively enable white people to maintain power over people of other races” (Merriam-Webster, n.d.).

Xenophobia is fear and loathing or hatred of strangers. Often applied to members of other races, ethnic groups or nationalities.