

Introduction to ONA's Anti-Racism and Anti-Oppression Journey

GLOSSARY OF KEY TERMS

The terms and definitions used in this glossary represent our common everyday understanding and usage of these words. It is important to note that these definitions are not fixed or static. Instead, they are fluid and change over time and in different contexts. In our diverse society, the meaning and interpretations of these terms may be affected by generational and cultural differences, as well as social setting.¹

Ally refers to a person who is a member of one or more social identity groups considered to hold power and privileges in mainstream society. An ally offers support and takes action alongside members of marginalized and/or underrepresented groups (e.g., a man taking action to support equal pay for women). (Resource: Tomee E. Sojourner-Campbell, *The Journey to Allyship: Where to Begin*, Lifespeak (May 2021), <https://lifespeak.com/blog/the-journey-to-allyship-where-to-begin/>)

Accomplice refers to a person who assists others in generating inclusive, equitable, and safe spaces, often at the risk of their personal social, professional and physical well-being. (Source: Annalee Schafranek, *What's the Difference Between an Ally and Accomplice* (December 21, 2021), <https://www.ywcaworks.org/blogs/ywca/tue-12212021-1103/whats-difference-between-ally-and-accomplice>)

Anti-Asian Racism is stereotyping, prejudice, beliefs, and discriminatory practices directed at people of Asian descent. It is rooted in their unique experience with xenophobia, White supremacy, and the legacy of indentured service. In recent years with the COVID-19 pandemic anti-Asian racism, violence and hate have increased. There is a long history of anti-Asian racism in Canada, including the Japanese internment camps, and the Chinese Head Tax.²

Anti-Black Racism (ABR) is a discomfort with, dislike, or in some cases, hatred of different expressions of Blackness or Black identities. ABR can include but is not limited to a person's physical appearance, hair, actions, clothing, choice of music, food, partner, etc. It exists in unconscious and conscious biases held by individuals that inform the ways decisions, procedures and practices are carried out in institutions (e.g. healthcare, retail, education, and legal). (Source: Tomee Sojourner Consulting Inc. and Tomee Sojourner-Campbell research.)

Anti-Indigenous Racism is ongoing discrimination, negative stereotyping, and injustices experienced by Indigenous communities within Canada. It includes behaviours, actions, policies, and procedures meant to maintain the legacy of colonialist beliefs and practices. (Source: Ontario government, <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>)

1 Referenced from Tomee E. Sojourner-Campbell's equity, diversity, and inclusion training materials.

2 For a definition of anti-Asian racism go to <https://www.centennialcollege.ca/about-centennial/innovation-inclusion-reconciliation-and-healing/social-action-cards/anti-asian-racism>. For more information about anti-Asian racism refer to Human Resources Students Association, <https://hrsa.online/antiasian-racism-resources>.





Anti-Oppression refers to a range of strategies, theories, actions, and practices that intentionally challenge systems of oppression. It is a framework, lens or practice used to recognize oppression within service, work, learning and social environments, as well as, address its effects.⁴ (Resource: Tomee Sojourner-Campbell, *Building Solidarity Using Anti-Racism and Anti-Oppression Practices* (Guest Column), Below the Line (November 30, 2021), <https://www.btlnews.com/commentary/union-roundup/tomee-sojourner-anti-racism/>)

Anti-Racism is the intentional process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.³

An Anti-Racism and Anti-Oppression (ARAO) approach involves the intentional process of identifying and eliminating intersectional forms of racism and oppression by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably. This approach also involves a process of unlearning, transforming and reimagining how systems of oppression, power, personal privilege, organizational power, influence and worldview inform/shape professional lives, decision-making and use of discretion.

Anti-Semitism is racism, hostility, prejudice, vilification, discrimination, or violence, including hate crimes, directed against Jews, as individuals, groups or as a collective – because they are Jews. Its expression includes attributing to Jews, as a group, characteristics or behaviours that are perceived as dangerous, harmful, frightening, or threatening to non-Jews. (Source: Ontario Human Rights Commission, *Policy on preventing discrimination based on creed*, https://www.ohrc.on.ca/sites/default/files/Policy%20on%20preventing%20discrimination%20based%20on%20creed_accessible_0.pdf)

Blackness refers to the different ways of being, the knowing and experiences of diverse groups of Black folks. It is the weaving together of beliefs, values and practices that creates Black cultures. In society, Blackness is not framed as normative. (Source: Tomee E. Sojourner-Campbell, *Understanding Anti-Black Racism: An Introduction* course, Osgoode Hall Law School, York University (Fall 2021); Resource: New York Times, *Centering Blackness*, <https://www.nytimes.com/2020/06/19/style/self-care/centering-blackness.html>)

Colonialism is the violent historical practice of European expansion into territories already inhabited by Indigenous peoples for the purposes of capturing new lands and removing natural resources. This expansion is rooted in acts of violent suppression of Indigenous peoples' governance, legal, social and cultural structures. Colonialism was a systematic process of forced assimilation, exclusion and degradation of Indigenous ways of life. Indigenous peoples were, and continue to be, subjected to institutional and legal policies and practices designed to force them to conform to the structures of the colonial state. (Resource: CRIAW-ICREF, *Colonialism and Its Impacts*, <https://www.criaw-icref.ca/wp-content/uploads/2021/04/Local-Women-Matter-3-Colonialism-and-its-impacts.pdf>)

3 Refer to Tomee Sojourner Consulting Inc.'s materials, and the University of British Columbia's EDI Glossary, <https://vpfo.ubc.ca/edi/edi-resources/edi-glossary/>.

4 Refer to Tomee Sojourner Consulting Inc.'s materials, and the University of British Columbia's EDI Glossary, <https://vpfo.ubc.ca/edi/edi-resources/edi-glossary/>.



Colonialization is the action or process of settling among and establishing control over the Indigenous people of an area. (Source: University of Saskatchewan, https://teaching.usask.ca/curriculum/indigenous_voices/power-and-privilege/chapter-1.php.)

Creed refers to “religious creed” or “religion”. It is defined as a set of beliefs and confession of faith, including observances and worship. A belief in a God of gods, a single supreme being or deity is not a requisite. (Source: Ontario Human Rights Commission, *Human rights and creed*, <https://www.ohrc.on.ca/en/human-rights-and-creed>)

Critical Race Theory (CRT) is an academic and legal framework that denotes that systemic racism is a part of every social institution of society, from healthcare, banking, services, housing to employment and education. (Source: Racial Equity Tools, *Glossary*, <https://www.racialequitytools.org/glossary>)

Cultural Competence refers to when individuals use awareness, knowledge, and understanding in order to value cultural diversity and promote fairness, justice, and community confidence. (Source: American Bar Association, <https://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias/implicit-bias-toolbox/glossary/#18>)

Cultural Group refers to a group of people who consciously or unconsciously share identifiable values, norms, symbols, and some ways of living that are repeated and transmitted from one generation to another. (Source: American Bar Association, <https://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias/implicit-bias-toolbox/glossary/#19>)

Cultural Humility refers to a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another’s experience. (Source: First Nations Health Authority, Cultural Safety and Humility. <https://www.fnha.ca/what-we-do/cultural-safety-and-humility>)

Cultural Safety refers to an environment that 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 can diminish, demean, or disempower the cultural identity and well-being of an individual. (Resource: Canadian Indigenous Nurses’ Association. Online <https://indigenousnurses.ca/resources/publications/cultural-competence-and-cultural-safety-nursing-education-framework-first>)

Decolonization refers to the dismantling of systemic oppressions against Indigenous people, culture and sites of colonial oppression.⁵

Disaggregated Data Collection refers to the process of breaking down data into smaller units for statistical analysis (e.g. in the aggregate category “racialized” identifying the specific groups, including Black, Asian, and Latinx within the category).⁶

5 Jakubec, S. & Bourque Bearskin, L. (2021). *Decolonizing and anti-oppressive nursing practice: Awareness, allyship, and action*. In L. McCleary & T. McParland, Canadian nursing issues & perspectives (6th ed. (pp. 243-268)). Elsevier Mosby.

6 See the Ontario Government, [Data Standards Identification and Monitoring Systemic Racism, Glossary](#) (November 4, 2021).



A Diversity, Equity and Inclusion (DEI) approach is intended to create work and social environments that recognize and value differences across groups from diverse social identities, including race, ethnicity, religion/creed, abilities, genders and sexual orientations in organizations. This approach focuses on developing policies and practices to assist individuals of various backgrounds and identities to feel represented and welcomed, and ensure they have support to perform to the fullest of their abilities in the workplace.

Diversity refers to individual differences (e.g. life experiences, learning and working styles, personality types) and group/social differences (e.g. race, socio-economic status, class, gender, sexual orientation, country of origin, ability, intellectual traditions and perspectives, as well as cultural, political, religious, and other affiliations) that can be engaged to achieve excellence in teaching, learning, research, scholarship, and administrative and support services. (Source: The George Washington University, *Diversity and Inclusion Defined*, <https://diversity.gwu.edu/diversity-and-inclusion-defined>)

Ethnicity is a social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, cultural heritage, values, and ancestral geographical base. (Source: https://epi.washington.edu/sites/default/files/website_documents/DEI%20Glossary_Formatted_20190711.pdf)

Equity refers to the recognition that each person is unique, and decision-makers/individuals do what they are able to do in their power to identify and eliminate unfair biases, stereotypes and/or barriers. It is also a process that applies fairness, impartiality, and even-handedness to achieve substantive equality in all aspects of a person's life. (Sources: TSC Inc. research; [Kawartha Pine Ridge District School Board](#); and the Ontario Human Rights Commission, *Teaching Human Rights in Ontario: A Guide for Ontario Schools, Glossary of Human Rights Terms*, 2013.)

A Human Rights and Equity (HRE) approach integrates equity, which recognizes that individuals do not start with the same opportunities in life, and a human rights-based approach, which is derived from international and domestic human rights obligations. This approach is used to identify and redress inequities, as well as promote and protect human rights in several areas, including policy, service delivery, practices, access to goods, services, facilities and program development. One core aspect of a human rights and equity-based approach is the recognition that inequality, marginalization, unfairness and injustice deny individuals and groups their human rights. This approach also seeks to analyze inequalities and redress discriminatory practices. For example, the *Ontario Human Rights Code*, or the *Code*, prohibits discrimination with respect to housing, employment, contracts, services and membership in unions, trades or professional associations. The *Code* recognizes that discrimination can result from a failure to consider the differing needs and circumstances of *Code*-protected groups. Policy and program decisions that fail to consider unequal burdens and systemic discrimination faced by *Code*-protected groups create risks of a *Code* violation.

Implicit Bias (also known as unconscious bias) refers to attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favourable and unfavourable assessments, are activated involuntarily and without an individual's awareness or intentional control. (Source: The Ohio State University Kirwan Institute, [Module 1: Understanding Implicit Bias | Kirwan Institute \(osu.edu\)](#))



Inclusion is a universal human right and its objective is to accept, welcome and embrace all people irrespective of race, gender, disability, medical or other need. Inclusion consists of the efforts and practices to ensure groups or individuals with different backgrounds are culturally and socially accepted and treated equally. (Source: Inclusion Action in Ontario, <https://inclusionactionontario.ca/what-is-inclusion/>)

Intergenerational Trauma refers to historic and contemporary forms of trauma that pass from one generation to the next with far-reaching negative consequences (e.g. legacies of social, cultural, political, physical, psychological, and economic disparities).⁷

Intersectionality is the way in which people's lives are shaped by their multiple and overlapping identities (e.g. race, religion, ethnic origin, gender, sexual orientation, age, disabilities or citizenship and immigration status) and social locations, which, together, can produce a unique and distinct experience for that individual or group, for example, creating additional barriers, opportunities, and/or power imbalances. The term was first coined by African American legal scholar, Kimberlé Crenshaw. (Source: Ontario government, <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>)

Intersectional Forms of Racism refers to the multiple and simultaneous ways different forms of oppression (e.g. racism, sexism, ableism, classism, transphobia) intersect with the lived experiences of individuals from Indigenous, Black, Asian, South Asian, Racialized and marginalized communities.⁸

Islamophobia is 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, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic, and societal level. (Source: Ontario government, <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>)

Lived Experience refers to the "representation and understanding of an individual's human experiences, choices and options, and how those factors influence one's perception of 'knowledge' based on one's own life. Lived experience provides insights into patterns, common behaviours, challenges and barriers among individuals who share similar experiences." (Source: [Methods and Emerging Strategies to Engage People with Lived Experience](#))

Marginalization is a structural process of systemic discrimination that pushes disadvantaged groups into the periphery of society. Their status is perpetuated through various dimensions of exclusion, particularly in the labour market, from full and meaningful participation in society. (Source: Ontario government <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>)

⁷ Definition draws on Tomee E. Sojourner-Campbell's research and the Ontario government's glossary of terms, <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>.

⁸ This definition draws on the definition of intersectional forms of anti-Black racism developed by Tomee Sojourner-Campbell. Online: <https://www.linkedin.com/pulse/definition-intersectional-forms-anti-black-racism-sojourner-campbell/>.



Microaggression refers to a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group. (Source: Merriam-Webster Dictionary, <https://www.merriam-webster.com/dictionary/microaggression>)

Power refers to an individual's ability to influence decisions that impact the outcomes of individuals, groups and/or communities. (Source: Dartmouth University, <https://students.dartmouth.edu/opal/education/introduction-power-privilege-and-social-justice>)

Privilege refers to unearned power, access to power, and advantages given to members of groups who are considered dominant in society.⁹

Racialized individuals can have racial meanings attributed to them in ways that negatively impact their social, political, and economic life. This includes but is not limited to people classified as "visible minorities" under the Canadian census and may include people impacted by antisemitism and Islamophobia. (Resource: Ontario Human Rights Commission, *Human Rights at Work, Grounds of discrimination: definitions and scope of protection*, (2008), <https://www.ohrc.on.ca/en/iii-principles-and-concepts/3-grounds-discrimination-definitions-and-scope-protection>)

Racial Trauma is the experience of psychological symptoms (e.g. anxiety, depression, disassociation, or hypervigilance) that arise from racist incidents or repeated exposure to racism or discrimination.¹⁰

Self-Reflection refers to the practice of introspection, self-awareness, and self-assessment to better understand who you are as a person, your emotions, and actions. (Source: The Viva Centre, *A Happy Mind for a Better Life, Reflective Note-taking for Racial Justice Allies*, <https://www.vivapartnership.com/optimal-living/reflective-note-taking-for-racial-justice-allies/>)

Social Determinants of Health refers to the conditions that individuals experience throughout their lifetime, from racism, income disparities, under/unemployment, education, housing, and other key determinants of health outcomes. (Source: The Black Health Alliance, *Social Determinants of Health*, <https://blackhealthalliance.ca/home/social-determinants-health/#:~:text=Early%20childhood%20development%2C%20income%2C%20employment,sectors%2C%20and%20poorer%20health%20outcomes>)

Social Location refers to a combination of factors including gender identity, race, socio-economic status, age, ability, religion, sexual orientation, and geographic location. (Source: National Council of Family Relations, <https://www.ncfr.org/ncfr-report/spring-2019/inclusion-and-diversity-social-location>)

9 The Durham District School Board's Addressing Anti-Black Racism & Its Impact: Well-Being Toolkit for Families. Online: <https://www.ddsb.ca/en/family-and-community-support/resources/Documents/Your-Well-Being-Matters-Anti-Black-Racism-Toolkit.pdf>, p.6.

10 The Durham District School Board's Addressing Anti-Black Racism & Its Impact: Well-Being Toolkit for Families, p.6.



Spheres of Influence refers to an individual's immediate social networks in which they can engage in conversations and offer their insights to persuaded their peers or colleagues to take action. (Source: Samuel Raine, "Leveraging Your Spheres of Influence Toward Racial Equity and Justice in Medicine," American College of Physicians, <https://www.acponline.org/membership/medical-students/acp-impact/archive/april-2022/leveraging-your-spheres-of-influence-toward-racial-equity-and-justice-in-medicine>)

Systemic Barriers are barriers 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 *Ontario Human Rights Code*.

Systemic Discrimination (such as racism) is abuse of power. It denies equity-seeking groups their rights and prevents them from access to services, resources or participation. Members of equity-seeking groups in society or in an organization may experience "systemic barriers" and are denied their rights in indirect and subtle ways.

Whiteness is defined as a system where "White" cultures are centred as the primary culture upon which society's practices and institutions are shaped. It is also a process where the practices, values, and beliefs of individuals and groups perceived to be White are referred to as the 'dominant' culture that sets the norms. (Source: Tomee Sojourner Consulting Inc.'s training materials and Calgary Anti-Racism Education, <https://www.aclrc.com/whiteness>)

White Privilege is the unearned and often unwritten social and economic advantages given to diverse groups of white people by virtue of their race.¹¹

White Supremacy refers to the commonly held belief that white people are inherently superior to other people from "non-white" races. This ideology is rooted in western societies' social, economic, and political systems. These systems enable white people to maintain power over people of other races.¹²

REFERENCES

1. Canadian Indigenous Nurses Association, <https://indigenousnurses.ca/resources/publications>
2. Tomee Sojourner Consulting Inc.'s training and EDI resource materials.
3. Ontario Human Rights Commission, <https://www.ohrc.on.ca/en>

¹¹ Definition drawn from Merriam-Webster online dictionary, <https://www.merriam-webster.com/dictionary/white%20privilege>.

¹² Definition drawn from Merriam-Webster online dictionary, <https://www.merriam-webster.com/dictionary/white%20supremacy>.