

Justice, Equity, Decolonization and Inclusion

Glossary of Terms

JEDI GLOSSARY OF TERMS

HSA recognizes that our work takes place on the unceded territories of the qiqéyt (Qayqayt First Nation). We are grateful to the stewards of the lands and waters and endeavour to take action towards changing the ongoing harms of colonialism.

Language matters and words have power.

We hope you are able to use this living document as a guide to creating more inclusion in your professional and personal relationships.

The list of words in here are not exhaustive and we recognize the fields of justice, equity, decolonization, and inclusion are evolving and as such terminology and understanding of terminology will also need to continue to evolve.



Ableism

The discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require 'fixing' and defines people by their disability.

Active Bystander

Someone who chooses to step up when they witness bullying, harassment, or other harmful behaviour in order to safely defuse the negative or harmful situation. This can be done by being **direct** (saying 'that comment was disrespectful'), **distracting** (asking the affected person – hey can you tell me how to get to room 345), or **delegating** (call security) and then **documenting** what has been witnessed.



Ally

Ally is often defined as a noun; a person who uses their privilege to advocate on behalf of someone else who doesn't hold that same privilege. However, to be an ally requires not simply noticing injustice, but a commitment to take ongoing action to changing injustice in personal and professional spaces alongside and under the leadership of people who experience marginalization.

Anti-Oppression

Strategies, theories, actions, and practices that actively challenge oppression on an ongoing basis. Anti-oppression attempts to mitigate/disrupts the effects of oppression and eventually equalize the power imbalance in our communities.

Oppression

A set of policies, practices, traditions, norms, definitions, cultural stories and explanations that function to systemically press down upon one social group (marginalized) to benefit another (dominant). In order to oppress a group must hold institutional power. Institutional power is the ability to decide who will have access to resources, the capacity to exercise control over others and decide what is best for other people. Oppression is historical and ongoing and thus becomes normalized and automatic.



Anti-Racism

"The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably" (NAC International Perspectives: Women and Global Solidarity).

Racism

Prejudice, discrimination and oppression directed at people who belong to particular racial or ethnic social groups. Like other forms of discrimination/oppression racism happens at the levels of the individual, interpersonal and institutional.

Anti-Indigenous Racism

Indigenous peoples in Canada's experience of racism is unique due to the ongoing impacts of colonization. Anti-Indigenous racism is often the underlying cause of many social determinants of health for Indigenous communities.

Bias

Often hidden or unconscious/unintentional preference for a particular group based on social identity such as race, gender, class, ability, sexual orientation and/or religion/faith.

BIPOC

A contested term to used to refer to Black, Indigenous and People of Colour, sometimes also used as IBPOC.

Cisgender

Identifying with the gender that is considered to 'match' the biological sex assigned at birth. Cisgender is privileged as 'normal' and is used for folks who are not transgender or gender-diverse.

Colonization

Colonization is the ongoing process where one group of people takes control of another group of people, their land and resources through military forces and political dominance and forced assimilation which often damages/destroys the colonized peoples ways of life.



Cultural Safety

The term originated and is primarily used in the healthcare domain. Developed by Maori nurse Irihapeti Ramsden, it emphasizes the power imbalance inherent in the patient/client-practitioner relationship. This concept shifts power and authority to the recipient of care or service, and they are given the ultimate say in whether the interaction is culturally safe or not. It centres upon sharing: shared respect, shared meaning, and shared knowledge and experience, of learning together with dignity and attention. A culturally safe environment is spiritually, socially, and emotionally safe, as well as physically safe for people; where there is no assault, challenge, or denial of their identity, of who they are, and what they need.

Decolonization

The active process of breaking down colonial systems of thought that privilege of Western ways of being and doing that assume Western superiority. At the same time, decolonization involves valuing and revitalizing Indigenous knowledge and approaches.

Diversity

Refers to the existence of variations of different characteristics in a group of people which make groups and individuals within groups unique. Diversity includes cognitive skills, personality traits along with social groups that shape identities such as race, gender, age, sexual orientation and religion.

Discrimination

Unjust treatment based on prejudice of social group identities. Prejudice is the belief, discrimination is the action.

Equity

Equity recognizes oppression and the ways it produces unjust outcomes for people who historically and/or currently experience marginalization and actively seeks fairness in policy, process and outcomes. It considers power, access, opportunities, treatment, impacts, outcomes and representation.

Ethnicity

An ethnic group is often understood as sharing common origin, language, ancestry, spirituality, history, values, traditions and/or culture. People of the same race can be of different ethnicities.

Gender Diversity

Refers to the spectrum of gender expression beyond the binary (woman/man). Many cultures throughout history have recognized gender beyond masculine and feminine. Umbrella terms such as non-binary, genderqueer or X gender are sometimes applied, but individuals may express their gender beyond these terms. The pronoun 'they' used in a singular way is one way to respect gender diverse people.

Inclusion

Inclusion is an active, intentional, and ongoing processes to address inequities in power and privilege, in an attempt build a respectful and diverse communities that ensures welcoming spaces and accessible opportunities for all. Workplace inclusion is an environment where all employees belong, contribute, and can thrive.

Intersectionality

A theory developed by Kimberlé Crenshaw that is used to understand oppression and systemic inequities. This analysis examines the interlocking aspects of our identities – such as race, gender, class, ability, sexuality and so on – and how these social groupings interact to further compound access to power and privilege and/or experiences of oppression.

Marginalization

A social process of oppression by which social groups are (intentionally or unintentionally) distanced from access to power and resources and simultaneously constructed as insignificant, inferior, or less valuable to a community or "mainstream" society. This term describes a social process, so as not to imply a lack of agency. People who experience marginalization are those excluded both historically and in an ongoing manner from mainstream social, economic, cultural, or political life.

Microaggressions

"The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. In many cases, these hidden messages may invalidate the group identity or experiential reality of target persons, demean them on a personal or group level, communicate they are lesser human beings, suggest they do not belong with the majority group, threaten and intimidate, or relegate them to inferior status and treatment." (Wing-Sue, 2010).

Non-Binary

A spectrum of gender identities and expressions, often based on the rejection of the gender binary's assumption that gender is strictly an either/or option of men or women, based on sex assigned at birth. Non-binary can be both a specific term of identification, and/or an umbrella term.

Prejudice

Often unfavourable preconceived ideas or pre-judgements about people based on social groups they belong to.

Privilege

Unearned advantages afforded some social groups (dominant groups like men, White people, cis-gender and so on) that are often at the expense of social groups that experience marginalization. Privilege can be hard to recognize because it is 'normal' to those who have it.

Stereotype

Generalized, often oversimplified belief(s) about a group of people.

Tokenism

When someone is viewed by the dominant majority group as a representative who might be able to speak on behalf of all people from that group. For example, expecting an Indigenous employee to represent Indigenous issues ignores the diversity of over 630 distinct, different nations in Canada.

Whiteness

"A term to capture all of the dynamics that go into being defined and/or perceived as white and that create and reinforce white people as inherently superior through society's norms, traditions, and institutions. Whiteness grants material and psychological advantages (white privilege) that are often invisible and taken for granted by whites." (DiAngelo, 2016).

White Fragility

Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice. "A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviours such as argumentation, silence, and leaving the stress-inducing situation. These behaviours, in turn, function to reinstate white racial equilibrium." (DiAngelo, 2016).

White Saviourism

Rooted in colonialism, this deficit ideology presupposes that BIPOC folks need saving and that without white people liberating, intervening, instructing or uplifting BIPOC folks they will not thrive.

White Supremacy

Refers to political-economic social systems of domination based on historical and current accumulation of structural power that privileges, centralizes and elevates white people as a social group. This does not refer to individual white people and/or their intentions per se.



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