

## Racism & Anti-Racism Related Terminology

Ally	Anti-Racism
<p>A person who supports and celebrates equity seeking groups, interrupts and challenges oppressive remarks and actions of others, and willingly explores biases within themselves. Being an ally requires action: telling colleagues that their jokes are inappropriate; advocating for the health, wellness and acceptance of people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group (<a href="#">Source: UBC</a>).</p>	<p>Actively opposing racism by advocating for changes in political, economic, and social life (<a href="#">Source: Racial Equity Tools</a>).</p>
Decolonization	Discrimination
<p>The active resistance against colonial powers, and a shifting of power towards political, economic, educational, and cultural independence and power that originate from a colonized nation own indigenous culture. This process occurs politically and applies to personal and societal, cultural, political, agricultural, and educational deconstruction of colonial oppression (<a href="#">Source: UBC</a>).</p>	<p>The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories (<a href="#">Source: Racial Equity Tools</a>).</p>
Diversity	Equity
<p>Differences in the lived experiences and perspectives of people that may include race, ethnicity, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations (<a href="#">Source: UBC</a>).</p>	<p>Equity refers to achieving parity in policy, process and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while accounting for diversity (<a href="#">Source: UBC</a>).</p>

<p style="text-align: center;"><b>Implicit Bias</b></p>	<p style="text-align: center;"><b>Institutional Racism</b></p>
<p>An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation. Unconscious (or implicit, hidden) biases are mental processes that operate outside of our consciousness, intentional awareness, or control (<a href="#">Source: UBC</a>).</p>	<p>Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. Unspoken advantages are created for whites and oppression and disadvantages for people from groups classified as non-white (<a href="#">Source: Racial Equity Tools</a>).</p>
<p style="text-align: center;"><b>Microaggression</b></p>	<p style="text-align: center;"><b>Privilege</b></p>
<p>Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership (<a href="#">Source: UBC</a>).</p>	<p>Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it (<a href="#">Source: UBC</a>).</p>
<p style="text-align: center;"><b>Racism</b></p>	<p style="text-align: center;"><b>Reconciliation</b></p>
<p>The term "racism" specifically refers to individual, cultural, institutional, and systemic ways by which differential consequences are created for different racial groups. Racism is often grounded in a presumed superiority of the white race over groups historically or currently defined as non-white. Racism can also be defined as "prejudice plus power." The combination of prejudice and power enables the mechanisms by which racism leads to different consequences for different groups (<a href="#">Source: UBC</a>).</p>	<p>Establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country. There has to be awareness of the past, an acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behavior (<a href="#">Source: The Canadian Encyclopedia</a>).</p>

**For more information please refer to the sources mentioned after each definition. This list is intended to be introductory and is by no means exhaustive. We encourage you to keep learning.**