



WORLD EDUCATION SERVICES

Workshop: Diversity, Inclusion, and Equity

Glossary of Terms

Ally: An individual who advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.

Anti-Oppression is the work of actively challenging and removing oppression perpetuated by power inequalities in society, both systemic oppression and individual expressions of oppression.

BIPOC: The acronym BIPOC, referring to "black, indigenous, and people of colour", first appeared around 2013. By June 2020, it had become more prevalent on the internet, as racial justice awareness grew in the US in the wake of the killing of George Floyd.

Discrimination is the treatment or consideration based on class or category rather than individual merit and that can be used to privilege (special treatment in favour of) as well as disadvantage (special treatment against) a particular group or individual.

Diversity A focus on the makeup of your workforce — demographics such as gender, race/ethnicity, age, sexual orientation, veteran status.

Emotional Tax: The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.

Equality: Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.

Equity: Working toward fair outcomes for people or groups by treating them in ways that address their disadvantages or barriers.

Inclusion: An atmosphere where all employees belong, contribute, and can flourish. Requires deliberate and intentional action and enables diversity to thrive.



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Individual Oppression is demeaning and oppressive behaviour towards and treatment of a particular group or category of people, expressed through individual attitudes, beliefs and values.

Intersectionality: The intertwining of social identities such as gender, race, ethnicity, social class, religion, sexual orientation, and/or gender identity, which can result in unique experiences, opportunities, and barriers.

Microaggression: A subtle, often unintentional, form of prejudice. Rather than an overt declaration of racism or sexism, a microaggression often takes the shape of an offhanded comment, an inadvertently painful joke, or a pointed insult.

Oppression is the use of power or privilege by a socially, politically, economically, culturally dominant group (or groups) to disempower (take away or reduce power), marginalize, silence or otherwise subordinate one social group or category.

Racialized: The concept of racialization refers to the processes by which a group of people is defined by their "race." Processes of racialization begin by attributing racial meaning to people's identity and, in particular, as they relate to social structures and institutional systems, such as housing, employment, and education.

Stereotype: Any commonly known public belief about a certain social group or a type of individual. Stereotypes are often confused with prejudices, because, like prejudices, a stereotype is based on a prior assumption. Stereotypes are often created about people of specific cultures or races.

Systemic Oppression consists of practices, policies, laws and standards that disadvantage a particular group or category of people.

Unconscious Bias: 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.

Sources: Catalyst.org, Canadian Council for Refugees (CCR), The Society for Diversity