Key Terms and Definitions

Anti-Racism
An anti-racism approach is a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism, including systemic racism, and actively seeks to identify, remedy, and prevent the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities.

Belonging
Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. It is when an individual can bring their authentic self to work. (Cornell University)

Diversity
Diversity encompasses the vast range of all of the variety of similarities and differences among individuals. This includes, but is not limited to, ethnicity, race, culture, Indigenous origin, country of origin, nationality, age, gender, gender identity, gender expression, sexual orientation, belief system, religion, marital status, parental status, socio-economic difference, appearance, language and accent, disability / ability, mental health, education, work experience, neurodiversity, thinking style, personality style, geographic location and so on. (City of Markham, adapted from GDEIB)

Equity
Equity is an approach whereby all people – including those who bear the burden of historic and contemporary forms of marginalization, whether intentional or unintentional – have equal access to opportunities to define and achieve goals. (Edmonton Community Foundation)

Inclusion
Inclusion is reflected in the ability of diverse peoples to raise their perspectives authentically, and for those voices to matter and impact decisions, where the organizational culture has been enabled for that to happen. (Adapted from Race Matters Institute)

Indigenous Peoples [1]

---

[1] Diversity Institute (2021) Publicly Available Specification (PAS): The 50 – 30 Challenge. https://secureservercdn.net/192.169.220.85/b0m.396.myftpupload.com/wp-content/uploads/2021/08/Publicly-Available-Specification-PAS.pdf

Indigenous Peoples refers to the original peoples of North America and their descendants. Indigenous Peoples refers to individuals identifying themselves as 'First Nation Peoples, Métis Nation or Inuit'. These are distinct Peoples with unique histories, languages, cultural practices, and spiritual beliefs.

Intersectionality

The concept of 'intersectionality' has been defined as intersectional oppression [that] arises out of the combination of various oppressions which, together, produce something unique and distinct from any one form of discrimination standing alone. An intersectional approach takes into account the historical, social and political context and recognizes the unique experience of the individual based on the intersection of all relevant identities e.g race, class, gender, beliefs, sexuality, disability etc. (Ontario Human Rights Commission)

People with Disabilities (Including Invisible and Episodic Disabilities) [2]

Disability is any physical, mental, intellectual, cognitive, learning, communication or sensory difference or functional limitation — whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with society, hinders a person's full and equal participation.

---

[2] Diversity Institute (2021) Publicly Available Specification (PAS): The 50 – 30 Challenge. https://secureservercdn.net/192.169.220.85/b0m.396.myftpupload.com/wp-content/uploads/2021/08/Publicly-Available-Specification-PAS.pdf

Racialized, Black, and/or People of Colour ("Visible Minorities") [3]

The term "visible minorities" is used in Canadian legislation including the Employment Equity Act. The use of the term Racialized, Black, and/or People of Colour is meant to reflect the socially constructed notion of race while recognizing the systemic oppression and racism experienced by individuals and groups based on skin colour and appearance. The definition is inclusive of bi-racial and mixed-race individuals. It should be noted that many individuals may prefer to self-identify with more specific identities (e.g. "Black", "Indo-Canadian" etc.).

---

[3] Diversity Institute (2021) Publicly Available Specification (PAS): The 50 – 30 Challenge. https://secureservercdn.net/192.169.220.85/b0m.396.myftpupload.com/wp-content/uploads/2021/08/Publicly-Available-Specification-PAS.pdf