

# Equity, Diversity, Inclusion and Indigenization

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### **Ableism**

Can be defined as a belief system, analogous to racism, sexism or ageism, that sees persons with disabilities as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than others. Ableism may be conscious or unconscious and may be embedded in institutions, systems or the broader culture of a society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities.

### **Accessibility**

A general term for the degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities. The term implies conscious planning, design and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children <sup>1</sup>.

### **Accommodation**

Steps taken to remove barriers to participation for individuals who are not able to access employment, services, accommodation, etc.

### **Anti-Racism**

An active process of identifying and counteracting racism by changing systems, organizational structures, policies, practices, and attitudes so that power is redistributed.

### **Decolonization**

In Canada, decolonization is usually discussed in terms of the relationship between Indigenous and non-Indigenous peoples, and particularly associated with the Truth and Reconciliation Commission of Canada's final report and Calls to Action. It is related to Indigenous resurgence (Indigenous people reclaiming and restoring their culture, land, language, relationships, health, etc., both independent of and with the support of non-Indigenous people). For further information on the concept, decolonization, please visit the [Office of Indigenous Initiatives](#).

### **Designated Group**

As defined by the Employment Equity Act: women, Aboriginal peoples (persons who are Indians, Inuit or Métis), persons with disabilities (persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who: **(a)** consider themselves to be disadvantaged in employment by reason of that impairment, or **(b)** believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace) and members of visible minorities (persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour). **The preferred terms at Queens:** Indigenous peoples, racialized persons, persons with disabilities.

## **Discrimination**

A distinction, intentional or unintentional, that has the effect of creating burdens, disadvantage, loss of opportunity, etc. for certain groups based on characteristics protected under human rights legislation.

## **Diversity**

In broad terms, diversity is any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, national origin, ability, sexual orientation, faith, socio-economic status and class. But it also includes differences in life experiences, learning and working styles and personality types that can be engaged to achieve excellence.

## **Employment Equity**

Fair outcomes in employment recognizing the diversity of the workforce; a special program intended to address inequality in employment for groups that have historically experienced discriminatory barriers to employment.

## **Equity**

Guarantee of fair treatment, access, opportunity. Goes beyond formal equality; differential treatment according to need may be required

## **Equity Deserving Groups**

Equity deserving groups are communities that experience significant collective barriers in participating in society. This could include attitudinal, historic, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc. Equity-seeking groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation.

## **Grounds (of discrimination)**

Personal attributes/characteristics of social identity that are protected under human rights legislation. (Race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability)

## **Harassment**

A course of vexatious comment or conduct known or ought reasonably to be known to be unwelcome.

## **Homophobia**

The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be homosexual.

## **Identity**

That part of an individual's self-concept which derives from their knowledge of their membership of a social group (or groups) together with the emotional significance attached to that membership.

## **Inclusion**

Inclusion is the active, intentional, and ongoing engagement with diversity, where each person is valued and provided with the opportunity to participate fully in creating a successful and thriving community. It means creating value from the distinctive skills, experiences, and perspectives of all members of our community.

## **Indigenization**

Indigenization is a process or action that focusses on incorporating Indigenous knowledges into approaches in recognition of the value and importance of including in the university system. An example of this usage is the Indigenization of the curriculum in many of the Queen's faculties. Indigenization is an action word, and towards this, Queens is ensuring that Equity, Diversity, Inclusion and Indigenization are incorporated into plans across the university.

## **Indigeneity (noun)**

As Indigenous people, we recognize our Indigeneity, our Indigenous-ness, our identity. The community's indigeneity was clear. The focus is Indigenous people only. Note: 'Indigeneity' has been used to represent aspects of the Indigenous, for example, we struggled to incorporate "indigeneity" (indigenous-ness) into the curriculum as we lacked Indigenous representation. This usage is technically not wrong, however: The term "**indigeneity**" has come to represent a sense of commonality amongst the world's "Indigenous peoples" in contrast to various other groups. It also draws attention to inhumane, colonizing, and oppressive treatment that nation states and the international community has perpetrated on Indigenous populations.

## **Intersectionality**

Intersectionality refers to the interconnected nature of social categorizations such as race, class, disability, sexual orientation, and gender identity as they apply to a given individual or group. Intersectional identities create overlapping and interdependent systems of discrimination. The term was coined by lawyer, civil rights advocate, and critical race theory scholar Kimberlé Crenshaw. Adapted from [UBC Glossary of Terms](#).

## **Microaggression**

A term used for brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.

## **Oppression**

A system that maintains advantages and disadvantages based on social group memberships, and operates, intentionally and unintentional, at the individual, institutional, and cultural levels.

## **Power**

Ability to act on beliefs in meaningful ways that have an impact on people. The authority (granted through social structures and conventions, possibly supported by force or the threat of force) and access to means of communications and resources.

## **Privilege**

Unearned access to resources (social power) only readily available to some individuals as a result of their social group.

## **Racism**

A belief that one group is superior or inferior to others because of their race. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values and stereotypical beliefs. In some cases, people do not even realize they have these beliefs. Instead, they are assumptions that have evolved and have become part of systems and institutions.

## **Sexism**

Prejudiced thoughts and discriminatory actions based on differences in sex/gender; usually by men against women. Some define it exclusively as a system of oppression that privileges men, subordinates women, and devalues practices associated with women.

## **(Social) Areas (As used by the Human Rights Code of Ontario)**

Parts of society in which it is unlawful to discriminate or harass. (Employment, services, living accommodation, contracts, unions and vocational associations)

## **Transphobia**

Transphobia is the aversion to, fear of, or hatred of people and communities who are or are perceived to be trans (transgender, nonbinary, gender variant).

## **Unconscious Biases or Implicit Bias**

Unconscious (or implicit, hidden) biases are mental processes that operate outside of our consciousness, intentional awareness, or control. These can manifest as shortcuts in our brains that can lead us to make decisions based on assumptions.

## **(Workplace) Sexual Harassment**

Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or making a sexual

solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker

**Workplace Violence (including domestic violence)**

The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker, an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker, a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Source: [1](http://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms) Glossary of human rights terms. Retrieved July 31, 2017, from <http://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms>