

GLOSSARY OF TERMS: Anti-Black Racism, Racial Justice & Equity



The murder of George Floyd by police on May 25th, 2020 in Minneapolis, Minnesota and more locally, the death of Regis Korchinski-Paquet in Toronto after an encounter with police two days later on May 27th, placed a global spotlight on the Black Lives Matter movement. Courageous Black Communities have continued calling for the eradication of white supremacy and systemic racism in order to work towards for racial justice and healing. In response to their calls for action, The East Scarborough Storefront and the Catalysts' Circle have committed to a long-term process to listen, learn and take tactical action to address anti-Black racism in our organizations internally and the work we do in the world.

This glossary, co-created by staff at both organizations, draws from many sources and is one of many outcomes from our internal staff process described above. This document is important as it ensures that all staff at both organizations have a collective understanding of anti-Black racism, racial justice and equity as we acknowledge everybody's learning journey is beginning at different stages. However, it is important to acknowledge that the more impactful and transformative outcome was produced through facilitating the process, having staff work together on designing this document and researching the core terms themselves and taking ownership of this piece of work.

It is important to emphasize that this document is a means to an end, not the end in and of itself. We strongly recommend that you go on your own journey of anti-racism and create tools such as this one which reflects its own unique needs. We are delighted to share this resource with you and recognize that it is not perfect, it is ever-evolving, and we are grateful to those whose resources we have cited and sourced to develop this glossary.

Purpose of glossary:

The purpose of this glossary is to help make Storefront ongoing work on anti-Black racism, racial justice and equity accessible to all staff and community through a shared understanding. Staff are expected to have read through this glossary, so that we all have a shared foundation of key terms and knowledge to deepen our discussions on this important aspect of our work. This is a living and evolving document.

Notes on how to use this glossary:

This glossary is a tool for staff to apply to our own reflection, inquiry and professional development in the area of racial justice and equity. Reading the terms is only the beginning: let's bring these terms off the page and into our lives and work on-the-ground. The glossary can also be a reference point to look up a term you are unfamiliar with when it comes up.

As you read through, reflect on the terms: how do these terms live in context for you, personally, and in your work? Take this reflection opportunity to celebrate, elevate, and build on where we are finding ways to address racial inequity in our work, and be curious and honest about ways we might be inadvertently contributing to racial inequity in our work, so we can confront inequities and make change. Keep in mind that true learning happens when you question what you think you know, which can bring up strong feelings. As you read the glossary, take note of what feelings are coming up for you (discomfort, annoyance, anger, sadness, etc). Sit with those feelings, and ask yourself why. This is where learning and growth happens.

Reflection questions

How do these terms and ideas show up in your work/ affect your work?

- In your behaviour/the behaviour of others
- In the systems you interact with and help residents navigate
- In your relationships with residents, grassroots leaders and other players in the community ecosystem
- In project design or outreach strategy
- In the unspoken workplace norms

Reading through what's here...ask yourself:

- What is helping me see anti-Black racism and equity in a new way?
- What is validating? What is surprising?
- What is making me feel uncomfortable, and why?
- What do I have questions about or want to dig deeper into?

List of terms:

Racism & White Supremacy	Additional Anti-Oppression terms - Systemic	Additional Anti-Oppression terms - Individual/interpersonal
<ul style="list-style-type: none"> • Anti-Black Racism • Anti-Indigenous Racism • Racism (or Systemic racism) • White supremacy • Colonialism / Colonization • White privilege • Colourism • Racialized • Model Minority 	<ul style="list-style-type: none"> • Power • Privilege • Intersectionality • Oppression • Prejudice/Stereotypes/Discrimination • Marginalization • Othering • Structural violence 	<ul style="list-style-type: none"> • Microaggressions • Weathering • Implicit or unconscious bias • White fragility • Tone policing • Tokenism <p>Other helpful terms</p> <ul style="list-style-type: none"> • BIPOC • Indigenous

Glossary

Term	What it means	Source
Racism & White Supremacy		
Anti-Black Racism	<p>“Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and/ or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization.</p> <p>Anti-Black racism is embedded in institutions, socializing Canadians of all racial backgrounds (including other racialized non-Black people) to be inherently anti-Black. This makes it more difficult for Black Canadians to name their specific experiences of Anti-Black Racism.</p> <p>A legacy of anti-Black racism lies in the current social, economic, and political marginalization of African Canadians in Toronto.”</p>	Quoted: Toronto For All: Confronting Anti-Black Racism Community Conversation Guide (citing Akua Benjamin, 2003)
Anti-Indigenous Racism	<p>Anti-Indigenous racism is the particular prejudice, discrimination, and injustice that Indigenous people living in Canada experience today, stemming from the unique history of colonization on their territories.</p> <p>Anti-Indigenous racism in Canadian society is the ongoing legacy of colonial policies and practices that are rooted in white supremacy, such as the Indian Act and residential schools. The legacy of these policies includes inequitable outcomes for Indigenous individuals as well as colonial oversight of Indigenous nations that compromises their sovereignty and self-determination.</p>	Cited: Ontario Anti-Racism Directorate Also influenced by this tweet & discussion by Jeff Schiffer
Racism (or Systemic racism)	<p>Racism is a system of advantage based on race that benefits White people, and at the same time it is a system of oppression based on race that disadvantages Black people, Indigenous people, and other racialized people.</p> <p>Since racism is a system, this also means that it does not require planning or intentional malice by a person or group to cause oppression. It runs by itself, because it is embedded in Canadian society: systematic discrimination is carried out through institutional policies and practices and through dominant cultural ideas that support those racist policies and practices.</p>	Cited: Dismantlingracism.org

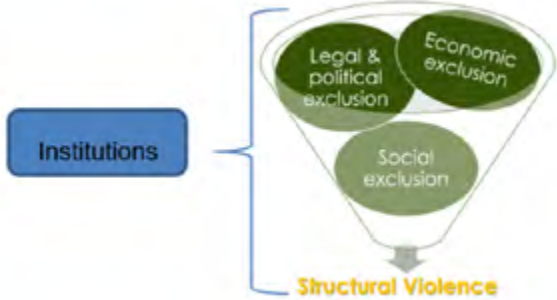
Term	What it means	Source
<p>Racism (or Systemic racism) – continued</p>	<p>This is different from individual racial prejudice or discrimination, and can also be called systemic racism.</p> <p><i>Click image thumbnails for link to full-size image:</i></p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="436 354 993 768"> <p>The Four Levels of Racism</p> <p>Ideological: Norms and beliefs about what is good, right or beautiful.</p> <p>Institutional: Control of resources and power, laws and policies.</p> <p>Intergroup: What we do, our interactions with others.</p> <p>Internalized: Believing and acting out oppressive stereotypes about themselves and their group.</p> </div> <div data-bbox="1066 375 1444 768"> <p>PERSONAL - individual acts How are individuals accountable to each other and to racial justice?</p> <p>CULTURAL beliefs, values, norms How do community beliefs, values, norms validate whiteness and invalidate People and Communities of Color?</p> <p>INSTITUTIONAL policies, practices</p> <p>How are People of Color: Excluded Undermined Financially Deprived Oppressed/Invalidated?</p> <p>How are white people: Included Served Financially Resourced Uplifted/Validated?</p> </div> </div> <p>Watch "The Unequal Opportunity Race (4 mins): A video that looks at the various barriers and impacts of systemic racism</p>	<p>Image 1 Source, Image 2 Source</p> <p>For a deeper dive: Ibram X Kendi defines anti-racism</p>
<p>White supremacy</p>	<p>White supremacy is the idea that “White people and the ideas, thoughts, beliefs, and actions of White people are superior to [Black people, Indigenous people, and other racialized people] and their ideas, thoughts, beliefs, and actions.”</p> <p>Though you might associate this term with extremist racist groups, white supremacist ideas were the building blocks of Canadian institutions and still underpin dominant cultural beliefs as well as policies that uphold racial inequities today.</p> <p><i>Click image thumbnail for link to full-size image:</i></p> <div data-bbox="1234 1166 1633 1433"> <p>White Supremacy</p> <p>Genocide: The systematic destruction of a racial or ethnic group.</p> <p>Violence: The use of force to cause harm or injury.</p> <p>Discrimination: The treatment of people differently based on their race or ethnicity.</p> <p>Segregation: The separation of people based on their race or ethnicity.</p> <p>White Privilege: The advantages that white people have over people of color.</p> <p>Internalized Racism: The process by which people of color come to believe the negative stereotypes about themselves.</p> <p>Microaggressions: Small, everyday slights, insults, and indignities that are directed at people of color.</p> <p>Systemic Racism: The ways in which racism is embedded in the policies and practices of institutions.</p> </div>	<p>Source: Dismantlingracism.org</p> <p>Image Source</p> <p>Go deeper: Check out this list of ways that white supremacy shows up in organizational cultures.</p>


Term	What it means	Source
Colonialism / Colonization	<p>“The process of assuming control of someone else’s territory and applying one’s own systems of law, government, and religion is called colonization.”</p> <p>In the Canadian context, Indigenous Peoples’ lands were colonized by White Europeans in the 19th century. Europeans broke treaty agreements and seized Indigenous land for settlement and economic exploitation, displacing and disenfranchising Indigenous peoples through racist policies and practices such as residential schools. The legacy of colonization still shapes Canadian society and institutions today.</p>	<p>Quoted: Facing History and Ourselves</p> <p>Also cited: UBC Equity & Inclusion Glossary</p>
White privilege	<p>“White privilege refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally, white people who experience such privilege do so without being conscious of it.”</p>	<p>Quoted: Racial Equity Tools Glossary</p>
Colourism	<p>“Colorism refers to discrimination based on skin color. Colorism disadvantages dark-skinned people while privileging those with lighter skin [...] This stems from racial hierarchies where white skin or whiteness (viewed as superior, intelligent, beautiful, civilized, pure, ideal, normal, etc) is juxtaposed against Black skin or Blackness (viewed as subordinate, incompetent, ugly, deviant, different, other). All communities, including communities of color, are susceptible to colorism.”</p>	<p>Quoted: Conscious Kid</p>
Model Minority	<p>The model minority* is a stereotypical myth that “characterizes Asian Americans as a polite, law-abiding group who have achieved a higher level of success...through some combination of innate talent and pull-yourselfes-up-by-your-bootstraps immigrant striving.”</p> <p>The model minority is often used as an unrealistic ideal for BIPOC groups to strive towards and to downplay the historical and ongoing impact of white supremacy and anti-Black racism.</p>	<p>Quoted: What is the Model Minority Myth?</p> <p>Source & Deeper Dive: ‘Model Minority’ Myth Again Used As A Racial Wedge Between Asians and Blacks</p>

Term	What it means	Source
Model Minority - continued	<i>*"Please note that the term minority has been cautioned by the United Nations as discriminatory. The terms majority/minority are problematic in that they assume a White majority population and a racialized minority population that is not representative of current and changing demographics in Canada and also globally. Also, these terms are associated with ideas of power, those in the majority having more and those in the minority having less."</i>	
Racialized	"The term "racialized" is often used as a generalized term to refer to people who are not Indigenous or White. "Racialization" is the "process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life." The term "racialized" often used in anti-racist discussions instead of words such as "racial minority," "visible minority" or "person of colour" as it expresses race as a social construct rather than a description of people based on perceived characteristics."	Quoted: Ontario Human Rights Commission
Additional Anti-Oppression terms - Systemic		
Power	<p>Power is a socially constructed concept that has to do with:</p> <ul style="list-style-type: none"> • "access to resources • the ability to influence others • access to decision-makers to get what you want done • the ability to define reality for yourself and others" 	<p>Source: Racial Equity Tool- Power and Social Change</p> <p>Quoted: Dismantlingracism.org</p>
Privilege	Privilege is a set of unearned benefits given to people who fit into a specific social group and aspects of their identity considered to be the "norm". Privilege is also complex, as we all experience intersecting aspects of our identity, some of which may grant us privileges in society, and some of which may not.	Sources: Everyday Feminism and Simmons University Library

Term	What it means	Source
Intersectionality	<p>Intersectionality is an idea developed by legal scholar and critical race theorist Kimberlé Crenshaw in the late 1980s, initially meant to help explain the unique oppression that Black women face at the intersection of racism and sexism. Since then it has become more widely used in discussions of equity, to help us see, in Crenshaw’s words, “where power comes and collides, where it interlocks and intersects.” According to Crenshaw, intersectionality today is “a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts.”</p> <p>Watch Kimberlé Crenshaw explain: What is intersectionality? (2 mins)</p>	<p>Quoted 1: Interview with Kimberlé Crenshaw, Columbia Law School</p> <p>Quoted 2: Interview with Kimberlé Crenshaw, TIME Magazine</p> <p>Go Deeper: Check out this article to learn more where the concept of intersectionality originated and how it gets used today</p>
Oppression	<p>Oppression is the active and passive upholding of normative constructions of social power such as patriarchy, white supremacy, sexism, and ableism which works to marginalize groups outside of the “norm” while socially, politically, and economically elevating dominant groups. For example, oppression can happen when groups are not helped by the community, government, or society because of their identity, when marginalized groups internalize negative messages about themselves, and when the dominant group has the power to define reality for themselves and others.</p>	<p>Sources: Dismantlingracism.org and Simon Fraser Public Interest Research Group</p>

Term	What it means	Source																												
<p>Oppression - continued</p>	<p>Click image thumbnails for link to full-size image:</p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="415 250 772 618"> </div> <div data-bbox="810 250 1289 618"> <p>Systems of Oppression</p> <p>Here is a chart that lists 10 of the 100 systems of oppression that have been adapted from Youth Environmental Networks' Green Justice Guide.</p> <table border="1"> <thead> <tr> <th>System or form of oppression</th> <th>'Race' oppression</th> <th>Gender oppression</th> <th>Class oppression</th> <th>Sexual oppression</th> <th>Ability oppression</th> <th>Age oppression</th> </tr> </thead> <tbody> <tr> <td>Assumed race</td> <td>White</td> <td>Male/boyed</td> <td>White/upper class</td> <td>Heterosexual</td> <td>'Not disabled'</td> <td>'Adult'</td> </tr> <tr> <td>What is considered to be marginal or not the norm</td> <td>Non-white or groups of colour, Aboriginal people, mixed race people</td> <td>Female, and transgender, transsexual and transsexual people</td> <td>The poor and working class</td> <td>Homosexual or queer folks</td> <td>'Disabled' people</td> <td>Children, youth, and the elderly (seniors)</td> </tr> <tr> <td>Name of the discrimination based on the system of oppression</td> <td>Racism</td> <td>Sexism and transphobia</td> <td>Classism</td> <td>Heterosexism, homophobia, biphobia and transphobia</td> <td>Ableism</td> <td>Ageism</td> </tr> </tbody> </table> <p>Moving from this chart towards oppression, it's all about the power and power for following questions:</p> <ol style="list-style-type: none"> 1. What is the assumed race? 2. What is considered to be marginal or not the norm? </div> </div>	System or form of oppression	'Race' oppression	Gender oppression	Class oppression	Sexual oppression	Ability oppression	Age oppression	Assumed race	White	Male/boyed	White/upper class	Heterosexual	'Not disabled'	'Adult'	What is considered to be marginal or not the norm	Non-white or groups of colour, Aboriginal people, mixed race people	Female, and transgender, transsexual and transsexual people	The poor and working class	Homosexual or queer folks	'Disabled' people	Children, youth, and the elderly (seniors)	Name of the discrimination based on the system of oppression	Racism	Sexism and transphobia	Classism	Heterosexism, homophobia, biphobia and transphobia	Ableism	Ageism	<p>Image 1 Source , Image 2 Source</p>
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<p>Stereotypes / Prejudice / Discrimination</p>	<p>Discrimination is the unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other social factors. Discrimination roots from stereotypes which are qualities given to individuals or groups that are based on misconceptions, false generalizations, and/or oversimplifications. These stereotypes can lead to prejudice which is an attitude based on stereotypes. Positive and negative prejudices alike, especially when directed toward marginalized groups, are damaging because they deny the individuality of the person. "In some cases, the prejudices of oppressed people ("you can't trust the police") are necessary for survival. No one is free of prejudice." A stereotype is an assumption, prejudice is a belief, and discrimination is an action.</p>	<p>Sources: Racial Equity Tools Glossary; Kids Help Phone, and Ontario Anti-Racism Directorate</p> <p>Quoted: Dismantlingracism.org</p>																												
<p>Marginalization</p>	<p>Marginalization is a form of systemic oppression by which groups are intentionally or unintentionally distanced from access to power and/or resources and constructed as less valuable/privileged to a community or mainstream social, economic, cultural, or political life.</p>	<p>Source: UBC Equity & Inclusion Glossary</p>																												

Term	What it means	Source
Othering	<p>Othering is a general term for the pattern of exclusion and marginalization based on having identities/social factors that are different from the norm and can be explained using the us vs. them or ingroup/outgroup effect. "In short, this effect speaks to how we differentially treat those whom we see as 'in our group' versus those whom we see as some kind of 'other,' meaning someone who is defined as in 'some group other than my own group.'"</p>	<p>Sources: What is Othering? Eskalera Blog</p> <p>Quoted: Psychology Today</p>
Structural violence	<p>Structural violence is a form of oppression that refers to when institutions such as economic, political, medical, legal or social institutions perpetuates inequity, thus causing preventable suffering. "In communities where there's a lot of police surveillance and people are given more traffic tickets, more code violations related to their homes, and are arrested more often, it's a form of structural violence."</p> <p><i>Click image thumbnail for link to full-size image:</i></p> 	<p>Source: Definition of Structural Violence</p> <p>Quoted/Deeper dive: Structural violence: U of T's Dexter Voisin on systemic racism, trauma and the Black community</p> <p>Image Source</p>

Term	What it means	Source
Additional Anti-Oppression terms - Individual/interpersonal		
<p>Microaggressions</p>	<p>Indirect, subtle, or unintentional discrimination against members of a marginalized group.</p> <p><i>Click image thumbnails for link to full-size image:</i></p> 	<p>Source: Merriam-Webster Dictionary</p> <p>Image Source: C3's Diversity and Inclusion training slides</p>
<p>Weathering</p>	<p>is the physical and psychological erosion that Black, Indigenous and racialized people experience due to the cumulative impact of repeated experiences with social or economic adversity and political marginalization.</p>	<p>Source: Code Switch, Article: "Weathering and Age Patterns"</p> <p>For a deeper dive: This Racism is Killing Me Inside- NPR Podcast explains the effects of weathering.</p>

Term	What it means	Source
Implicit or unconscious bias	Refers to the unconscious attribution of particular qualities to a member of a certain social group. Shaped by experience and based on learned associations between particular qualities and social categories, including race and/or gender. It is important to note that our biases are inevitably shaped by systemic social forces such as systemic racism (see definition above). Though we cannot control how we may have been socialized to internalize certain biases, we can notice and interrupt harmful biases we hold, such as those shaped by systemic racism.	<p>Source: Wikipedia</p> <p>Deeper dive: Take Harvard University's Implicit Association Test</p>
White Fragility	A term coined by Robin DiAngelo to describe the disbelieving defensiveness that white people exhibit when their ideas about race and racism are challenged—and particularly when they feel implicated in white supremacy.	Source: Robin DiAngelo interview, New Yorker
Tone policing	<p>Refers to derailing a discussion when someone from the privileged side of the conversation focuses on the presentation of an argument rather than its content and all the following responses “pile on” to this language critique. Tone policing has roots in colonialism and white supremacist practices that hold individuals to a certain standard in order to be considered acceptable.</p> <p>Click here to check out this comic that explains really well what tone policing means:</p>	Sources/deeper dive: Everyday Feminism comic and Article “How to stop tone policing”

Term	What it means	Source
Tokenism	the practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality within a workforce.	Sources/deeper dive: “Tokenism: The Result of Diversity without Inclusion” and “Stereotype Threat, Tokenism and Implicit Racism” ;
Other helpful terms		
BIPOC	Stands for Black, Indigenous and people of color.	<i>Source:</i> Sunrise Movement Deeper dive: Article: “BIPOC: What does it mean?” and Article: “The meaning of BIPOC”
Indigenous	“Indigenous is a term used to describe the collective group of First Nations, Metis, and Inuit peoples in Canada with an understanding that each is unique and diverse in their culture, traditions, language, and worldview.”	Source Quoted: Lakehead University Deeper dive: Indigenous or Aboriginal: Which is correct?