

## Key Terms

**Equity:** Is about the inclusive, respectful, and fair treatment of all people. Equity is not about treating everyone the same because we are all different and have unique needs. Instead, equity considers the impacts of historical and ongoing systemic discrimination and the rights of individuals or groups to fair access to resources, influence, and societal power.

**Power:** Is dynamic and multidimensional. It often works in hidden ways, and it takes many forms. Power is often associated with control-over people and resources, but it also includes the ability to set or change rules, standards, or policies to serve the needs of certain groups or people.

**Inclusion:** Is when concrete and consistent steps are taken to ensure that people with different identities feel valued, respected, and welcomed within a given setting. Inclusionary practices bring historically and presently excluded people and groups into decision-making processes in ways that share power.

**Identity:** (Social identity) Is a socially and historically constructed concept. We learn about our own identity and the identity of others through interactions with family, peers, organizations, institutions, media, and other connections we make in our everyday life. Class, race, gender, and sexual orientation are all social identities. A person is usually a member of many diverse groups or communities at once. A person's sense of self is often defined by all the identities or groups to which they belong.

**Colonization:** In the Canadian context, colonization is the act or process of settling among and establishing control over Indigenous peoples and Indigenous land through violence, oppression, enslavement, and genocide. It is an ongoing process and Indigenous peoples continue to resist colonial violence, reclaim Indigenous knowledge, rebuild communities, and strive for freedom. Colonization has also had devastating impacts on racialized and immigrant communities both within Canada and on a global scale.

**Gender:** Is social and cultural. It's how your identity relates to societal ideas of what it means to be a woman, man, neither, both, or a mix of multiple genders.



**Oppression:** Is the use of power to disempower, marginalize, silence or otherwise subordinate groups of people or identities, often in order to further empower and/or privilege the dominant group or dominant identities. Oppression works at various levels (individual, cultural and institutional) and can be achieved through force and/or the control of social institutions and resources.

**Intersectionality:** Is a theory that recognizes that people have many overlapping identities and may face multiple forms of discrimination at the same time. Intersectionality is also concerned with how different systems, institutions, structures, and socioeconomic and political practices (historical and current) work together to create and reinforce inequities and disadvantages for certain groups of people.

