**Terms that we need to know:**

**Anti-Oppression:** Strategies, theories, and actions that challenge socially and historically built inequalities and injustices that are ingrained in our systems and institutions by policies and practices that allow certain groups to dominate over other groups.

**Anti-Racism:** An active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes.

**Discrimination:** The denial of equal treatment, with respect to education, accommodation, health care, employment and access to services, goods and facilities. Behaviour that results from prejudiced attitudes by individuals or institutions, resulting in unequal outcomes for persons who are perceived as different (outside of the norm). Differential treatment that may occur on the basis of race, nationality, gender, age, religion, political or ethnic affiliation.

**Diversity** A term used to encompass all the various differences among people – including race, age, ability, religion, gender, sexual orientation, disability, socio-economic status, etc.

**Multiculturalism** Federal policy announced the Multiculturalism Act of 1988 which acknowledges the unequal access to resources and opportunities of Canadians who are not of the dominant white group, and urges the recognition of their contributions, the preservation of their cultural heritage and the equal treatment of all Canadians.

**Oppression:** One individual or group being a more powerful individual or group, using physical, psychological, racial, social or economic threats or force, to maintain power and privilege over another.

**Privilege:** The experience of free benefits, advantages, access and/or opportunities afforded members of the dominant group in a society, usually unrecognized and taken for granted by members of the majority group, while the same freedoms, rights, benefits, advantages access and/or opportunities are denied to members of the minority or disadvantaged groups.

**Race** Refers to a group of people of common ancestry, distinguished from others by physical characteristics such as colour of skin.

**Sexism:** Norms, values, beliefs, structure and systems that marginalize and subordinate women while granting power, privilege, and superiority to men.

**Discourse:**ways of constituting knowledge, ways of understanding, together with the social practices and power relations. Discourses are more than ways of thinking and producing meaning. They are how we think, talk, and act in certain situations (unwritten rules of how to act depending on situation).

**White privilege:** is a term for societal privileges that benefit white people beyond what is commonly experienced by non-white people in the same social, political, or economic circumstance. These include cultural affirmations of one's own worth; presumed greater social status; and freedom to move, buy, work, play, and speak freely.

**Male privilege:** Male privilege is a set of privileges that are given to men as a class due to their institutional power in relation to women as a class.

**Christian Privilege:** is the system of advantages bestowed upon [Christians](http://en.wikipedia.org/wiki/Christian) in some societies. This system arises out of the presumption that the belief in Christianity is a [social norm](http://en.wikipedia.org/wiki/Social_norm), leading to the exclusion of the nonreligious and members of other religions through institutional [religious discrimination](http://en.wikipedia.org/wiki/Religious_discrimination) (ex. Christian calendar).

**Colorblindness:** Colorblindness is the belief that race does not matter. Its intention is positive in that it tries to create equality, BUTcolorblindness does not benefit society. Colorblindness denies that racism does exist, and that race matters. To be colorblind prolongs the silence that prevents us from addressing racism and that it still oppresses people today.