

Appendix: Shared language and terminology

- **Antiracism** the work of actively opposing racism by advocating for changes in political, economic, and social life
- **Antiracist** someone who is supporting antiracist policy through their actions or expressing antiracist ideas
- **Anti-Black** two-part formation that voids Blackness of value, while systematically marginalizing Black people and their issues
- **White supremacy** the belief that white people constitute a superior race and should therefore dominate society, typically to the exclusion or detriment of other racial and ethnic groups
- **Power** unequally distributed globally by groups or individuals who yield greater power than others, allowing them greater access and control over resources
- **Race** social construct (not biological), created by scientists to support worldviews that viewed some groups of people as inferior
- **Intersectionality** an approach largely advanced by women of color, arguing that classifications such as gender, race, class, sexual orientation, and others cannot be examined in isolation from one another

(source: Racial Equity Tools glossary)

Appendix: Shared language and terminology (cont.)

- **Ally** someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identify, etc.) and work in solidarity with oppressed groups in the struggled for justice
- **Anti-Indigenous racism** is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous and First Nations People
- **Marginalization** treatment of a person, group, or concept as insignificant or peripheral
- **Oppression** Systemic devaluating, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something if value, while others have ready access
- **Privilege** unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.)
- **People of color** often the preferred collective term for referring to non-White racial groups
- **Racial healing** to restore to health or soundness; to repair or set right; to restore to spiritual wholeness

(source: Racial Equity Tools glossary)