

**Glossary of Terms**

**IMPORTANT NOTE ON TERMINOLOGY**

It is important that educators are conscious of why certain terms to describe people of African descent are no longer socially acceptable. Primarily, these terms once used in the past had been used in a derogatory manner or because new terms better conveyed African heritage. In this document, the terms ‘Black,’ ‘Afro-Caribbean,’ ‘African Canadian,’ and ‘diasporic African,’ are used to refer to people of African descent. In the past, terms such as ‘negro,’ ‘coloured,’ and ‘mulatto’ were used but are no longer acceptable. Presently, acceptable terms for people of mixed ancestry include: ‘biracial,’ ‘mixed heritage,’ ‘mixed ancestry’ or ‘mixed culture.’ A student engaging with lesson plans in this document might encounter these terms and others and should understand them within the historical context.

It is equally important to pay attention to language when discussing slavery in the Americas.

<b>Instead of:</b>	<b>Use:</b>
slave	enslaved man, enslaved woman, enslaved person, etc.
slavery	chattel slavery
fugitive slave, runaway slave, rebel slave	freedom-seeker
slave owner, master,	enslaver
Africa	African countries, African nations (specify)

**Abolitionist** - a person who wants to stop or abolish slavery

**Africa** - a continent between the Atlantic and Indian oceans

**Alliance** - a union between people, groups, countries, etc. in which people agree to work together

**Activist** - a person who uses or supports strong actions (such as public protests) to help make changes in politics or society

**Civilization** - a well-organized and developed society

**Civil Rights** - the rights that every person should have regardless of his or her sex, race, or religion

**Culture** - the beliefs, customs, arts, etc., of a particular society, group, place, or time

**Diaspora** - a group of people who live outside the area in which they had lived for a long time or in which their ancestors lived

**Emancipation** - to free (someone) from someone else's control or power

**Enslave** - to make (someone) a slave

**Enslaver** - to make someone a slave

**Ethnicity** - belonging to a particular race or group of people who have a culture that is different from the main culture of a country

**Freedom-seeker** - an enslaved person who courageously runs away from their owner

**Fugitive slave** - an enslaved person who courageously runs away from their owner

**Heritage** - the traditions, achievements, beliefs, etc., that are part of the history of a group or nation

**Master** - someone (especially a man) who has a servant or slave

**Overseer** - a person who watches and directs the work of other people in order to be sure that a job is done correctly

**Plantation** - a large area of land especially in a hot part of the world where crops (such as cotton) are grown

**Quakers** - a religious group who opposed slavery

**Segregation** - the practice or policy of keeping people of different races, religions, etc., separate from each other

**Slavery** - the state of being a slave; the practice of enslaving people

**Underground Railroad** - a network of people, routes, and places offering aid to freedom-seekers fleeing slavery

**Freedom** - the state of being free

**Loyalist** - Americans who remained loyal to the British Crown during the American Revolutionary War

**Transatlantic Slave Trade** - the slave trade that transported between 10 million and 12 million enslaved Africans across the Atlantic Ocean to the Americas

**Conscious bias** - biased attitudes about a group we are aware of; can be (in)visible; can be accessed

**Unconscious bias** - biased attitudes operating outside your awareness and control, are difficult to access or be aware of, & influence your action more than conscious biases.

**Black Canadian (Caribbean, Black African Diasporic peoples)** - people of African descent and those who define themselves as such, who are now residents/citizens of Canada

**White privilege** - The inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice. This concept does not imply that a white person has not worked for their accomplishments but rather, that they have not faced barriers encountered by others.

**White supremacy** - beliefs and ideas purporting natural superiority of the lighter-skinned, or "white," human races over other racial groups

**Diversity** - term used to encompass the acceptance and respect of various dimensions including race, gender, sexual orientation, ethnicity, socio-economic status, religious beliefs, age, physical abilities, political beliefs, or other ideologies

**Inclusion** - the extent to which diverse members of a group (society/organization) feel valued and respected

**Equity literacy** - Equity literacy is a comprehensive approach for creating and sustaining equitable schools. The foundations of equity literacy are (1) a commitment to deepening individual and institutional understandings of how equity and inequity operate in organizations and societies, and (2) the individual and institutional knowledge, skills, and will to vigilantly identify inequities, eliminate inequities, and actively cultivating equity. At the individual level, when we embrace equity literacy we learn to become a *threat to the existence of inequity* and an active *cultivator of equity* in our spheres of influence.

More than cultural competence or diversity awareness, equity literacy prepares us to recognize even the subtlest forms of bias, inequity, and oppression related to race, class, gender identity and expression, sexual orientation, (dis)ability, language, religion, immigration status, and other factors. Through equity literacy we prepare ourselves to understand how experience disparities, not just quantitatively measured outcome disparities, affect student access to equitable educational opportunity free of bias, inequity, and discrimination.

According to the equity literacy framework, equity is not merely about giving every student what they need to succeed in an individual sense. This way of imagining equity obscures our responsibility to address institutional bias and inequity. Instead, equity is a process through which we ensure that policies, practices, institutional cultures, and ideologies are actively equitable, purposefully attending to the interests of the students and families to whose interests we have attended inequitably. By *recognizing* and deeply understanding these sorts of disparities, we prepare ourselves to respond effectively to inequity in the immediate term. We also strengthen our abilities to foster long-term change by *redressing* institutional and societal conditions that create everyday manifestations of inequity.

## Five Abilities of Equity Literacy

The knowledge and skills of equity literacy cultivate in individuals and institutions four equity abilities:

1. the ability to **recognize** even the subtlest biases and inequities,
2. the ability to **respond** skillfully and equitably to biases and inequities in the immediate term,
3. the ability to **redress** biases and inequities by understanding and addressing them at their institutional roots,
4. the ability to **actively cultivate** equity by applying an equity commitment to every decision, and
5. the ability to **sustain** equity efforts even in the face of discomfort or resistance.

**Culturally Relevant and Responsive Pedagogy** - a culturally responsive teacher uses differentiated instruction to tailor learning to every aspect of a student's culture

**Microaggression** - a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)

**Macroaggression** - large-scale or overt aggression toward those of a certain race, culture, gender, etc.; contrasted with microaggression.

**Colonization** - to create a colony in or on (a place): to take control of (an area) and send people to live there

**Generational trauma** - a traumatic event that occurred decades prior to the current generation and has been passed down through generations in families

**Racial profiling** - any action that relies on stereotypes about race, colour, ethnicity, ancestry, religion or place of origin, or a combination of these, rather than on a reasonable suspicion to single out a person for greater scrutiny or different treatment

## Systemic Oppression

**Systemic Racism** - an interlocking and reciprocal relationship between the individual, institutional and structural levels, which function as a system of racism

**Race** - racial categories are socially constructed, that is, race is not intrinsic to human beings but rather an identity created, often by socially dominant groups, to establish meaning in a social context; this often involves the subjugation of groups defined as racially inferior

**Equity** - a condition or state of fair, inclusive, and respectful treatment of all people; equity does not mean treating people the same without regard for individual differences

**Intersectionality** - the experience of the interconnected nature of ethnicity, race, creed, gender, socio-economic position etc., (cultural, institutional and social), and the way they are embedded within existing systems and define how one is valued

**Internalized Racism** - patterns of mistreatment of racialized groups and acceptance of the negative messages of the dominant group become established in their cultures and members assume roles as victims

**Racialization** - the process by which societies construct races as real, different and unequal in ways that matter and affect economic, political and social life

**Critical Consciousness** - the ability to recognize and analyze systems of inequality and the commitment to take action against these systems — can be a gateway to academic motivation and achievement for marginalized students.

**Anti-Black Racism** - policies and practices rooted in Canadian institutions such as, education, health care, and justice that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards people of African descent

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