

Anti-Racism Grant Program

Glossary

Anti-Racism: the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably. (Anti-racism lexicon, Government of Canada) Anti-Racism is an active and consistent process of change to eliminate individual, institutional, and systemic racism. (Canadian Race Relations Foundation)

Barriers: overt or covert obstacles which must be overcome for equality to be possible. Barriers can be attitudinal or behavioral in the form of attitudes which operate to exclude some while including others; procedural overt and covert practices that prohibit access for some and physical - conditions in the social or work environment that prevent access. (Alberta Human Rights Commission Website Glossary)

Belonging: the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. (Sense of Belonging, Cornell University)

Community Development Organizations: organizations that leverage local knowledge and resources, sometimes in combination with external resources, to materially improve the lives of community members. (McQuarrie, M. (2010). Community Development Organizations. In: Anheier, H.K., Toepler, S. (eds) International Encyclopedia of Civil Society. Springer, New York, NY)

Community Driven: empower community organizations to have a voice and inform government on what potential solutions are within the Program's scope to serve a particular community. (Ethnocultural Grant Program Policy Guide)

Community Partnerships: purposeful, lasting, mutually beneficial relationships with external interested parties to work together to understand and address the core problems facing local communities. (Sustainability Tracking, Assessment & Rating System)

Community Engagement: engagement is a two-way process. Engagement can lead to broader participation and wider community input in decision-making. Through deliberate, well planned public engagement, community members become informed about, participate in, and influence public decisions. Community members go beyond just knowing about a pending decision to participating in the decision-making process—they become a part of the community change. The engagement process includes listening, discussion, deliberation, and decision-making. Successful community engagement builds relationships in the community which, ultimately, strengthens the community's social fabric and develops new leaders (Why, What and How of Community Outreach and Engagement, University of New Hampshire)

Community Outreach: outreach is one-way communication that tells community members about an issue, problem, opportunity, or decision. Outreach can be postcards sent to homeowners, fliers placed throughout a community, website postings, and meeting announcements, for example. Community leaders inform the public of an upcoming discussion and invite them in to comment or participate. (Why, What and How of Community Outreach and Engagement, University of New Hampshire)

Cross-Cultural: deals with the comparison of different cultures. In cross-cultural communication, differences are understood and acknowledged, and can bring about individual change, but not collective transformations. (Spring Institute)

Cultural Awareness: understanding how people acquire their cultures and culture's important role in personal identities, life ways, and mental and physical health of individuals and communities; Being conscious of one's own culturally shaped values, beliefs, perceptions, and biases. (National Center for Cultural Competence - Georgetown University)

Cultural Diversity: “the existence of a variety of cultural or ethnic groups within a society” - in other words, it's a population where all differences are represented. (Diversity & Inclusion - HR Blog)

Cultural Worldview: refers to people's underlying general attitudes such as basic beliefs and perceptions of a culture. (Science Direct)

Culture: refers to a group's shared set of beliefs, norms and values. It is the totality of what people develop to enable them to adapt to their world, which includes language, gestures, tools, customs and traditions that define their values and organize social interactions. Culture is expressed and reproduced through formal and informal systems of reinforcement. Human beings are not born with culture – they learn and transmit it through language and observation. (Anti-racism lexicon, Government of Canada)

Discrimination: Action, policy, practice, or decision that has a negative effect on an individual or group, and is related to certain personal characteristics such as race, age, disability, or gender. (Alberta Human Rights Commission Website Glossary)

Diversity: variety of unique qualities and characteristics that all individuals possess, and the mix of these qualities that occur in any group of people. Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other personal characteristics can make up individual diversity (Alberta Human Rights Commission Website Glossary)

Events: a noteworthy happening; a social occasion or activity (Merriam-Webster Dictionary)

Ethnic Group: a group of people having a shared heritage, culture, language or religion; a group bound together by ties of cultural homogeneity, with a prevailing loyalty and adherence to certain beliefs, attitudes and customs. Everyone belongs to an ethnic group; however, this term is often used to identify only individuals from non-dominant cultural groups. (Human Rights Terminology)

Ethnocultural: the term, without the hyphen, is used to refer to a group of people who share a common distinctive ethnicity, heritage, culture, language, social patterns and a sense of belonging. You may see the hyphen used in Canada when “ethno-racial and ethno-religious” are used. All Albertans are included in the term ethnocultural. (Human Rights Terminology)

Faith-based organization: may be defined as a group of individuals united on the basis of religious or spiritual beliefs. (Encyclopedia.com)

Grassroots: refers to movements or organizations that use everyday people and collective action within a local area to affect change. They encourage community members to contribute, take responsibility and action in order to see real change within their community. (Live Free Project)

Government Lobbying: the process through which individuals and groups articulate their interests to federal, provincial or municipal governments to influence public policy or government decision-making. (The Canadian Encyclopedia)

Immigrant: refers to a person who is, or who has ever been, a landed immigrant or permanent resident. Such a person has been granted the right to live in Canada permanently by immigration

authorities. Immigrants who have obtained Canadian citizenship by naturalization are included in this group. (Statistics Canada)

Inclusive: appreciating and using our unique differences – strengths, talents, weaknesses and frailties – in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization. (Anti-racism lexicon, Government of Canada)

Indigenous Culture: the Canadian Constitution recognizes 3 groups of Aboriginal peoples: Indians (more commonly referred to as First Nations), Inuit and Métis. These are 3 distinct peoples with unique histories, languages, cultural practices and spiritual beliefs. (Indigenous peoples and communities, Government of Canada)

Indigenous Organizations: First Nations or Métis governments, tribal councils, band councils, settlements, and/or not-for-profit Indigenous organizations. (Anti-racism Grant Program Policy Guide)

Intercultural: describes communities in which there is a deep understanding and respect for all cultures. Intercultural communication focuses on the mutual exchange of ideas and cultural norms and the development of deep relationships. In an intercultural society, no one is left unchanged because everyone learns from one another and grows together. (Spring Institute)

Multicultural: refers to a society that contains several cultural or ethnic groups. People live alongside one another, but each cultural group does not necessarily have engaging interactions with each other. For example, in a multicultural neighborhood people may frequent ethnic grocery stores and restaurants without really interacting with their neighbors from other countries. (Spring Institute)

Multiculturalism: Federal policy announced in 1971 and enshrined in law in the Multiculturalism Act of 1988. It promotes the acknowledgement and respect of diverse ethnicities, cultures, races, religious, and supports the freedom of these groups to preserve their heritage "while working to achieve the equality of all Canadians." (Anti-racism lexicon, Government of Canada)

Non-profit organizations: are associations, clubs, or societies that are not charities and are organized and operated exclusively for social welfare, civic improvement, pleasure, recreation, or any other purpose except profit. (Government of Canada website)

Non-profit ethnocultural organizations: not-for profit organizations that serve a group of people who share a common distinctive ethnicity, heritage, culture, language, social patterns, and a sense of belonging. (Human Rights Terminology)

Political Activism: 1. explicitly communicates a call to political action (i.e., encourages the public to contact an elected representative or public official and urges them to retain, oppose, or change the law, policy, or decision of any level of government in Canada or a foreign country); 2. explicitly communicates to the public that the law, policy, or decision of any level of government in Canada or a foreign country should be retained (if the retention of the law, policy or decision is being reconsidered by a government), opposed, or changed; or 3. explicitly indicates in its materials (whether internal or external) that the intention of the activity is to incite, or organize to put pressure on, an elected representative or public official to retain, oppose, or change the law, policy, or decision of any level of government in Canada or a foreign country." (CRA Guidance on Political Activities, Government of Canada)

Racialized: referring to a person or group of people categorized according to ethnic or racial characteristics and subjected to discrimination on that basis. (Anti-racism lexicon, Government of Canada)

Racial Minority: a group of persons who, because of their physical characteristics, are subjected to differential treatment. Their minority status is the result of a lack of access to power, privilege, and prestige in relation to the majority group. (Anti-racism lexicon, Government of Canada)

Racism: racism is any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination. (Anti-racism lexicon, Government of Canada)

Safe Space: a physical or virtual space or environment where people can express themselves and share experiences without fear of discrimination, judgment, conflict, criticism, harassment, or repercussions. (Guide on Equity, Diversity and Inclusion Terminology - Government of Canada)

Small not-for-profit ethnocultural organization: not-for profit ethnocultural organizations with an annual operating budget under \$100,000. (Anti-racism Grant Program Policy Guide)

Under-represented: a group of people whose representation within a given subgroup of society is lower than its representation in the general population. (Anti-racism lexicon, Government of Canada)

Visible Minority: term used to describe people who are not white. Although it is a legal term widely used in human rights and employment equity legislation and in the various policies which derive from these laws, currently the terms "racialized minority" or "racialized groups" or "people of colour" are preferred by people labelled as visible minorities. (Anti-racism lexicon, Government of Canada)