

Equity, Diversity and Inclusion: Anti-Racism Strategies

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DEFINITIONS

BIPOC – stands for Black, Indigenous and People of Colour. The term emphasizes that people of colour from these specific communities face different, and often more severe, forms of injustice and oppression.

Implicit Bias – a hidden or unintentional preference for a particular group based on social identity such as race, gender, class, religion, culture, ability or sexual orientation.

Stereotypes – generalizations about a group of people that can be based on a kernel of truth, an exaggerated reality, or even an outright lie, resulting in the categorization of each member of that group without regard for individual differences.

Culture – encompasses all the learned patterns of behaviour, including values, morals, customs, foods, language, worldviews, priorities, beliefs, goals, as well as personal or professional boundaries.

Cultural Norms – generalizations that categorize members of the same group as having similar characteristics. These tend to be flexible and allow for variations (from member to member) as new cultural information becomes available. They are a type of hypothesis of what to expect to encounter when interacting with a certain culture.

Cultural Stereotypes – generalizations that categorize all members of a group as having the same characteristics. These tend to be more negative and typically inflexible and resistant to new information.

Multicultural – including people who have many different customs and beliefs. These customs and beliefs may be based on considerations such as racial, ethnic, linguistic minority, gender, socioeconomic status, disability, and their various intersections.

Dominant Culture – also known as mainstream, majority and Eurocentric