



Many of the definitions below were sourced from the *In Plain Sight* report with the guidance of the Indigenous Wellness and Reconciliation Team as well as other expert-developed documents. When the [In Plain Sight report](#) is the source material, no additional referral link is provided. When *In Plain Sight* is not the source material, an additional referral link is provided.

Term	Source Material
<p>"Anti-racism" is the practice of actively identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviours that perpetuate racism. It is more than just being "not racist" but involves taking action to create conditions of greater inclusion, equality and justice.</p>	
<p>"Bias" A way of thinking or operating based explicitly or implicitly on a stereotype or fixed image of a group of people.</p>	
<p>"Colonialism" Colonizers are groups of people or countries that come to a new place or country and steal the land and resources from Indigenous peoples, and develop a set of laws and public processes that are designed to violate the human rights of the Indigenous peoples, violently suppress the governance, legal, social, and cultural structures of Indigenous peoples, and force Indigenous peoples to conform with the structures of the colonial state.</p>	
<p>"Cultural humility" is a life-long process of self-reflection and self-critique. It is foundational to achieving a culturally safe environment. While western models of medicine typically begin with an examination of the patient, cultural humility begins with an in-depth examination of the provider's assumptions, beliefs and privilege embedded in their own understanding and practice, as well as the goals of the patient-provider relationship. Undertaking cultural humility allows for Indigenous voices to be front and centre and promotes patient/provider relationships based on respect, open and effective dialogue and mutual decision-making. This practice ensures Indigenous peoples are partners in the choices that impact them, and ensures they are party and present in their course of care.</p>	
<p>"Cultural safety" A culturally safe environment is physically, socially, emotionally and spiritually safe. There is recognition of, and respect for, the cultural identities of others, without challenge or denial of an individual's identity, who they are, or what they need. Culturally unsafe environments diminish, demean or disempower the cultural identity and well-being of an individual.</p>	
<p>"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. Human beings are not born with culture – they learn and transmit it through language and observation.</p>	

<p>"Cisgender, or cis" An adjective that describes a person whose gender identity aligns with the sex they were assigned at birth.</p>	<p>NPR's Guide to gender identity terms. https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq</p>
<p>"Disability" and "disabled" generally describe functional limitations that affect one or more of the major life activities, including walking, lifting, learning and breathing. Various laws define disability differently.</p>	<p>National Centre on Disability and Journalism - Disability Language Style Guide https://ncdj.org/style-guide/</p>
<p>"Discrimination" Through action or inaction, denying members of a particular social group access to goods, resources and services. Discrimination can occur at the individual, organizational or societal level. In B.C., discrimination is prohibited on the basis of "race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, political belief or conviction of a criminal or summary conviction offence unrelated to their employment."</p>	<p>BC Human Rights Code https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01</p>
<p>"Diversity" Diversity describes those differences between people as manifested in their interactions with others in practice, learning, and societal contexts. These differences include lived experiences and perspectives of people that may include learning and processing styles, race, ethnicity, colour, citizenship status, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations.</p> <p>Diversity is a concept meant to convey the existence of difference. Each person's unique combination of differences contributes to their experiences in ways that can be both positive and negative. Diversity is not a spectrum or a measure, it is infinite. One person cannot be more diverse than another. Diversity is created when people who are different from one another come together, and includes everyone in the room.</p>	<p>Equity and Diversity In Medicine- Background to CMA Policy, Canadian Medical Association</p> <p>Equity and Inclusion, Glossary of Terms - The University of British Columbia, Equity and Inclusion Office</p> <p>Doctors of BC Diversity and Inclusion Barrier Assessment – Final Report, Doctors of BC</p>
<p>"Equality" Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.</p> <p>It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.</p> <p>Equality recognises that historically certain groups of people with protected characteristics such as race, disability, sex and sexual orientation have experienced discrimination.</p>	<p>Understanding equality - Equality and Human Rights Commission https://www.equalityhumanrights.com/en/secondary-education-resources/useful-information/understanding-equality</p>

<p>“Equity” Equity means the treatment of people that recognizes and accommodates their differences by ensuring that every individual is provided with what they need to thrive, which may differ from the needs of others. It considers power, access, opportunities, treatment, impacts and outcomes, in three main areas:</p> <ul style="list-style-type: none"> • Representational equity: the proportional participation at all levels of an institution; • Resource equity: the distribution of resources in order to close equity gaps; and • Equity-mindedness: the demonstration of an awareness of, and willingness to, address equity issues. 	<p>Equity and Diversity In Medicine- Background to CMA Policy, Canadian Medical Association</p> <p>Equity and Inclusion, Glossary of Terms - The University of British Columbia, Equity and Inclusion Office</p>
<p>“Ethnicity/Ethnocultural Identity” Refers to groups of people who share cultural traits that they characterize as different from those of other groups. An ethnic group is often understood as sharing a common origin, language, ancestry, spirituality, history, values, traditions and culture. People of the same race can be of different ethnicities.</p>	
<p>Gender identity: One’s own internal sense of self and their gender, whether that is man, woman, neither or both. Unlike gender expression, gender identity is not outwardly visible to others.</p>	<p>NPR’s Guide to gender identity terms. https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq</p>
<p>“Inclusion” Inclusion is an active, intentional, and continuous process to address inequities in power and privilege, and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all. It is a process that engages each individual and makes people feel valued as being essential to the success of the organization.</p>	<p>Equity and Inclusion, Glossary of Terms - The University of British Columbia, Equity and Inclusion Office</p> <p>What is Diversity and Inclusion? Global Diversity Practice</p> <p>Truth, Racial Healing and Transformation: Implementation Guidebook</p> <p>Equity and Inclusion Toolkit: Canadian Federation of Nurses Unions</p>
<p>“Indigenous Peoples” The first inhabitants of a geographic area. In Canada, Indigenous Peoples include those who may identify as First Nations (status and non-status), Métis and/or Inuit.</p>	
<p>“Indigenous-specific racism” The unique nature of stereotyping, bias and prejudice about Indigenous Peoples in Canada that is rooted in the history of settler colonialism. It is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples in Canada that perpetuates power imbalances, systemic discrimination and inequitable outcomes stemming from the colonial policies and practices.</p>	

<p>“Neurodivergent” is a term someone may use to self-describe themselves as having atypical brain function (opposite of neuro-typical). Persons who are neurodivergent may have one or more of the following diagnoses: autism, attention-deficit/hyperactivity disorder (ADHD) and/or dyslexia. A neurodivergent person may or may not identify as a disabled person.</p>	<p>Princing, McKenna (2022). What is neurodiversity and why does it matter? https://rightasrain.uwmedicine.org/mind/mental-health/neurodiversity-or-neurodivergence</p>
<p>“Nonbinary” A term that can be used by people who do not describe themselves or their genders as fitting into the categories of man or woman. A range of terms are used to refer to these experiences, such as nonbinary and genderqueer.</p>	<p>NPR’s Guide to gender identity terms. https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq</p>
<p>“Oppression” Refers to discrimination that occurs and is supported through the power of public systems or services, such as health care systems, educational systems, legal systems and/or other public systems or services; oppression also refers to discrimination that is reinforced by systemic power. Denying people access to culturally safe care is a form of oppression.</p>	
<p>“Prejudice” Refers to a negative way of thinking and attitude toward a socially defined group and toward any person perceived to be a member of the group. Like bias, prejudice is a belief and based on a stereotype.</p>	
<p>“Privilege” operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups. Privilege is unearned, and mostly unacknowledged, social advantage that non-racialized people have over other racial groups.</p>	
<p>“Race” Refers to a group of people who share the same physical characteristics such as skin tone, hair texture and facial features. Race is a socially constructed way to categorize people and is used as the basis for discrimination by situating human beings within a hierarchy of social value.</p>	
<p>“Racial Equity” Racial equity is the condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.</p>	<p>Truth, Racial Healing Colorism and Transformation: Implementation Guidebook https://healourcommunities.org/wp-content/uploads/2018/02/TRHTImplementationGuide.pdf</p>
<p>“Racism” is the belief that a group of people are inferior based on the colour of their skin or due to the inferiority of their culture or spirituality. It leads to discriminatory behaviours and policies that oppress, ignore or treat racialized groups as ‘less than’ non-racialized groups. Racism can be systemic when it is enacted through routine and societal systems, structures and institutions such as requirements, policies, legislation and practices that perpetuate and maintain avoidable and unfair inequalities across racial groups, including the use of profiling and stereotyping.</p>	

<p>“Sexual Orientation” The enduring physical, romantic and/or emotional attraction to members of the same and/or other genders, including lesbian, gay, bisexual and straight orientations.</p>	<p>NPR’s Guide to gender identity terms. https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq</p>
<p>“Staff” means all employees (including management and leadership), medical staff (including physicians, midwives, dentists, and nurses), residents, health care professionals, and researchers.</p>	
<p>“Stereotype” A fixed image. Refers to an exaggerated belief, image or distorted truth about a person or group; a generalization that allows for little or no individual differences or social variation.</p>	
<p>“Systemic racism” is enacted through routine and societal systems, structures, and institutions such as requirements, policies, legislation, and practices that perpetuate and maintain avoidable and unfair inequalities across racial groups, including the use of profiling and stereotyping.</p>	
<p>“Transgender, or trans” An adjective used to describe someone whose gender identity differs from the sex assigned at birth. A transgender man, for example, is someone who was listed as female at birth but whose gender identity is male.</p>	<p>NPR’s Guide to gender identity terms. https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq</p>
<p>“Two-Spirit” is a term used within some Indigenous communities, encompassing cultural, spiritual, sexual and gender identity. The term reflects complex Indigenous understandings of gender roles, spirituality, and the long history of sexual and gender diversity in Indigenous cultures.</p>	<p>TransCare BC, Provincial Health Services Authority. http://www.phsa.ca/transcarebc/gender-basics-education/terms-concepts/two-spirit#:~:text=%E2%80%9D%20is%20a,gender%20diversity%20in%20Indigenous%20cultures.</p>
<p>“Equity deserving groups” are a group of people who have identified barriers to equal access, opportunities, and resources due to disadvantage and discrimination, and actively seek social justice and reparation. This marginalization could be created by attitudinal, historic, social, and environmental barriers based on characteristics that are not limited to sex, age, ethnicity, disability, economic status, gender, gender expression, nationality, race, sexual orientation, and creed.</p> <p>Note, “equity-seeking group” may be used to describe this grouping of people as well; however, at this time, it is not the preferred term.</p>	<p>Canada Council for the Arts. Equity Seeking Groups. Retrieved June 2022 From: https://canadacouncil.ca/glossary/equity-seeking-groups</p> <p>University of New Brunswick. Glossary Project: EDI Essential Terms. Retrieved June 2022 From: https://www.unb.ca/initiatives/equity-diversity-inclusion/glossary-project.html</p>

<p>"IBPOC/BIPOC" are acronyms to signify people of colour. Both acronyms refer to the following racialized groups: Indigenous, Black, and Persons of Colour.</p>	<p>None.</p>
<p>"People of Colour" is a term for referring to non-white racial groups, rather than "minorities." Since the late 1970s, racial justice advocates have been using the term "people of colour" (not to be confused with the pejorative "coloured people" commonly used in Canada and the United States) as an inclusive and unifying frame across different racial groups to address racial inequities. While "people of colour" can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, eg: "non-white"), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate.</p>	<p>Race Forward (2015). Race Reporting Guide. Retrieved From: https://www.raceforward.org/sites/default/files/Race%20Reporting%20Guide%20by%20Race%20Forward_V1.1.1.pdf</p>
<p>"Racialization" is the act of being seen as someone belonging to a particular race. This act is a result of a complex and contradictory process that designates certain groups as being part of a particular race and on that basis subjected to differential and/or unequal treatment. This process defines white people as the norm and non-white people as others and diverging from the norm.</p> <p>Racialization can extend to specific traits and attributes, which are connected to racialized people and deemed to be abnormal and of less worth. Besides physical characteristics of people, other characteristics that are commonly racialized are accent, speech, name, clothing, diet, intelligence, beliefs, practices and habits.</p>	<p>Alberta Civil Liberties Association (2022). Racialization. Retrieved From: https://www.aclrc.com/racialization</p> <p>Human Rights Office, University of Guelph. Understanding Racialization: Creating a racially equitable university. Retrieved From: https://www.uoguelph.ca/diversity-human-rights/sites/uoguelph.ca.dhr/files/public/UnderstandingRacialization.pdf</p>

We would like to humbly and gratefully acknowledge that the work guided by our Mission, Vision and Values is delivered on the unceded, traditional, and ancestral lands of the Coast Salish People – in particular, the xʷməθkʷəyəm (Musqueam), Skwxwú7mesh (Squamish), səíłwətaʔ/Selilwitulh (Tseil-Waututh).