

Glossary of Terms for Students and Teachers

BIAS: a strong feeling in favour of or against one group of people, or one side in an argument, often not based on fair judgement.

CODE SWITCHING: the conscious modification of one's behaviour, appearance, use of language, etc., to be more acceptable to oppressive systemic expectations based on race, gender, culture or other marginalized identifiers.

DISCRIMINATION: an action or a decision that treats a person or a group badly for reasons such as their race, age or disability.

EQUITY: the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically.

GENDER: the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men and gender-diverse people. Gender identity is not binary or static. It is a spectrum and can change over time.

GENDER EQUITY: fairness and impartiality in the treatment of women, men and gender-diverse people, according to their respective needs in terms of rights, benefits, obligations and opportunities.

MANIPULATION: a type of skillful influence or control that aims to change the behaviour or perception of others through indirect or deceptive tactics.

MISOGYNY: feelings of hating women or the belief that men are much better than women. **Examples of misogyny** may come in the form of exclusion, discrimination, patriarchy, male privilege, belittling of women, violence, harassment, disenfranchisement, sexual objectification, etc.

PATRIARCHAL: pertaining to a society, family or system in which the men have all or most of the power and importance.

PREJUDICE: an unreasonable dislike of or preference for a person, group, custom, etc., especially when based on their race, religion, gender, sexual orientation, etc.

RACE RELATIONS: ways in which people of different races living together in the same community behave towards one another.

RACISM: prejudice, discrimination or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.

STEREOTYPE: a fixed idea or image that many people have of a particular type of person or thing, but which is often not true in reality.

SYSTEMIC OPPRESSION: the intentional disadvantaging of groups of people based on their identity while advantaging members of the dominant group (gender, race, class, sexual orientation, language, etc.).

UNCONSCIOUS BIASES: social stereotypes about certain groups of people that individuals form outside their own conscious awareness.