

# Anti-Black Racism Glossary

## KEY TERMS AND PHRASES

As you complete the certificate on Centering Black Youth Wellbeing, you may come across terms and references that require further explanation. To help with this, we have compiled this Glossary that you can view and refer to.

**ACCOUNTABILITY**<sup>1</sup> The ways in which individuals and communities hold themselves to their goals and actions, and acknowledge the values and groups to which they are responsible.

**ALLY**<sup>2</sup> Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice.

**ANTI-BLACK**<sup>3</sup> Overt racism and disregard for anti-Black institutions and policies that both void Blackness of value, while systematically marginalizing Black people and their issues.

**ANTI-BLACK RACISM**<sup>4</sup> Prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices and manifests in current social, economic, and political marginalization of African Canadians.

**ANTI-RACISM**<sup>5</sup> The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

**BLACK LIVES MATTER**<sup>6</sup> A political movement to address systemic and state violence against African Americans. Per the Black Lives Matter organizers: It was created in 2013, in response to the acquittal of Trayvon Martin's murderer, George Zimmerman. The project is now a member-led global network of more than 40 chapters.

**DIASPORA**<sup>7</sup> The voluntary or forcible movement of peoples from their homelands into new regions, where people live outside their natal (or imagined natal) territories.

**DISAGGREGATED DATA**<sup>8</sup> Data broken down into component parts or smaller units for statistical analysis. In the context of race-based data, this means breaking down the aggregate "racialized" category into its component parts such as Black, South Asian, etc.

**DISCRIMINATION**<sup>9</sup> Unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories.

**ETHNICITY**<sup>10</sup> A person's geographic or cultural origins, as they are linked to heritage, ancestry, or historical past, often with identifiable cultural, linguistic, and/or religious characteristics.

**INDIVIDUAL RACISM**<sup>11</sup> Intentional or unintentional beliefs, attitudes, and actions of individuals that support or perpetuate racism.

**INSTITUTIONAL RACISM**<sup>12</sup> The ways in which institutional policies and practices create different outcomes for different racial groups.

**INTERNALIZED RACISM**<sup>13</sup> When a racial group oppressed by racism supports the supremacy and dominance of the dominating group.

**INTERPERSONAL RACISM**<sup>14</sup> Occurs when the private beliefs and prejudices of individuals impact interactions with others.

<sup>1</sup> [Accountability and White Anti-Racist Organizing: Stories from Our Work](#), Bonnie Berman Cushing with Lila Cabbil, Margery Freeman, Jeff Hitchcock, and Kimberly Richards (2010). See also [RacialEquityTools.org](#), "[PLAN / Change Process / Accountability](#)"

<sup>2</sup> [OpenSource Leadership Strategies](#), "[The Dynamic System of Power, Privilege, and Oppression](#)" (2008).

<sup>3</sup> The Movement for Black Lives (M4BL), "[Glossary](#)".

<sup>4</sup> [Glossary](#). (2020, February 29). Retrieved January 22, 2021, from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

<sup>5</sup> Race Forward, "[Race Reporting Guide](#)" (2015).

<sup>6</sup> Black Lives Matter, "[Herstory](#)" (accessed 28 January 2021).

<sup>7</sup> Leong Yew, "The Culture of Diasporas in the Postcolonial Web" (quoting Ashcroft et al., "[Key Concepts in Post-Colonial Studies](#)," and Cohen, "[Global Diasporas: An Introduction](#)").

<sup>8</sup> [Glossary](#). (2020, February 29). Retrieved January 22, 2021, from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

<sup>9</sup> Institute for Democratic Renewal and Project Change Anti-Racism Initiative, "[A Community Builder's Tool Kit](#)," Appendix I (2000).

<sup>10</sup> [Teaching for Diversity and Social Justice: A Sourcebook](#), edited by Maurianne Adams, Lee Anne Bell, and Pat Griffin, Routledge, 1997.

<sup>11</sup> [Flipping the Script: White Privilege and Community Building](#) by Maggie Potapchuk, Sally Leiderman, Donna Bivens, and Barbara Major (2005).

<sup>12</sup> [Flipping the Script: White Privilege and Community Building](#) by Maggie Potapchuk, Sally Leiderman, Donna Bivens, and Barbara Major (2005).

<sup>13</sup> Donna Bivens, "[Internalized Racism: A Definition](#)" (Women's Theological Center, 1995).

<sup>14</sup> [Chronic Disparity: Strong and Pervasive Evidence of Racial Inequalities](#) by Keith Lawrence and Terry Keleher (2004).

**INTERSECTIONALITY**<sup>15</sup> A term coined by Kimberlé Williams Crenshaw to describe the interactive effects of various forms of discrimination, including the specific kinds of challenges experienced by people in target groups with overlapping identities.

**INSTITUTIONAL POWER**<sup>16</sup> The ability or official authority to exercise control over others, including deciding what is best for others and who will have access to certain resources.

**MARGINALIZATION**<sup>17</sup> A long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities and excludes those marginalized from full, meaningful participation in society.

**MODEL MINORITY MYTH**<sup>18</sup> A tool of white supremacy that creates an understanding of ethnic groups, usually Asian communities, as a monolith of positive stereotypes, and as being able to overcome oppression because of their cultural values.

**OPPRESSION**<sup>19</sup> The combination of prejudice and institutional power which creates a system that discriminates against some groups (often called “target groups”) and benefits other groups (often called “dominant groups”), while allowing dominant groups to exert and maintain control of target groups.

**PEOPLE OF COLOUR**<sup>20</sup> Collective term for referring to non-White racial groups that has been used since the late 1970s as an inclusive and unifying frame across different racial groups.

**PREJUDICE**<sup>21</sup> Learned judgments or opinions that are formed on insufficient grounds before facts are known or in disregard of facts that contradict it.

**PRIVILEGE**<sup>22</sup> Operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups.

**RACE**<sup>23</sup> Classification of people into groups based principally on physical traits such as skin colour that are not based in science or biology, but on socially constructed differences with significant consequences for people’s lives.

**RACIAL EQUITY**<sup>24</sup> The condition that would be achieved if root causes of inequities, such as racist policies, practices, attitudes, were addressed and one’s racial identity no longer predicted, in a statistical sense, how one fares.

**RACIAL JUSTICE**<sup>25</sup> The systematic fair treatment of all races through the deliberate deconstruction of racist systems and development of proactive and preventative measures that provide equitable opportunities and outcomes for all.

**RACIALIZATION**<sup>26</sup> Process through which groups come to be designated as being of a particular “race” and on that basis subjected to differential and/or unequal treatment.

**RACISM**<sup>27</sup> A system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and institutional power.

**REPARATION**<sup>28</sup> Initiatives that seek to address the harms caused by widespread or systematic human rights violations, such as compensating for the losses suffered.

**STEREOTYPE**<sup>29</sup> An exaggerated or distorted belief that attributes characteristics to members of a particular group, simplistically lumping them together and refusing to acknowledge differences among members of the group.

**WHITE FRAGILITY**<sup>30</sup> A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves, including outward displays of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation.

**WHITE PRIVILEGE**<sup>31</sup> Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white.

**WHITE SUPREMACY**<sup>32</sup> Ideology and system(s) that assume that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

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<sup>15</sup> Otamere Guobadia, “Kimberlé Crenshaw and Lady Phyll Talk Intersectionality, Solidarity, and Self-Care” (2018).

<sup>16</sup> Leaven 2003 [Doing Our Own Work: A Seminar for Anti-Racist White Women](#)

<sup>17</sup> Leaven 2003 [Doing Our Own Work: A Seminar for Anti-Racist White Women](#)

<sup>18</sup> [Asian American Activism: The Continuing Struggle](#), “Glossary” (2016).

<sup>19</sup> Leaven 2003 [Doing Our Own Work: A Seminar for Anti-Racist White Women](#)

<sup>20</sup> Race Forward, “[Race Reporting Guide](#)” (2015).

<sup>21</sup> Institute for Democratic Renewal and Project Change Anti-Racism Initiative, “[A Community Builder’s Tool Kit](#),” Appendix I (2000).

<sup>22</sup> Leaven 2003 [Doing Our Own Work: A Seminar for Anti-Racist White Women](#)

<sup>23</sup> Glossary. (2020, February 29). Retrieved January 22, 2021, from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

<sup>24</sup> Project Change’s “The Power of Words.” Originally produced for Project Change Lessons Learned II, also included in “[A Community Builder’s Tool Kit](#)” – both produced by

Project Change and The Center for Assessment and Policy Development with some modification by RacialEquityTools.org.

<sup>25</sup> Race Forward, “[Race Reporting Guide](#)” (2015).

<sup>26</sup> Alberta Civil Liberties Research Centre, “[Racialization](#)” (2018) / Calgary Anti-Racism Education, “[CARED Glossary](#)” (2020).

<sup>27</sup> Leaven 2003 [Doing Our Own Work: A Seminar for Anti-Racist White Women](#)

<sup>28</sup> International Center for Transitional Justice. See also RacialEquityTools.org, “[PLAN / Issues / Reparations](#)”

<sup>29</sup> Leaven 2003 [Doing Our Own Work: A Seminar for Anti-Racist White Women](#)

<sup>30</sup> Robin DiAngelo, “[White Fragility](#)” (International Journal of Critical Pedagogy, 2011).

<sup>31</sup> Peggy McIntosh, “[White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies](#)” (1988).

<sup>32</sup> “[What Is Racism?](#)” – Dismantling Racism Works (dRworks) [web workbook](#).