

Definitions

Ally	Someone who is united with and in support of another person's cause.	Someone who helps to support people who are treated unfairly or hurt because of who they are or how they look. An ally listens to, learns from, and stands up for people who are treated unfairly.
Anti-racism	The process of actively looking for racism and working against it.	The things that we do and say to stop racism and make everyone feel equal and safe. Anti-racism means that we do not believe or repeat racist ideas, we help and support people who face racism, and we celebrate how everyone is different and special. It can involve creating Anti-racist policies and systems to support, respect and celebrate our racial diversity.
Bias	When your personal opinion on something is not based on reason, logic, or a previous experience.	The tendency to prefer or favour some people over others without a good reason. Bias can affect how we think, act, and treat others.
IBPOC	Indigenous Peoples, Black Peoples and People of Colour	An acronym that stands for Indigenous, Black and People of Colour.
Microaggression	A small or seemingly insignificant action that occurs consciously or unconsciously and demonstrates racist, misogynist, or other hateful behaviour toward a person.	A small or quick word or action that makes someone feel bad or unwelcome because of who they are or how they look. Sometimes people do this on purpose, and sometimes they do not know they are doing it, but nonetheless it still has the same negative effect on the person at the receiving end.
Prejudice	Unfair judgment against a person, group, culture, religion, etc.	The feeling that some people are better or worse than others because of who they are or how they look. Prejudice is not based on facts or experience, but on opinions or assumptions.

Race	Any group of human beings with common physical traits, such as skin colour or who come from the same culture, region, location, or language.	Race is based on the idea that people can be grouped into different categories based on their physical appearance, or the different groups they belong that separate them and group them differently, creating a separation and othering. Race is not based on biology or genetics but is rather based on physical features (what you look like), social factors (what groups you belong to) and historical factors that cause people to respond negatively.
Racism	Discrimination against someone because of their race, or the belief that one race is better than another race.	The belief that some races are better or worse than others, and that this affects how people think, act, and treat each other. Racism also includes the policies and systems that discriminate against, or harm people based on their race. A system of advantage and disadvantage based on race. Racism includes beliefs, attitudes, actions, and policies that uphold racial hierarchies and create or maintain racial inequalities. Racism can operate at individual, interpersonal, institutional, and structural levels.
Stereotyping	A fixed set of ideas that represent an exaggerated view of a person or group, indicating that all members of one group are the same.	Negative thoughts, ideas and mental images about a person or group of certain people. Stereotypes are not true and are hurtful or unfair to people.
White privilege	The unearned benefits and advantages that white people get just because they are white.	The advantages or benefits that some people have just because they are white or look white. These advantages are often invisible or unnoticed by those who have them, but they make life easier or better for them.

Accomplish Anything

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