
Key Terms related to Human Rights and Harassment

Humber College is committed to ensuring that principles of human rights, equity and diversity are instilled as values throughout Humber's inclusive culture.

To this end, it is imperative that we understand the definition of key terms that will enrich our capacity to prevent all forms of harassment and discrimination.

2SLGBTQ+:

An acronym to encompass the diversity within the Trans and Queer communities. The acronym stands for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer. The placement of Two-Spirit (2S) first is to recognize that Indigenous people are the first peoples of this land and their understanding of gender and sexuality precedes colonization. The '+' is for all the new and growing ways we become aware of sexual orientations and gender diversity.

ABLEISM:

Attitudes in society that devalue and limit the potential of persons with disabilities. People with disabilities are assumed to be less worthy of respect and consideration, less able to contribute and take part, and of less value than other people. Ableism can be conscious or unconscious and is embedded in institutions, systems or the broader culture of a society.

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT:

The purpose of the Accessibility for Ontarians with Disabilities Act (AODA) is to develop, implement and enforce accessibility standards to remove barriers for Ontarians with disabilities on or before January 1, 2025 in relation to goods, services, facilities, accommodations, employment and buildings, structures and premises.

AGEISM:

Discrimination based on age.

ANTI-ASIAN RACISM:

Historical and ongoing discrimination, negative stereotyping, and injustice experienced by peoples of Asian descent, based on others' assumptions about their ethnicity and nationality. Peoples of Asian descent are subjected to specific overt and subtle racist tropes and stereotypes at individual and systemic levels, which lead to their ongoing social, economic, political, and cultural marginalization, disadvantage and unequal treatment. This includes perceptions of being a "Yellow Peril," a "Perpetual Foreigner," a "Model Minority," "exotic," or "mystic." These stereotypes are rooted in Canada's long history of racist and exclusionary laws, and often mask racism faced by peoples of Asian descent, while erasing their historical contributions to building Canada.

ANTI-BLACK RACISM:

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. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system. The stigma and stereotypes Black Ontarians and communities face have impacted public policies, decision-making and services. As a result, in nearly every measure of opportunity, security and fairness in our society, anti-Black racism is felt.

ANTI-INDIGENOUS RACISM:

The ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people.

ANTI-SEMITISM:

Latent or overt hostility, or hatred directed towards, or discrimination against, individual Jewish people or the Jewish people for reasons connected to their religion, ethnicity, and their cultural, historical, intellectual, and religious heritage.

BARRIER:

Anything that prevents a person from fully taking part in all aspects of society, including physical, architectural, information or communications, attitudinal, economic and technological barriers, as well as policies or practices.

BELONGING:

The co-creation of structures, institutions, and the conditions for human thriving.

BIAS:

A predisposition, prejudice or generalization about a group of persons based on personal characteristics or stereotypes.

CIS/CISGENDER:

A person whose gender identity is in alignment with the sex they were assigned at birth.

COLONIZATION:

The process of focusing on and devaluing people's differences in order to dominate and control them, including various economic, political and social policies by which a powerful group maintains or extends control over other people or areas.

DECOLONIZATION:

Decolonization once viewed as the formal process of handing over the instruments of government, is now recognized as a long-term process involving the bureaucratic, cultural, linguistic and psychological divesting of colonial power.

DISABILITY:

According to the Ontario **HUMAN RIGHTS CODE**, disability is defined as:

- a. any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog, wheelchair, or other remedial appliance or device;
 - b. a condition of mental impairment or a developmental disability;
 - c. a learning disability or dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
 - d. a mental disorder; or
 - e. an injury or disability for which benefits were claimed or received under the insurance plan established under the **WORKPLACE SAFETY AND INSURANCE ACT, 1997**.
-

DISCRIMINATION:

Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex or other personal characteristics.

DIVERSITY:

Refers to the different social, cultural and political identities of individuals and their worldviews, knowledges, practices, and experiences. Humber values and respects the contributions of its diverse students and employees leading to an enriched learning, working and living environment.

EMPLOYMENT EQUITY ACT:

A federal law enacted with the purpose of achieving equity in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfilment of that goal, to correct the conditions of disadvantage in employment experienced by women, Indigenous peoples, persons with disabilities and racialized people by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.

EQUITY :

Refers to the ongoing intentional and systemic approach to remove historic and current barriers for Indigenous Peoples and equity-deserving groups. Humber applies specific programs, policies and practices to support fair and just outcomes.

Note: At Humber, equity-deserving groups refer to communities who were historically and who are currently underserved and underrepresented. These groups include Women, Persons with Disabilities, Racialized Persons, Persons from diverse Gender Identities and Persons who identify as 2SLGBTQ+.

EQUITY LENS:

A process for analyzing or diagnosing the impact of the design and implementation of policies, practices or procedures on Indigenous Peoples and individuals from equity-deserving groups, and to identify and potentially eliminate barriers.

ETHNICITY:

Of or relating to races or large groups of people who have the same customs, religion, origin, etc.

ETHNOCENTRISM:

The attitude that one's own group, ethnicity, or nationality is superior to others; a tendency to view other ethnic or cultural groups from the perspective of one's own.

FIRST NATION:

First Nations is a term used to identify Indigenous peoples in Canada who are neither Inuit nor Métis.

GENDER IDENTITY:

Refers to each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. For many people, their sex and gender identity align. For some, it does not.

HOMOPHOBIA:

Negative attitudes, feelings, or irrational aversion to, fear or hatred of gay, lesbian, or bisexual people and communities, or of behaviours stereotyped as "homosexual." It is used to signify a hostile psychological state leading to discrimination, harassment or violence against gay, lesbian, or people.

INCLUSION:

Refers to the active and intentional engagement of people in all their diverse social, cultural and political identities that fosters a sense of belonging. At Humber, this engagement is grounded in respect, and all members of the college community are recognized as valued contributors. Inclusion is intrinsically connected to wellbeing and enriches innovation, sustainability and excellence in curricula, research, programs and services.

INDIGENOUS PEOPLES:

An umbrella term for self-identified descendants of pre-colonial/pre-settler societies. In Canada these include the First Nations, Inuit, and Metis peoples as separate peoples with unique heritages, economic and political systems, languages, cultural practices, and spiritual beliefs. While the collective term has offered a sense of solidarity among some indigenous communities, the term should not serve to erase the distinct histories, languages, cultural practices, and sovereignty of the many nations that lived in Canada prior to European colonization.

INTERSECTIONAL LENS:

An approach based on the assumption that an individual's experiences are based on multiple identities that can be linked to more than one ground of discrimination.

INTERSECTIONALITY:

A term coined by Black feminist legal scholar Dr. Kimberlé Crenshaw to describe the ways in which our identities (such as race, gender, class, ability, etc.) intersect to create overlapping and interdependent systems of discrimination or disadvantage.

ISLAMOPHOBIA:

Stereotypes, bias or acts of hostility towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia leads to viewing Muslims as a greater security threat on an institutional, systemic and societal level.

LEARNING/WORKING/LIVING ENVIRONMENT:

Wherever a member of the College community attends for the purpose of learning, working and living, involving activities sanctioned by the College, including virtual environments within the Humber ecosystem, such as our Learning Management system (for example: Blackboard), and virtual social-based environments outside Humber College's IT ecosystem, such as WhatsApp, Facebook, Snapchat and Instagram.

MICROAGGRESSIONS:

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages

to target persons based solely upon their marginalized group membership. In many cases, these hidden messages may invalidate the group identity or experiential reality of target persons, demean them on a personal or group level, communicate they are lesser human beings, suggest they do not belong with the majority group, threaten and intimidate, or relegate them to inferior status and treatment. ([Dr. Derald Wing Sue](#))

MISOGYNOIR:

Specific hatred, dislike, distrust, and prejudice directed toward Black women. An intersection of racism and sexism.

NATIONALITY:

A group of people who share the same history, traditions, and language, and who usually live together in a particular country.: the fact or status of being a member or citizen of a particular nation.

ONTARIO HUMAN RIGHTS CODE:

A provincial law that gives everybody in Ontario equal rights and opportunities without discrimination in areas such as jobs, housing and services. The goal of the Human Rights Code is to prevent discrimination and harassment based on the 17 protected grounds: citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance (in housing) and record of offences (in employment).

OCCUPATIONAL HEALTH AND SAFETY ACT:

This is Ontario's cornerstone legislation for workplace health and safety. The main purpose of the Act is to protect workers from health and safety hazards on the job. It sets out duties for all workplace parties and rights for workers. It establishes procedures for dealing with workplace hazards and provides for enforcement of the law where compliance has not been achieved voluntarily.

PRIVILEGE:

Power, benefits, advantages, access and/or opportunities that exist for members of the dominant group(s) in society. Can also refer to the relative privilege of one group compared to another.

RACIAL EQUITY:

The systemic fair treatment of all people. It results in equitable opportunities and outcomes for everyone. It contrasts with formal equality where people are treated the same without regard for racial differences. Racial equity is a process (such as meaningfully engaging with Indigenous, Black, and racialized clients regarding policies, directives, practices and

procedures that affect them) and an outcome (such as equitable treatment of Indigenous, Black, and racialized clients in a program or service).

RACISM:

A belief that one group is superior or inferior to others. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values and stereotypical beliefs. In some cases, people don't even realize they have these beliefs. Instead, they are assumptions that have evolved over time and have become part of systems and institutions.

RACIALIZED:

According to the Ontario Human Rights Commission (2005), "When it is necessary to describe people collectively, the term "racialized person" or "racialized group" is preferred over "racial minority," "visible minority," "person of colour" or "non-White" as it expresses race as a social construct rather than as a description based on perceived biological traits. Furthermore, these other terms treat "White" as the norm to which racialized persons are to be compared and have a tendency to group all racialized persons in one category, as if they are all the same."

SEX:

The classification of people as either male, female, or intersex. Sex is usually assigned at birth and is based on an assessment of a person's reproductive systems, hormones, chromosomes, and other physical characteristics.

SEXUAL ORIENTATION:

The direction of one's sexual interest or attraction. It is a personal characteristic that forms part of who you are. It covers the range of human sexuality from lesbian and gay, to bisexual and heterosexual, and more.

SEXISM:

Discrimination based on sex.

STEREOTYPE:

An incorrect assumption based on things like gender, race, colour, ethnic origin, place of origin, religion, etc. Stereotyping typically involves attributing the same characteristics to all members of a group regardless of their individual differences. It is often based on misconceptions, incomplete information and/or false generalizations.

SYSTEMIC DISCRIMINATION:

Patterns of behaviour, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for groups identified under the Human Rights Code.

TRANSPHOBIA:

The aversion to, fear or hatred or intolerance of trans people and communities. Like other prejudices, it is based on stereotypes and misconceptions that are used to justify

REFERENCES

- [519 Community Centre, Glossary of Terms](#)
- [A Profile of Aboriginal Peoples in Ontario](#)
- [A Brief Definition Of Decolonization And Indigenization](#)
- [Council of Ontario Universities, Aboriginal Self-Identification Project Final Report](#)
- [Ontario Human Rights Commission, Glossary of Human Rights Terms](#)
- [Ontario Human Rights Commission, Policy and guidelines on racism and racial discrimination](#)
- [Ontario Human Rights Commission, Policy on preventing discrimination because of gender identity and gender expression](#)
- [Statistics Canada, Visible Minority and Population Group Reference Guide, National Household Survey, 2011](#)
- Employment Equity Questionnaires from McMaster University, York University, Wilfred Laurier University, Queens University, and Trent University