

Appendix C- Glossary

*The terms used to describe identities in the We All Count Student Census are defined in a [glossary](#) on our website. There you will find all of the terms used on the visuals in this report.

Colonial ideologies – In Canada, colonial ideology means a way of understanding the world that originated in Western Europe, came here with our first settlers and is assumed to be the correct, proper or normal way to be. Colonial ideologies do not leave space for other ways of being, knowing, and doing, such as those in other cultures, including among First Nations peoples.

Decolonization – The work of dismantling, or taking down, colonial structures and colonial ideologies in society. Decolonization works towards equity and inclusion. In Canada, decolonization is related to Indigenous people reclaiming and restoring their culture, land, language, laws, relationships, knowledge, and traditional governance.

Demographic data – Information collected to describe the characteristics of specific groups of people such as age, race and gender.

Discrimination – Occurs when people are treated unequally because of their age, race, ethnicity or disability, or any of 10 other personal characteristics protected under the Ontario Human Rights Code. [See *Ontario Human Rights Code Grounds*]. Discrimination can involve unfairly requiring more of someone or a group of people than is required of others, or withholding something from someone or a group of people that is given to others. Discrimination may be intentional or unintentional. Discrimination may be an obvious action, or it may be hidden, like rules, practices, or procedures that appear neutral, but are unfair to certain groups of people. Discrimination can come from individuals or from systems.

Disproportionality – An outcome that affects a particular group or groups of people that is either larger or smaller than it should be. In education, Indigenous students being suspended at a higher rate than other students is an example of a disproportionate outcome or disproportionality.

Equity – Equity means that everyone has access to opportunities and resources that is fair and justly distributed. Equity does not mean providing the same to all because we don't all start from the same place and some people need more (e.g., support, resources) than others.

Identity – A person's defining characteristics, or what makes them who they are. Identity involves a sense of self, and has many components such as age, race, and gender. A person's identity can change over time.

Implicit bias – When a person unfairly favours or opposes a particular thing, person, or group, but is unaware that they are doing it.

Inequity – Inequity happens when access to opportunities and resources is **not** distributed fairly, justly, or equitably to individuals or groups.

Institutional bias – see *Systemic discrimination*.

Intersectionality – The concept of intersectionality recognizes that people have many parts to their identities, and that these parts overlap. People can experience discrimination based on more than one of their personal characteristics at the same time, and when these experiences happen together, it can produce a distinct experience of discrimination. E.g., the experiences of men is different from the experiences of men with disabilities.

Neurodiversity – “Describes the idea that people experience and interact with the world around them in many different ways; there is no one ‘right’ way of thinking, learning, and behaving, and differences are not viewed as deficits”.¹

Ontario Human Rights Code Grounds – Discrimination based on 17 different personal attributes – called grounds – is against the law under the *Code*. The grounds are: 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).²

Power – Power between people refers to the ability of an individual or group of individuals to apply control, authority, or influence over another person or people.

Privilege – An advantage that particular individuals or groups have over others because of who they are (like their race, class, or gender) or their positions within an organization, system, or in society.

Racialized – Racialization happens when people are put in categories or described as belonging to a certain ‘race’ by others. These descriptions of race are usually based on how a person looks such as their eyes, hair, or skin colour. When a person or group is racialized, they are made to feel as though they are not equal in society. Racialization is the basis for racial discrimination.

School to prison pipeline – Some school discipline practices result in higher suspension and expulsion rates, and lower graduation rates for some marginalized student groups. The ‘school to prison pipeline’ refers to the process where these practices make it more likely that youth will leave the school system and enter the criminal justice system.

Statistical Significance – When we apply statistical tests to the relationships we calculated in our data, the results that are statistically significant are those that are probably reflective of what is really happening in the whole population (in our case, whole population means all students) and that the result we got is not due to chance.

Systemic barrier – Organizations can treat some people unfairly because of the nature of their rules, policies, practices and even physical structures that create obstacles for certain groups of people to access the services the organization provides. Obstacles can prevent them from fully participating in the organization. Lack of ramps and elevators is an obvious example. Practices such as using online surveys is a less obvious example that excludes people without adequate access to technology.

Systemic discrimination – Is discrimination that happens in an organization because of its structures – such as its policies or rules, the ways people behave within the organization, or how the organization operates. These structures can create advantages or disadvantages for certain groups of people or keep existing advantages or disadvantages in place.

Systemic factors – see *Systemic barriers*.

Systemic racism – Is discrimination based on a person's or group's race that happens in an organization because of its structures – such as its policies or rules, the ways people behave within the organization, or how the organization operates. An example in medical research is historically using white research subjects and not understanding how different conditions impact racialized groups resulting in poorer care.

Victim blaming – Victim blaming happens when a person or group that is discriminated against is blamed for the discrimination instead of the systems that cause it. When people experience unfair treatment, victim blaming makes it seem like they deserve it.

¹ <https://www.health.harvard.edu/blog/what-is-neurodiversity-202111232645>

² Ontario Human Rights Commission <https://www.ohrc.on.ca/en/guide-your-rights-and-responsibilities-under-human-rights-code/part-i-%E2%80%93-freedom->