



Regional Diversity Roundtable (RDR)

Vision Statement for a Hate-Free Peel Region

Glossary of Terms

1. **Accountability**

The obligation of individuals, organizations, and institutions to take responsibility for their actions, especially when those actions contribute to harm or injustice. In the context of community building, it refers to taking responsibility for creating inclusive environments and addressing harmful practices. For institutions and organizations it refers to delivering on the services and values commitments.

2. **Allyship**

The practice of standing in solidarity with marginalized and vulnerable communities other than your own, and advocating for their rights and equality. Allies work to use their voice and privilege to challenge oppression and support those who face systemic discrimination.

3. **Belonging**

The emotional experience of being accepted, valued, and supported within a community or group. In an inclusive society, every individual feels like they truly belong and are not excluded based on their identity.

4. **Community-Led Responses**

Solutions and actions driven by the people within a specific community, particularly those directly impacted by issues of discrimination or injustice. This approach prioritizes the voices and leadership of marginalized groups in addressing community challenges and advocating for needed changes.

5. **Discrimination**

The unjust or prejudicial treatment of different categories of people, often based on race, religion, gender, sexuality, disability, or other characteristics. Discrimination can be both overt and subtle, manifesting in behaviours, policies, or attitudes that disadvantage specific groups.

6. **Equity**

The principle of fairness and justice, where individuals receive what they need to have equal opportunities and outcomes. Unlike equality, which provides the same resources to all, equity seeks to address disparities by allocating resources based on differential needs.

7. Hate-Free Region

A community where discrimination, violence, and hostility based on race, religion, gender, sexual orientation, or other marginalized identities do not exist. This term emphasizes the absence of hate and the presence of mutual respect and understanding leading to acceptance.

8. Homophobia

The fear, dislike, or prejudice against individuals who identify as LGBTQ+. Homophobia manifests in both overt acts of discrimination and subtle, systemic biases that marginalize queer and gender-diverse people.

9. Inclusivity

The practice or policy of including people who might otherwise be excluded or marginalized, particularly those from underrepresented or disadvantaged groups. Inclusivity in a community means creating spaces where diverse individuals of all identities have a sense of belonging; feel valued, supported and contributing.

10. Marginalized Communities

Groups of people who experience social, spiritual, economic, or political exclusion based on their identity, such as race, ethnicity, gender, sexual orientation, or disability. These communities often face disproportionate levels of discrimination and lack equal access to resources and opportunities.

11. Policy Change

The process of altering existing policies or introducing new policies to address systemic issues, such as racism, discrimination, and inequality. Policy change can be an effective means of creating long-lasting impact and influencing behavioural changes in society.

12. Proactive Intervention

The process of taking anticipatory preventive actions to address issues such as discrimination or bias before they escalate. Proactive interventions involve educating individuals, instituting required policies, and providing resources to prevent harmful behaviours, incidents and actions.

13. Restorative Practices

Approaches focused on repairing historical or ongoing harm by engaging those affected in the process of finding workable solutions. These practices aim to restore relationships, rebuild trust, and heal communities by involving offenders, victims, and the broader community in dialogue and action.

14. Shared Responsibility

The collective obligation to contribute to the common good and work together to address social issues. In the context of the vision statement, shared responsibility refers to the obligation of all members of the Peel community (living, working and/or playing) to contribute to creating a hate-free, inclusive environment.

15. Systemic Bias

The ingrained prejudices and discriminatory practices that are embedded in the systems and structures of society, such as the education system, healthcare, or criminal justice system. These biases can perpetuate inequality and injustice even when individual actors may not intend harm.

16. **Transphobia**

The fear, dislike, or prejudice against transgender people, often rooted in misunderstandings or negative stereotypes about gender identity. Transphobia can result in discrimination, violence, and exclusion of transgender individuals.

17. **Xenophobia**

The fear, dislike, or prejudice against people from other countries or cultures. Xenophobia often leads to discrimination against immigrants and refugees and can contribute to social division and isolation in a community.

References:

1. Canadian Centre for Diversity and Inclusion. *Glossary of terms*.
<https://ccdi.ca/media/4724/20250120-glossary-of-terms-final-en.pdf>
2. Ontario Human Rights Commission. *Appendix 1: Glossary of human rights terms*. In *Teaching human rights in Ontario: A guide for Ontario schools*.
<https://www3.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms>
3. United Nations High Commissioner for Refugees (UNHCR). *Master Glossary*.
<https://www.unhcr.org/glossary>