

Teacher Resource: Equity Glossary

ableism	Prejudice, stereotyping, discrimination directed against people who have developmental, emotional, physical, sensory, or healthy-related disabilities. Ableism may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals
Ageism	Discrimination, bias, or stereotyping based on age. It may be based on the notion that someone is either too old or too young.
Ancestry	Relates to ones family or ethnic decent.
classism	Differential treatment based on social class or perceived social class. It is held in place by a system of beliefs and cultural attitudes that ranks people according to economic status, family lineage, job status, level of education, and other divisions.
disability	A term that covers a broad range and degree of conditions, some visible and others not (e.g. Physical, mental, and learning disabilities, hearing or vision disabilities, epilepsy, environmental sensitivities). A disability may be present from birth, may be caused by an accident, or may develop over time
Ethnicity	Relates to cultural factors such as nationality, culture, ancestry, language and beliefs.
Gender	Refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women.
homophobia	Homophobia is the hatred or fear of homosexuals - that is, lesbians and gay men - sometimes leading to acts of violence and expressions of hostility.
Language	Method of human communication, spoken or written, consisting of the use of words in a structured and conventional way. Also – language of gesture and facial expression.
LGBTQ	These are the initials used by the lesbian, gay, bisexual, transgender, two-spirited, and queer or questioning community.
Poverty	The lack of capability to function effectively in society. Absolute poverty - the absence of adequate financial resources required to maintain a certain minimum standard of living; Relative poverty - determined by the society in which the poor person lives and reflects the exclusion from mainstream society which can reduce the motivation of the relatively poor and their ability to gain full benefits from education.
Race	Race relates to a person’s appearance. It is determined biologically, with genetic traits such as skin, eye, and hair colour, or bone/jaw structure.
Religion	A professed system and confession of faith, including both beliefs, and worship, that is sincerely held and includes non-deistic belief systems.
Sex	Refers to the biological and physiological characteristics that define men and women.
sexism	Discrimination based on gender, especially discrimination against women. Attitudes, conditions, or behaviours that promote stereotyping of social roles based on gender
Sexual Orientation	A person's sexual orientation is defined by the gender to which he or she is sexually attracted.
sizeism	This is discrimination based on a person’s size. It may be based on a person’s height or weight or both.
Socio-economic Status	A measure of a families economic condition (home background) using a combination of variables such as annual family income, prestige of parental occupation, total wealth, levels of parental education, and the possession of certain material resources in the home