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Glossary of Terms – Fair and Equitable Hiring and Promotions

Ally

A person who uses their privilege to advocate on behalf of others who do not hold that same privilege.

Belonging

Belonging refers to the feeling of being accepted, valued, and supported within a group, particularly a workplace. It goes beyond simply being included; it's about feeling that one is genuinely part of the community and can contribute authentically.

Bona Fide

A Latin term meaning real and genuine with the absence of deception or fraud.

Catholic Social Teachings

Catholic doctrine on matters of human dignity and the common good in society. The teachings address oppression, the role of the state, subsidiarity, social organization, concern for social justice, and issues of wealth distribution.

Cultural Competence

The ability to understand, communicate with and effectively interact with people across cultures.

Diversity

A composition of individuals with varying characteristics that reflect the broader community or population. Varying characteristics may include, but are not limited to, sex, age, gender, race, ethnicity, sexual orientation.

Economic Discrimination

Discrimination based on economic factors which can include job availability and pay.

Equality

A condition or state where every individual has an equal opportunity to make the most of their lives and talents. Equality includes evenly distributed access to resources and opportunity necessary for a safe and healthy life. However, this uniform distribution of access may or may not result in equitable outcomes.

Equity

A condition or state of fair, inclusive and respectful treatment of all people. Equity does not mean treating all people the same without regard for individual differences. Equity strives to identify and eliminate barriers that have prevented full participation and inclusion of some groups. Ultimately, the principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

Inclusion

An environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully.

Lived Experience

A representation of the experiences of a given person, and the knowledge and aptitude that they gain from these experiences.



Racial Discrimination or Racism

Any distinction, conduct or action, whether intentional or not, but based on a person's race, which has the effect of imposing burdens on an individual or group, not imposed upon others or which withholds or limits access to benefits available to other members of society. Race need only be a factor for racial discrimination to have occurred.

Social Discrimination

Any distinction, conduct or action, whether intentional or not, but based on any prohibitive ground in the Ontario Human Rights Code RSO 1990, which has the effect of imposing burdens on an individual or group, not imposed upon others or which withholds or limits access to benefits available to other members of society.