

Administrative Procedure 170 – Appendix

GLOSSARY

Ability	is the power to perform and may be natural or acquired. The power to perform is evident in many areas – physical abilities, cognitive/learning abilities, sensory abilities, social competence abilities, and will vary from person to person.
Bias	is an opinion, preference, prejudice or inclination formed without reasonable justification, which influences an individual's ability to evaluate a particular situation objectively or accurately (Scarborough Board of Education).
Culture	is generally considered to be the total way of life of a given group of people who occupied a certain nation or region at a certain period of time. The distinct values and beliefs which the members of the group share influences their dress, food, the arts, religion, and how they choose to govern themselves.
Discrimination	is acting and behaving in a negative way toward a distinct group. The act or practice of making or showing a difference based on prejudice or bias.
Employment Equity	is a strategy designed to obliterate the effects of discrimination in hiring and promotion practices.
Equity	is a system of rules and principles to promote fairness, justice and impartiality.
Ethnicity	is an individual's sense of belonging to or identification with others who share a unique social and cultural heritage.
Gender Equity	is the provision of equality of opportunity for all staff and students based on individual aptitudes, abilities and interests, regardless of gender (adapted from the Ministry of Education).
Multicultural Education	the practices and policies developed at all levels of the educational system designed to promote racial, ethnic, and cultural equality of opportunity for all its members (Carol Tator and Frances Henry).
Prejudice	is holding an attitude or belief toward a person or distinct group of people on the basis of stereotypical generalizations.

Race	is a concept used to classify humankind according to common ancestry or descent, and relies upon differentiation by general physical characteristics such as skin colour and eyes (Scarborough Board of Education).
Racism	is the belief in and practice of the domination of one social group identified as a “race”. Racism involves three basic components: the belief that humankind consists of well defined “races”, the belief that some of these “races” are superior to others, and the belief that superior “races” should rule over inferior groups (Scarborough Board of Education).
Racist Incidents	<p>Racist slurs: insulting and disparaging statements directed toward a particular racial or ethnic group.</p> <p>Covert racism: less overt acts, such as having low academic expectations for minority students, as well as overt acts such as laughter, silence, or non-intervention. All of these imply approval of racial prejudice.</p>
Stereotype	is a false or generalized conception of a group of people that results in an unconscious or conscious categorization of members of that group. Stereotypes may be based upon misconceptions about race, age, ethnic, linguistic, geographical, religious, marital status, physical or mental attributes and gender (Scarborough Board of Education).

Reference: Sections 85, 87 108, 109 Education Act
Human Rights Act
Occupational Health and Safety Act
Canadian Charter of Rights and Freedoms
Canada Labor Code
STF Code of Ethics
Saskatchewan Human Rights Code
United Nations Convention on the Rights of the Child
United Nations Universal Declaration of Human Rights