

Anti-Oppression Terms

Ally

Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.

Antiracist

One who is supporting an antiracist policy through their actions or expressing an anti-racist idea.

BIPOC

The acronym BIPOC stands for "Black, Indigenous and people of color"; it's used to describe people of a wide array of races while acknowledging that they may have had different experiences because of their race. This term has become more common recently, because it's thought to be more nuanced and inclusive than POC, or "people of color."

Decolonisation

The active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonised nations' own indigenous culture.

Anti-Oppression Terms

Equity vs Equality

Equity means to give everyone what they need to be successful. Equality means treating everyone the same. Equity and equality are two strategies we can use in an effort to produce fairness

Intersectionality

The abolition of economic growth as a sole objective for an economy

Latinx

You might be familiar with the words "Latino" and "Latina," which refer generally to people from Spanish-speaking countries. But these days, you'll also find its gender-neutral variation. Latinx (pronounced Latin-ex) the X is an effort to make the word more inclusive, because it accounts for a wider spectrum of gender identities than just male and female.

Microaggression

The word microaggression was first used by Chester M Pierce, a professor at Harvard University in the 1970s to refer to interactions between white people and Black people. They're usually subtle insults revealing stereotypical assumptions- for example, assuming that someone who is not white doesn't speak English. "They seem little, but the accumulated effect is really powerful," Pierce says. And whether they're intentional or not, the impact is the same: "They communicate hostility or negativity."

Anti-Oppression Terms

Racist

One who is supporting a racist policy through their actions or inactions or expressing a racist idea.

Privilege

The civil rights activist W.E.B. Du Bois was among the first people to describe the effects of privilege: when a person with certain advantages based on an aspect of their identity such as skin color, gender or sexuality. If you have privilege, you might not even be aware of it. For example, you've probably heard the term "white privilege" - white people are more likely to get job interviews, loans and even access to better schools than their nonwhite peers.

Targeted Universalism

Setting universal goals pursued by targeted processes to achieve those goals. Within a targeted universalism framework, universal goals are established for all groups concerned. The strategies developed to achieve those goals are targeted, based upon how different groups are situated within structures, culture, and across geographies to obtain the universal goal.

White Supremacy

International system of exploitation and oppression of people of color by white people in order to maintain the wealth, power, and privilege of people of European descent. And, structures that center and prioritize white people at the expense of people of color.

Womxn

Womxn is the replacement of the woma/en that challenges the notion of identities being derived from these masculine counterparts. Replacing the y with the x means including trans womxn, womxn of color, and nonbinary folx.

