

Inclusive Community Language Glossary

Special Feature within the Recreation
Nova Scotia Anti Racism Charter

Created in Collaborative Partnership with:



West Hants
something inspiring awaits



How this Project was Developed

This resource was originally created in 2021/22 by Grayson Titcomb. When the idea to create this resource first blossomed, he was working as the Equitable Program Intern of West Hants Regional Municipality.

The role was funded through the Canadian Parks and Recreation Association's (CPRA) Youth Employment Experience (YEE) Grant. During his time as the Equitable Program Intern, Grayson was lead by four outstanding mentors from within the Region: Bekah Craik of the West Hants Regional Municipality, Emilie Smith of Annapolis Valley Regional Centre for Education (AVRCE) SchoolsPlus, Kimm Kent of Peer Outreach Support Services & Education (POSSE) Project, and Jessica Atwell of Big Brothers Big Sisters.

Since the work experience funded by the YEE Grant ended, Grayson has worked with the Town of Kentville Parks and Recreation as their Summer Recreation Manager. During this time he continued his research under the mentorship of Recreation Director Rachel Bedingfield. He is now employed as the Community Sport Equity Diversity and Inclusion (EDI) Navigator with Sport Nova Scotia serving the County of Kings.

This resource is a product of the time spent alongside each mentor as well as comprehensive research, feedback from community partners, focus groups and lived experience.

Why is this Training/Glossary Important?

Learning about equitable language is important for many reasons. Being able to navigate tough conversations, creating an inclusive and welcoming environment for others, making space to share unique perspectives with one another, and respecting each others individual needs.

Individuals who educate themselves on Inclusive Language may:

- Be able to learn ways to interact meaningfully and respectfully with diverse or marginalized populations
- Have opportunities to broaden one's understanding on the topics of Diversity, Equity, Inclusion, and Accessibility
- Set themselves up to be a better ally within the community

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Anti-Racism

Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

- Racial Equity Tools, Glossary

Oppression

Results from the use of institutional power and privilege where one person or group benefits at the expense of another. Oppression can be a combination of bias, privilege and power.

National Museum of African American History and Culture, Social Identities and Systems of Oppression

- <https://nmaahc.si.edu/learn/talking-about-race/topics/social-identities-and-systems-oppression>

Racism

Racism occurs between individuals, on an interpersonal level, and is embedded in organizations and institutions through their policies, procedures and practices. In general, it may seem easier to recognize individual or interpersonal acts of racism: a slur made, a person ignored in a social or work setting, or an act of violence.

- Calgary Anti-Racism Education, Forms of Racism, <https://www.aclrc.com/forms-of-racism>

Systemic Racism

Systemic racism includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. It differs from overt discrimination in that no individual intent is necessary.

- Calgary Anti-Racism Education, Forms of Racism, <https://www.aclrc.com/forms-of-racism>