



## Anti-Racism Toolkit

# Common Terminology

Understand the definitions of terms used when discussing anti-racism.

## Definitions

**ANTI - RACISM:** Is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes so that power is redistributed and shared equitably.

**PRIVILEGE:** Unearned power, benefits, advantages, access and/or opportunities based on membership in a dominant group.

**RACE:** A socially-constructed identity based on geographic, historical, political, economic, social and cultural factors, as well as physical traits. Race is not intrinsic to human beings, but rather an identity created to establish meaning in a social/economic context.

**RACISM:** Unearned power, benefits, advantages, access and/or opportunities based on membership in a dominant group.

**SYSTEMIC RACISM:** Also known as institutional racism, refers to the ways that whiteness and white superiority become embedded in policies and processes of an institution, resulting in a system that advantages white people and disadvantages BIPOC/IBPOC.

**WHITE FRAGILITY:** A state in which even a minimum amount of racial stress becomes intolerable for white people, triggering a range of defensive moves. These moves include the outward display of emotions such as fear, guilt and anger and behaviours such as argumentation or silence. These behaviours, in turn, function to reinstate white racial equilibrium.

Visit the Department of National Defence [Anti-Racism Toolkit](#) on [canada.ca](https://canada.ca) for more information and resources.