

The 50 – 30 Challenge: The Basics

Terms and Definitions

Here you can find helpful starting terms and definitions. Each term has a link attached that will bring you to its original source. Feel free to click the links to learn more.

It is important to note that terminology is ever evolving and may not be reflected in external links and resources shared by Northern Lights College.

Accessibility: Accessibility ensures that all people—regardless of ability—can interact with the information or services you provide.

Ally: An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.

Colonization: Colonization provides colonizers with political power and control, economic gain through the exploitation of peoples and resources, and social power with the dominance of colonizer cultural practices and beliefs. Colonization is an ongoing process which continues to provide political/economic/social benefits to colonizers.

Discrimination: The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favors one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.

Decolonize: The active unlearning of values, beliefs and behaviours through the recognition of systems of oppression that have caused physical, emotional, spiritual, or mental harm to the people or the land through colonization.

Intersectionality: A concept used to describe the ways in which different kinds of oppression (racism, sexism, homoantagonism, transantagonism, ableism, classism, etc.) are interconnected and cannot be examined separately from one another.

Microaggressions: The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. Microaggressions are rooted in ideologies such as racism, classism, sexism, cissexism, ableism, ageism, heterosexism, colonialism, as well as other discriminatory belief systems.

Oppression: Institutionalized power that is historically formed and perpetuated over time that allows certain 'groups' of people to assume a dominant position over 'other groups and this dominance is maintained and continued at an institutional level. It gives power and positions of dominance to some groups of people over other groups of people. **Oppression** fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures.

Prejudice: A preconceived judgement or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes, that denies the right of individual members of certain groups to be recognized

Privilege: Privilege is an unearned, special advantage or right that a person is born into or acquires during their lifetime. It is supported by the formal and informal institutions of society. Privilege and power are closely related: privilege often gives a person or group power over others.

Safer Space: a supportive, non-threatening environment where all participants can feel comfortable to express themselves and share experiences without fear of discrimination or reprisal. We use the word safer to acknowledge that safety is relative: not everyone feels safe under the same conditions.

Tokenism: Performative presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for themselves.