

## APPENDIX A

### COMPARATIVE GLOSSARY TERMS AND COMMENTS

#### **Bias:**

[Miriam Webster]:<sup>1</sup> Bent, tendency; an inclination of temperament or outlook; *especially*: a personal and sometimes unreasoned judgment: prejudice: instance of such prejudice

(Inclination: [MW]: a mental bent or tendency; predilection)

[HWDSB Equity/Glossary and Min. Guidelines <sup>2</sup>]: An inaccurate, limited and fixed view of the world, or of a given situation, individuals or groups. A bias against or towards members of a particular racial, ethnic, cultural, or religious group can be expressed through speech, nonverbal behaviour and written and other media.

(View: [MW]: noun – manner of looking at things; opinion, judgment, belief)

**Comments:** Miriam Webster uses the terms: bent, tendency, inclination, prejudice. HWDSB does not, but instead, by using the term ‘view’, describes ‘opinion, judgment, belief. They are not synonymous. HWFAC strongly objects to the exclusion of common language terminology.

#### **Community Consultation:**

[HWDSB - Equity]: A formal or informal dialogue with the community.

[HWDSB – from Audit]:<sup>3</sup> the Board should consider public consultation efforts in order to sustain and strengthen its connection to the communities it serves. Engaging stakeholders in meaningful ways also fosters civic investment in the schools. Some strategies to consider include:

- Hold study circles on programs or initiatives being considered by the Board, or on “hot topics” which emerge from the community.
- Provide opportunities for the public to have input that do not require attendance at a meeting.
- Develop tutoring/mentoring programs to connect patrons and students.
- Develop collaborative partnerships with community businesses, agencies and organizations.
- Develop outreach programs to neighbourhoods, churches, and community organizations to distribute information and gain feedback about issues affecting families.
- Implement a “speakers bureau” that community organizations and businesses can tap for meetings and conferences.

**Comments:** HWDSB Equity definition is too general and lacks any specifics. ‘Dialogue’ should entail a process of formal public invitation to community groups to participate, opportunities to be involved in framing the goals and approach to tasks and issues, and be a part of discussions and resolutions through consensus. Selective invitation alone is not community consultation.

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<sup>1</sup> Merriam-Webster's Collegiate Dictionary Online: <http://www.refdesk.com/factdict.html>

<sup>2</sup> Ministry of Education and Training - Antiracism and Ethnocultural Equity in School Boards – Guidelines for Policy Development and Implementation 1993

<sup>3</sup> HWDSB web site Communication Audit:

[http://webserver.hwdsb.on.ca/about\\_us/organization/departments/corp\\_comm/audit/report/36.aspx](http://webserver.hwdsb.on.ca/about_us/organization/departments/corp_comm/audit/report/36.aspx)

### **Counselling/Guidance/Support Services (see Equity Policy 7.0 Guidelines)**

[HWDSB Equity]: The process whereby skilled and informed persons assist in the resolution of difficulties and/or choosing of options which are in the best interests of an individual or group.

**Comments:** HWFAC requests that parental consent be mandatory before students are referred to ‘skilled and informed persons’ of the community, considering that some ‘skilled and informed persons’ are may hold a different moral and/or religious worldview from that of the student’s family. HWFAC has concerns regarding this definition as it now stands. HWFAC requests that informed consent be obtained from parents prior to any Counselling, Guidance, Support Services being offered to the students and that this be reflected in Item 7.3 of the Supporting Guidelines of the Equity Policy.

### **Culture:**

[Miriam Webster]: *noun* **a:** the integrated pattern of human knowledge, belief, and behaviour that depends upon man's capacity for learning and transmitting knowledge to succeeding generations **b:** the customary beliefs, social forms, and material traits of a racial, religious, or social group **c:** the set of shared attitudes, values, goals, and practices that characterizes a company or corporation

[SHCI <sup>4</sup>]: a set of rules, conventions, traditions, standard of prescribed behaviours, network of shared meanings, framework of reference that provides a lens to view the world and evaluate and interpret behaviour as productive or non-productive

[HWDSB Equity]: Cultural identity refers to (a) the collective self-awareness that a given group embodies and reflects (e.g. racial, ethnic, gender groups) and (b) the “identity of the individual in relation to his or her culture”. Refer to: *Carl E. James, Seeing Ourselves: Exploring Race, Ethnicity and Culture, Toronto, Canada, 1995.*

(Self-awareness: [[MW]:] an awareness of one’s own personality or individuality.)

[Ministry Guidelines]: The totality of ideas, beliefs, values, knowledge, language, and way of life of a group of people who share a certain historical background. Manifestations of culture include art, laws, institutions, and customs. Culture changes continually and, as a result, often contains elements of conflict and opposition.

**Comments:** HWDSB’s definition twice uses the work ‘culture’ to describe ‘culture,’ and therefore does not provide a clear definition. HWFAC is also concerned with and would like to understand what ‘gender groups’ may encompass. HWFAC objects to the HWDSB definition. The HWFAC recommends use of the definition provided by the Ministry Guidelines.

### **Curriculum:**

[Miriam Webster]: *noun* - Inflected Form(s): Etymology: New Latin, from Latin, running, course 1: the courses offered by an educational institution; 2: a set of courses constituting an area of specialization

(Course: [MW]: A definite period of instruction and study in a certain subject: eg. a course in French.)

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<sup>4</sup> SHCI - <http://www.shci.hamilton.ca/pdf/CommunityDialogueReport.PDF>

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[HWDSB Equity]: Curriculum encompasses all learning experiences the student will have in school. These include school environment, interactions among students, staff and the community and the values, attitudes and behaviours conveyed by the school.

(Experience: [MW]: noun – Knowledge derived from one’s own action, practice, perception, enjoyment or suffering.)

[HWDSB Policy 3.02, and 3.03]: Policies speak to curriculum as being courses and resource materials for those courses.

[Royal Commission on Learning – Chap., Recommendation 140<sup>5</sup>]: “We further recommend that the Ministry and school boards systematically review and monitor teaching materials of all types (texts, reading materials, videos, software, etc.), as well as teaching practices, educational programs (curriculum), and assessment tools to ensure that they are free of racism and meet the spirit and letter of anti-racism policies.”

See also [Education Act - Powers of Minister, Part I, s.8. (1)]<sup>6</sup>

**Comments:** HWDSB for the purposes of this Equity Policy has changed the standard definition of ‘curriculum’ from course and course materials to all learning experiences. These terms are not synonymous. The HWFAC objects to the change. HWFAC recommends that HWDSB adhere to its policy definitions of 3.02 and 3.03.

### **Discrimination:**

[Miriam Webster]:

Discriminate: verb - 1. To treat someone or something with partiality: with against or in favour of: to discriminate against a group or in favour of a relative. 2. To observe a difference; make a distinction: with between. 3. To discern the difference in or between.

Discriminating: adj. 1. Having power to distinguish keenly: a discriminating intellect. 2. Serving to distinguish: a discriminating mark. 3. Establishing distinction or inequality.

Discrimination: n. 1. The act or power of discriminating; the discernment of distinctions. 2. Differential treatment; bias: discrimination against minorities. 3. The state or condition of being discriminated; distinction; sometimes, unjust distinction.

[HWDSB Equity]:

The unequal treatment of non-dominant groups or individuals, either by a person, a group or an institution with dominant identity which, through the denial of certain rights, results in inequality, subordination and/or deprivation of political, educational, social, economic and cultural rights. Refer to: *Fran Endicott and Alok Mukherjee, A Glossary of Terms*.

(Dominant: [MW]: ruling, governing, predominant.

Rule: [MW]: controlling power, or its possession, exercise, government; dominion.

Predominant: [MW]: adj. - superior in power, influence, effectiveness, number or

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<sup>5</sup> Chapter 16, Equity Considerations:

<http://mettowas21.edu.gov.on.ca/eng/general/abcs/rcom/full/volume4/chapter16.pdf>

<sup>6</sup> Education Act of Ontario: [http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/90e02\\_e.htm#BK7](http://www.e-laws.gov.on.ca/DBLaws/Statutes/English/90e02_e.htm#BK7)

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degree; prevailing over others.)

[Canadian Charter of Rights and Freedoms<sup>7</sup>]:

15. (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

**Comments:** The common understanding and the use of the term minorities have been replaced by the terms non-dominant and dominant groups, a political term. HWDSB does not distinguish what ‘certain rights’ are included and is therefore too broad. The rights to equal protection and equal benefit of the law are the right of every person without discrimination. These rights are connected to all persons regardless of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

The terms ‘dominant and non-dominant’ encompass groups outside of these categories, and include social and psychologically-defined groups as well, and are not synonymous with ‘minorities’ within the scope of the Charter of Rights and Freedoms. HWFAC objects to the language used in HWDSB’s definition.

**SHCI’s** definition of ‘Racial Discrimination’ would be sufficient for use in the Equity Policy Supporting Guidelines Glossary. It is as follows: *any distinction, exclusion, restriction or preference based on race, colour, descent or national or ethnic origin which has the purpose or effect of nullifying the recognition, enjoyment or exercise on an equal footing of human rights and fundamental freedoms in political, economic, social, cultural or any other field of public life.*

**Ethnic:**

[Miriam Webster]: adj. 1. Of or pertaining to race, races, or peoples. 2. Pertaining to groups or stocks of mankind as having certain physical, mental, or cultural characteristics in common, and usually but not necessarily living within a given geographic area; ethnological. 3. Belonging distinctively to a race. 4. Pertaining to peoples neither Jewish nor Christian; gentile; heathen, pagan.

[Encyclopedia Britannica]: Ethnic Group:

Social group or category of the population that, in a larger society, is set apart and bound together by common ties of language, nationality, or culture.

Ethnic diversity, the legacy of political conquests and migrations, is one aspect of the social complexity found in most contemporary societies. The nation-state has traditionally been uneasy with ethnic diversity, and nation-states have often attempted to eliminate or expel ethnic groups. Most nations today practice some form of pluralism, which usually rests on a combination of toleration, interdependence, and separatism. The concept of ethnicity is more important today than ever, as a result of the spread of doctrines of freedom, self-determination, and democracy. See also culture contact; ethnic cleansing; ethnocentrism; race; racism.

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<sup>7</sup> Canadian Charter of Rights and Freedoms: <http://laws.justice.gc.ca/en/charter/>

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[HWDSB Equity]: Ethnicity: Like race, is socially, politically and historically constructed, and is subject to the ambiguities and contradictions that are to be found in societies. It is dynamic. Its meanings change over time. Nevertheless, ethnicity serves to establish status allocation, role expectations and group membership. Refer to: *Carl E. James, Seeing Ourselves: Exploring Race, Ethnicity and Culture, Toronto, Canada, 1995.*

[Ministry Guidelines]: Ethnic: An adjective used to describe groups that share a common language, race, religion, or national origin. Everyone belongs to an ethnic group. The term is often confused with “racial minority”.

Ethnocultural Group: A group of people who share a particular cultural heritage or background. Every Canadian belongs to some ethnic group. There are a variety of ethnocultural groups among people of African, Asian, European, and indigenous North, Central, and South American backgrounds in Canada. Some Canadians may experience discrimination because of ethnocultural affiliation (ethnicity, religion, nationality, language).

**Comments**: All common and official definitions share the same criteria by which ethnicity and ethnocultural groups are described and what they may share in common. They do not infer that meanings change over time, are dynamic, or are subject to ambiguities and contradictions. The HWFAC requests an explanation of the HWDSB’s definition of Ethnicity, and would request also that they replace their definition with that of the Ministry Guidelines.

### **Minority**:

[Miriam Webster]: the smaller in number of two groups constituting a whole; specifically, a group having less than the number of votes necessary for control; a part of a population differing from others in some characteristics and often subjected to differential treatment; a member of a minority group

[Royal Commission on Learning – Chapter 16 Equity Considerations]: includes religious, linguistic, ethno-cultural and racial minorities.

[HWDSB] Knowledges of the Minoritized (Guidelines 4.4, 10.3) The knowledges/perspectives of minority groups that have historically been silenced and marginalized.

[Ministry Guidelines]: Minority Group: A group of people within a given society that has little or no access to social, economic, political, cultural, or religious power. The term may connote inferior social position, or may refer to a group that is small in number.

**Comments**: HWDSB has not included a definition for ‘minority groups’. HWFAC respectfully requests that they include the definition found within the Ministry Guidelines.

### **Prejudice**:

[Miriam Webster]: (1): preconceived judgment or opinion (2): an adverse opinion or leaning formed without just grounds or before sufficient knowledge b: an instance of such judgment or opinion c: an irrational attitude of hostility directed against an individual, a group, a race, or their supposed characteristics. synonym see Predilection

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[HWDSB]: A set of opinions about and attitudes towards a certain group, or individuals within it, that casts that group and its members in an inferior light and for which there is no legitimate basis in fact. The term is derived from the word “prejudice”. Prejudicial attitudes are very resistant to change because concrete evidence that contradicts the prejudiced view tends to be dismissed as “the exception to the rule”.

(Opinion: [MW]: noun – A conclusion or judgment held with confidence, but falling short of positive knowledge; a settled judgment or conviction on some subject, as religion, or politics.)

(Attitude: [MW]: noun – Position of the body as suggesting some thought, feeling or action; state of mind, behaviour, or conduct regarding some matter, as indicating opinion or purpose.)

**Comments:** HWDSB has eliminated the terms/root ‘pre-judge,’ preconceived, which is evident in common and Ministry definitions. The terms ‘opinion and attitude’ are not synonyms describing ‘prejudice.’ HWFAC respectfully requests that the Miriam Webster definition be substituted as it clearly speaks of pre-conceived judgment or opinion.

### **Race:**

[Miriam Webster]: a family, tribe, people, or nation belonging to the same stock

[HWDSB]: a socially constructed classification, and is therefore not determined biologically, but socially and psychologically. Refer to: *Carl E. James, Seeing Ourselves: Exploring Race, Ethnicity and Culture, Toronto, Canada, 1995.*

[SHCI]: a social and political rather than scientific construct which categorizes people on the basis of biological characteristics such as skin colour, shape of eyes, texture of hair, body size and physique

[Ministry Guidelines]: A group of people of common ancestry, distinguished from others by physical characteristics such as colour of skin, shape of eyes, hair texture or facial features.

**Comments:** HWDSB is not defining ‘race’ in common terms, but some unknown social construct, that would include every imaginable group that defines itself socially or psychologically. HWFAC strongly objects to this definition. HWFAC requests that the SHCI definition be used.

### **Stakeholders:**

[Miriam Webster]: a person entrusted with the stakes of bettors; something that is staked for gain or loss.

[HWDSB]: (Guidelines 4.4) Persons employed by the Hamilton-Wentworth District School Board and those individuals who have a vested interest.

**Comments:** HWDSB has not specifically included parents, school councils and community groups in its definition. HWFAC respectfully requests that they be specifically included.