Glossary for the Femme Wave Art Society Report to Community

Accountability
"In brief, accountability is the ability to recognize, end and take responsibility for violence. We usually think of the person doing harm as the one to be accountable for violence. Community accountability also means that communities are accountable for sometimes ignoring, minimizing or even encouraging violence. Communities must also recognize, end and take responsibility for violence by becoming more knowledgeable, skillful and willing to take action to intervene in violence and to support social norms and conditions." (Source: Creative Interventions: Section 4F, p. 2)

"Accountability can look many different ways - stopping harmful behaviour, naming harmful behaviour, giving sincere apologies, stepping down from leadership roles, developing daily healing and reflection practices to address root causes of harmful behaviour, building a support pod, providing material repair, contributing to community efforts to end intimate and sexual harm" (Source: Elisabeth Long in *Beyond Survival: Strategies and Stories from the Transformative Justice Movement*, p. 211-212)

Anti-Racism
"Anti-Racism is the active, on-going process of dismantling systems of racial inequity and creating new systems of racial equity. Anti-racism demands that this work be done at the individual, organizational/ institutional, and cultural levels in order to effectively address systemic racism. Anti-racism is an approach, not an end-point, and thus provides a useful frame for an organizational change process." (Source: AROC)

Colonialism/Colonization:
"Colonialism is defined as a policy or set of policies and practices where a political power from one territory exerts control in a different territory. It involves unequal power relations" (FemNorthNet, 2016, p.1). "Colonialism in Canada may best be understood as Indigenous peoples' forced disconnection from land, culture and community by another group. It has its roots in Canada's history but it is alive and well today, too. In Canada's north, governments offer support to industries that take over northern land for resource extraction and remove Indigenous peoples from it" (ibid.). (Source: CARED Collective)

Caucusing
"Anti-racism acknowledges that our experiences do not occur in a neutral context. Those who identify as racialized or Indigenous experience racism differently than those who do not. Separating into groups based on this distinction—a process called "racial caucusing"—is a strategy that allows people to talk about shared experiences." (Source: AROC)

Decolonization/decolonizing
"Decolonization, once viewed as the formal process of handing over the instruments of government, is now recognized as a long-term process involving the bureaucratic, cultural, linguistic and psychological divesting of colonial power. … Decolonization is about shifting the way Indigenous Peoples view themselves and the way non-Indigenous people view Indigenous Peoples. Indigenous Peoples are

reclaiming the family, community, culture, language, history and traditions that were taken from them under the federal government policies designed for assimilation. Some communities are reclaiming control via self-government agreements, treaties, or other negotiated agreements" (Indigenous Corporate Training Inc., "A Brief Definition of Decolonization and Indigenization" Retrieved 8/18/20). (Source: CARED Collective)

"'Decolonization' (or 'decolonizing,' since this process is still ongoing) [...] is a social and political process aimed at resisting and undoing the multi-faceted impacts of colonization and re-establishing strong contemporary Indigenous Peoples, Nations, and institutions based on traditional values, philosophies, and knowledge systems. A decolonizing mindset requires people to consciously and critically question the legitimacy of the colonizer and reflect on the ways we have been influenced by colonialism. According to expert in Indigenous research methodologies Margaret Kovach, the purpose of decolonization is to create space in everyday life, research, academia, and society for an Indigenous perspective without its being neglected, shunted aside, mocked, or dismissed." (Source: National Inquiry on Missing and Murdered Indigenous Women and Girls, p. 78)

Emergent strategy
"Emergent strategy is learning how to be fractal: small scale reflects the large scale. [It is about] how to be adaptive and in right relationship to change but also [changing] with intention. [It is] nonlinear and iterative, resilient, [and] being in a practice of transformative justice. Then, it is interdependent and decentralized and always creating more possibilities." (Source: adrienne maree brown)

"An emergent process is a process of change that involves non-linear, abrupt phase transitions as a system's overall structure and function is transformed into a new regime of behavior, exhibiting new properties that could not have been predicted to arise prior to the transformation. Learn more here." (Source: AROC)

Equity
"Equity recognizes diversity in experience, needs, etc. and creates frameworks that respond to diversity. Source: Sahar Ibrahim & Reakash Walters, anti-racism facilitators

Equity refers to achieved results where advantage and disadvantage are not distributed on the basis of race and ethnicity. Strategies that produce equity must be targeted to address the unequal needs, conditions, and positions of people and communities that are created by institutional and structural barriers. Equity requires a set of informed policies and practices, intentionally designed to promote opportunity and rectify disparities, as well as informed people positioned to implement them effectively. Source: Race Matters Institute." (Source: AROC)

Indigenous
"According to The United Nations' "Permanent Forum on Indigenous Issues," Indigenous peoples are the descendants "of those who inhabited a country or a geographical region at the time when people of different cultures or ethnic origins arrived. The new arrivals later became dominant through conquest, occupation, settlement, or other means." Indigenous peoples practice unique traditions and

"retain social, cultural, economic, and political characteristics that are distinct from those of the dominant societies in which they live. It is estimated that there are more than 370 million Indigenous peoples spread across 70 countries worldwide" (The United Nations, "Who are indigenous peoples?"). (Source: CARED Collective)

Intersectionality
'Intersectionality is a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and they create obstacles that often are not understood within conventional ways of thinking about anti racism or feminism or whatever social justice advocacy structures we have. Intersectionality isn't so much a grand theory it's a prism for understanding certain kinds of problems." (Source: Kimberlé Crenshaw)

"Intersectionality as a theory and practice was quickly adopted by prominent black feminists to describe the need they saw for a more holistic view of race and gender. From there intersectionality spread to a large section of feminist scholarship and activism and was expanded to include class, ability, and sexuality as well" (Source: Ijeoma Oluo in So *You Want to Talk About Race*, p. 77).

2SLGBTQIA+/LGBTQIA2S
Two-Spirit, Lesbian, Gay, Bi-Sexual, Trans, Queer, Intersex, Asexual, +
An acronym for Lesbian, Gay, Bisexual, Trans (can be used for Transgender, Transsexual, Transitioning, Transman and Transwoman), Queer/Questioning, Intersex, Asexual and Two-Spirit. Other possible acronyms include LGBTQ2S, LGBT, LGBTQ, LGBTQA, TBLG. (LGBTQ2S Toolkit Retrieved 9/14/20). "Although all of the different identities within "LGBT" are often lumped together (and share sexism as a common root of oppression), there are specific needs and concerns related to each individual identity" (ibid.) (Source: CARED Collective)

"Sexual diversity has historically been the norm, not the exception, among Indigenous peoples. Ancestral tongues prove it. In Juchitán, Mexico, muxes are neither man nor woman, but a Zapotec gender hybridity. In Hawai'i, the māhū embrace both the feminine and masculine. The Māori term takatāpui describes same-sex intimate friendships, and since the 1980s it is the term used alongside the term queer [...] The meanings of gender roles and sexual practices are cultural constructions that inevitably get lost [...] in cultural (and linguistic) translation. The spectrum of Indigenous sexualities does not fit the confined Western registries of gender binaries, heterosexuality, or LGBT [codes]." (Source: Manuela L. Picq and Josi Tikuna in *Sexuality and Translation in World Politics*, p. 57, 61)

Queer
"One definition of queer is abnormal or strange. Historically, queer has been used as an epithet/slur against people whose gender, gender expression and/or sexuality do not conform to dominant expectations. Some people have reclaimed the word queer and self identify in opposition to assimilation (adapted from "Queering the Field"). For some, this reclamation is a celebration of not fitting into social norms. Not all people who identify as LGBTQIA use "queer" to describe themselves. The term is often considered hateful when used by those who do not identify as LGBTQIA" (LGBTQIA Resource Center Glossary Retrieved 9/18/20). (Source: CARED Collective)

Race
"Race' is a socially constructed phenomenon, based on the erroneous assumption that physical differences such as skin colour, hair colour and texture, and facial [or other physical] features are related to intellectual, moral, or cultural superiority. The concept of race has no basis in biological reality and, as such, has no meaning independent of its social definitions" (Henry & Tator, 2006, p. 9)." (Source: CARED Collective)

Racialized/Racialization
"Racialization is the very complex and contradictory process through which groups come to be designated as being part of a particular "race" and on that basis subjected to differential and/or unequal treatment. Put simply, "racialization [is] the process of manufacturing and utilizing the notion of race in any capacity" (Dalal, 2002, p. 27)." (Source: CARED Collective)

Racism
"A system of power that structures opportunity and assigns value based on the social construct of race where privilege is afforded to whiteness. A system that unfairly disadvantages racialized and Indigenous communities, while subsequently unfairly advantaging those embraced by whiteness. Source: Adapted from Sahar Ibrahim & Reakash Walters, anti-racism facilitators." (Source: AROC)

Reconciliation
"Reconciliation is about establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in [Canada]. In order for that to happen, there has to be awareness of the past, acknowledgement of the harm that has been incited, atonement for the causes, and action to change behaviour." (Source: the Truth and Reconciliation Commission of Canada, p. 7)

Transformative justice
"Transformative justice is justice that goes beyond punitive justice – punishment in response to transgression (from spanking to prison to death penalty); and goes beyond restorative justice, which seeks to restore the original conditions in which harm happened, often focusing on rehabilitating offenders rather than systemic change. transformative justice recognizes systemic injustice, oppression, and particularly the harms that come from putting conflict resolution in the hands of the state; it seeks to go deep into the soil and find the root causes for harm and transform the systems and societies such that harm becomes impossible." (Source: adrienne maree brown)

Two-Spirited People
"Two-Spirit, a translation of the Anishinaabemowin term niizh manidoowag, refers to a person who embodies both a masculine and feminine spirit. Activist Albert McLeod developed the term in 1990 to broadly reference Indigenous peoples in the lesbian, gay, bisexual, transgender and queer (LGBTQ) community. Two-spirit is used by some Indigenous peoples to describe their gender, sexual and spiritual identity" (Michelle Filice. "TwoSpirit," The Canadian Encyclopedia Online, Retrieved 9/22/20). The mainstream terms used for lesbian, gay, bisexual, transgendered and

queer individuals are seen, in an Indigenous context, as Eurocentric, too focused on sexual orientation/gender identity alone, and, as a result, narrow and limiting." (Source: [CARED Collective](#))

White Feminism
"White Feminism exists to promote the [struggles,] comfort and safety of middle-class and affluent White women. At its core, it is a racist ideology that claims to speak for all women while ignoring the needs of women of color and suppressing [their] voices when [their] agendas and priorities don't align. It recognizes the voice of women of color only to further its own aims and appear inclusive (Ortega, 2006). Its organizational representations fail to properly address racial and economic intersectionality in experiences of sexism. It rejects the idea that women can oppress others who are disempowered and, in doing so, replicates the harmful unacknowledged social dynamic of the primacy of well-educated White voices." (Source: [Monnica T. Williams](#) via [Wikipedia](#))

Whiteness
"A social construction referring to a dominant cultural space with political, social, and economic significance, with the purpose to keep others on the margins. 'White' people do not have to explain their culture/values/norms because they are part of the dominant culture that sets the norm. All those cast outside of whiteness are compared to this norm. Source: Sahar Ibrahim & Reakash Walters, anti-racism facilitators." (Source: [AROC](#))

White Supremacy
"This term is often connected to extremist, right-wing hate groups. However, the term is often used in anti-racist work to force an acknowledgement of the belief systems underlying whiteness. Thus, white supremacy is seen as the ideology which perpetuates white racism. This ideology exists in both the overtly prescriptive form, i.e. the white supremacy that we attach to right-wing white power groups, and as the self-perpetuating cultural structure also know as whiteness." (Source: [CARED Collective](#))