



Thank you for taking the time to educate yourself and read this pamphlet, please leave it here for the next person to engage with it. Scan the QR code to save a copy if you'd like for future reference. :D



## Questions, Comments Concerns or Ideas?

Email Racialized Students  
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**Yours in  
solidarity,**

**tcsa**  
trent central student association

- **Diversity,**
- **Inclusivity,**
- **and Equity**
- Terminology Edition

**Get involved and remember to ask questions, our understanding always starts somewhere, so never be afraid to reach out to expand your knowledge.**

## Why this matters:

Conversations regarding diversity, inclusivity and equity are important in institutions such as universities, however it is important to keep in mind the terminology we use, as many terms we have used in the past 10 years have changed meaning or there may be updated terms that are more representative.

My intentions with creating this pamphlet for you is to aid in facilitating conversations to further understand one another as Trent University has a rich diverse student body. It is also emotionally taxing for students with diverse backgrounds to explain terminology to deter unconscious bias present in students who do not experience similar oppression. Also noting that certain topics can be difficult for intersectional individuals to discuss as it can be incredibly personal and potentially triggering.



## Diversity/ Activism Related Clubs & Groups

- Trent Association of Black Students
- Trent International Students Association
- Trent Amnesty International
- Anti-Racism Task Force
- Trent Queer Collective
- Trent Southeast Asian Organization
- First People's House of Learning
- Trent University Native Association
- HOLA Organization for Latin Awareness
- Centre for Women and Trans People

## Terminology

### ALLYSHIP

The action of advocating for marginalized groups. Supporting people outside of their own identity or intersectional group.

### INTERSECTIONALITY

The intertwining of social identities (ex. gender, race, ethnicity, religion, sexual orientation) which can result in unique experiences, opportunities, & barriers.

### EQUALITY VS. EQUITY

Equality: Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities

Equity: Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

### BIPOC

Newer term: Black Indigenous People of Colour. Black and Indigenous people are emphasized in this acronym to reflect the disproportionate oppression both Black and Indigenous communities experience in North America.

**Challenge yourself  
to further research  
these terms!**