

Terms used in Discussing Equity

APARTHEID	One racial group's imposition of segregation and domination of other racial groups, as practised by the government of South Africa until 1994.
ASSIMILATION	One group's culture disappears as members adopt the culture of the dominant group (by choice or in order to survive).
COLONISATION	Extension of territory by which one nation exerts power/political control over another nation, territory or people.
CULTURE	A lifestyle shared by a large group of people; a distinctive set of manners, morals, arts and traditions shared by a large group of people
DISCRIMINATION	Treatment or consideration based on class or category rather than individual merit Behaviour toward or treatment of an individual based solely on their membership in a certain group or category, rather than on individual merit; often assumed to be adverse or negative
DOMINANT GROUP	Group with the power (and assumed authority) to preserve and promote the prevailing distribution of privilege in society. The dominant sector represents that part of society with the capacity to define itself and its culture as the standard or norm by which others are judged and evaluated.
EEdO	Equal Educational Opportunity
EEO	Equal Employment Opportunity
EQUALITY	Same/identical treatment, usually presuming sameness amongst people; often in the sense of being treated <i>identically</i>
EQUITY	Fairness, recognising difference amongst people; often measured by whether there are <i>comparable</i> outcomes
- ism (e.g. RACISM, SEXISM, AGEISM, HETEROSEXISM)	attitudes, practices and other factors that discriminate against people because of their race, color or ethnicity (racism), gender (sexism), age (ageism), sexuality (heterosexism), etc; sometimes a distinction is made between <ul style="list-style-type: none"> • personal (when it is an individual's attitudes, practices, etc) • cultural (when the attitudes, values, practices, etc are embedded within a culture) • institutional, <i>aka</i> systemic (practices, customs, rules, standards, etc of organizations)
MARGINALISED GROUP	Group which has, through social processes, been separated from the rest of society, forced to occupy the fringes and edges (margins), with lower social standing; not at the centre of things.
POWER	Control of choices (in relation to self/others); influence on ideas, control of resources (material resources, money, ideas etc), exercise of physical force, position of authority, personality etc, may all affect the relative power that a person or group has.
PREJUDICE	A preconceived attitude preference, idea, opinion formed without knowledge or examination of the facts; often assumed to be adverse or negative.
REVERSE (<i>aka</i> POSITIVE) DISCRIMINATION	A discriminatory policy or strategy intended to redress an imbalance caused by (negative) discrimination.
STEREOTYPE	Standardized and simplified conceptions about specific social groups or types of individuals, based on some prior assumptions – which may or may not be accurate.



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