Glossary of Terms

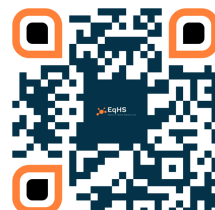| Term	Definition
Ableism	Discrimination and / or prejudice against persons with any form of disability (e.g., physical, intellectual). Persons are defined by their disabilities, and are characterized as inferior to the non-disabled.
Ageism	Stereotyping, discrimination and / or prejudice against persons on the basis of their age, typically against older members of society.
Accessibility	Accommodations are made to remove barriers to participation, resulting in the ability for all to participate.
Anti-oppression	The strategies, theories, actions, and practices that challenge systems of oppression.
Anti-racism△	An active and consistent process of change to eliminate individual, institutional, and systemic racism.
Cultural safety	An outcome of reflective and aware practice and policy, where providers and organizations address bias and barriers contributing to inequities. It is the recipient of care, and not the provider, who determines if cultural safety is present or not.
Decolonization	Regaining inherent rights and power for self-determination of societal structure, services and investments.
Decolonizing△	To resist and undo the forces of colonialism and re-establish Indigenous nationhood. This approach is rooted in Indigenous values, philosophies, and knowledge systems. Decolonialization is a way of doing things differently and challenging the colonial influence by making space for marginalized Indigenous perspective
Diversity	The greatest possible representation of attributes are present within the collective.
Equity	Attainment of fairness and justice, with imbalances addressed.
Genderism	Stereotyping, discrimination and / or prejudice against persons on the basis of their gender.

References:
- Barnabe C, Osei-Tutu K, Maniate JM, et al. Equity, diversity, inclusion, and social justice in CanMEDS 2025. *Can Med Educ J*. 2023;14(1):27-32. Published 2023 Mar 21. doi:10.36834/cmej.75845
- △ Kitty D, Funnell S, eds. CanMEDS-FM Indigenous Health Supplement. Mississauga, ON: The College of Family Physicians of Canada; 2020.
- ◇ Buchman S, Woollard R, Meili R, Goel R. Practising social accountability: From theory to action. Can Fam Physician. 2016 Jan;62(1):15-8. PMID: 26796826; PMCID: PMC4721832.

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Term	Definition
Homophobia	Stereotyping, discrimination and / or prejudice against persons on the basis of being lesbian, gay, queer, or bisexual.
Inclusion	Acts and approaches that ensure that all persons are equally welcomed, supported, valued, and respected.
Intersectionality	Interactions or synergies which arise from being a member of multiple populations facing inequities, and which results in a unique experience.
Meritocracy	System of awarding opportunities and status on the basis of ability and performance, but which neglects acknowledging structural inequities that limit opportunities for all members of society
Racism	Stereotyping, discrimination and / or prejudice against persons on the basis of their race.
Sexism	Stereotyping, discrimination and / or prejudice against persons on the basis of their sex typically against those individuals that identify as women.
Social accountability◇	The social contract that medicine has with society. For care to be socially accountable, it must be equitably accessible to everyone and responsive to patient, community, and population health needs
Social justice	Approach promoting that each person has the right to the full spectrum of economic, political, and social rights and opportunities.
Systemic racism△	The legacy of colonial policies that legitimized the idea that Indigenous peoples were a separate and inferior race. In Canada, this is manifested as a society where one social group has disproportionate access to power and resources, leading to inequities and systemic racism against Indigenous peoples. This imbalance of power and resources is maintained through unequal treatment under the law; unfair policies, rules, and regulations; social exclusion and isolation that prevents political, social, and economic participation; and barriers to access and participation in other social systems such as education and health. Interpersonal or relational racism and erroneous assumptions based on negative stereotypes, including in health care settings, fuels systemic racism.

References:
- Barnabe C, Osei-Tutu K, Maniate JM, et al. Equity, diversity, inclusion, and social justice in CanMEDS 2025. *Can Med Educ J*. 2023;14(1):27-32. Published 2023 Mar 21. doi:10.36834/cmej.75845
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