



## **St. Michael's Printshop Code of Conduct**

### **Intro Statement Update:**

This document came as a step towards goals to diversify, which SMP has long held but not yet delivered on, through discussions held by the Anti-Oppression Committee in 2020-2021. This committee was dedicated to dismantling white supremacy and other forms of oppression such as, but not limited to: racism, homophobia, xenophobia, ableism, settler colonialism, capitalism, heterosexism, genderism, sexism, ageism, islamophobia. We are held to the guidelines outlined in this document by both our community and our funders. We will address white supremacy while working to create a space that encourages meaningful inclusion and centers the experience and knowledge of those impacted by oppression. We acknowledge that this requires research and action on our part and enthusiastic cooperation of staff, board, and members.

### **Land Acknowledgment:**

SMP recognizes that it resides and conducts activities on Ktaqmkuk and interacts within the unceded territories and land of the Beothuk, Mi'kmaq, Innu and Inuit of this province. SMP commits to uplift the voices and follow the lead of Indigenous communities working towards decolonization and to do important anti-racist work in the shop and in our community. SMP commits to confronting settler colonialism in an effort to decolonize its space and structure while prioritizing the safety of Indigenous people/artists.

### **Accountability:**

In an effort to make sure that SMP is a safer space for everyone, we have developed a set of guidelines. While in the shop or engaging with SMP, we ask everyone to read and sign this document and carefully and mindfully put these goals into action. We hold staff, board, volunteers, members, as well as the artists and community members we work with, accountable to these goals in the ways they conduct themselves in our space.

**St. Michael's Printshop Code of Conduct Guidelines:**

1. We strive to create a safe space for all individuals that is free from discrimination, oppression, harassment, violence or abuse
2. We strive to support and uplift the voices and experiences of oppressed groups within our community
3. We hold staff, board, volunteers, and members accountable for appropriate and respectful behaviour while representing SMP when not in our space
4. While in our space, artists/staff/board/members/volunteers/guests are to be treated/will treat each other with respect
5. SMP will not tolerate slander or discrimination of any kind of our space
6. SMP will not tolerate discrimination and/or cultural appropriation by artists/members or in artwork produced at or affiliated with SMP
7. SMP will not tolerate any kind of physical or verbal harassment in our space
8. SMP will not tolerate any kind of behaviour that is intimidating, threatening, or abusive in our space
9. SMP ensures that reported harassment will be dealt with in a timely, confidential and effective manner
10. SMP takes accountability for previous practices rooted in colonialism and systemic racism and oppression within our space and community
11. SMP will support, and work with, all individuals who have experienced forms of oppression or mistreatment within our space, to respond to and address the mistreatment with the individual(s) in question on a case-by-case basis

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Implementation:**

Individuals are encouraged to reach out to SMP Staff, Board members, or the HR committee to discuss and address instances of discrimination or harassment within the studio. Please see Appendix A: Contacts for contact information. Individuals can reach out to whoever they feel most comfortable speaking to and all conversations will be anonymous. The individual and SMP representative will decide on a collective course of action and can/will involve other members on the contact list if necessary. Additionally, if there is a conflict of interest, that SMP representative will not be included in any discussions to prioritize the safety of the individuals reaching out.

SMP will engage in a dialogue with the individual/group to work towards a resolution and will address each situation on a case-by-case basis. It is our goal to resolve any conflict through conversation and education. SMP reserves the right to deny access to anyone from our space as a last resort if all other options have been exhausted to ensure the safety of our community.

**A Work in Progress:**

SMP recognizes that this work is ongoing and therefore this is a working document. As we grow, change and mobilize to transform, we hope to become a safer space for everyone. This document has come out of a collective conversation and will grow through continued collective conversations and consultations.

SMP board and staff commit to revisiting and reviewing this document on an annual basis. If any community member/s (board, staff, volunteers, members, and broader community) wishes for SMP to update this document please let us know (via emails in Appendix A: Contacts). Proposed changes will get submitted to the Board, who will review suggestions and determine how best to proceed. Proposed changes to the Code of Conduct Policy may be discussed with the proposing community member[s] and will be brought to the attention of the SMP Board and staff. At their discretion the Board may then bring the changes to the next AGM (or SGM) for discussion and approval by the community at large.

Changes to Appendix A: Contacts, and Appendix B: Glossary, Intro Statement, Land Acknowledgment, Accountability, Implementation and Work In Progress do not need to be ratified at an AGM. Any and all changes will be communicated to the membership.

**SMP last updated this document on: November 28, 2025**



## **Appendix A: Contacts**

Staff contact: Deirdre Maguire ([director@stmichaelsprintshop.com](mailto:director@stmichaelsprintshop.com))

Board contact: Andrew Testa ([chair@stmichaelsprintshop.com](mailto:chair@stmichaelsprintshop.com))

Member contact: Rachel Gilbert ([rachelsgilbert96@gmail.com](mailto:rachelsgilbert96@gmail.com))

## **Appendix B: Glossary**

The following terms have come from various sources. Each definition has a corresponding indication to share where it was sourced from and all citations are provided in the works cited below. We understand that there are terms that exist beyond what we have listed here, please visit the links in the bibliography for a broader list of definitions. If anyone wishes to discuss any of the terms within this document please don't hesitate to reach out.

### **Ableism**

Like other systems of oppression such as sexism, racism and so on, ableism refers to the oppression of disabled people. Ableism sees persons with disabilities as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than others. Ableism may be conscious or unconscious, and may be embedded in institutions, systems or the broader culture of a society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities.

(Canada Council for the Arts, Glossary - Deaf and Disability Arts Practices in Canada)

Because attitudes and stereotypes may take different forms with different disabilities, ableism may manifest differently with respect to different types of disabilities, such as psychiatric, sensory, or developmental disabilities.

(CIHR glossary of terms used in accessibility and systemic ableism)

### **Ageism**

Ageism refers to two concepts: a socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons. Ageism also includes discrimination that is more systemic in nature, such as in the design and implementation of services, programs and facilities. Age discrimination involves treating persons in an unequal fashion due to age in a way that is contrary to human rights law.

(Glossary of terms, Canadian Race Relations Foundation)

### **Anti-Oppression**

Anti-oppression are strategies, theories and actions that challenge social and historical inequalities and injustices that are systemic to our systems and institutions by policies and practices that allow certain groups to dominate over other groups. It acknowledges the intersections of identity and diversity including race, ancestry, place of origin, colour, ethnic



origin, citizenship, creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, age, record of offenses, marital status, family status and disability and aims to promote equity between the various identities.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

### **Anti-Racism**

Anti-racism is the active process of recognizing the existence of racism, including systemic racism, and actively seeking to identify, remove, prevent and mitigate the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities.

Anti-racism includes beliefs, actions, movements, and policies adopted or developed to oppose racism. In general, anti-racism is intended to promote an equitable society in which people do not face discrimination on the basis of their actual or perceived race, however defined. In order to practice anti-racism one must also deconstruct how racism works in society.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

### **Antisemitism**

The ongoing prejudice and discrimination directed at Jewish people, their property, community institutions, and religious facilities. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

### **Assimilation**

This is a process of changing your culture, language and ideology to resemble those of another group. For example immigrants often change characteristics about themselves so that they can fit in with the rest of society. This is not often done by choice, but because immigrants do not want to face xenophobia which is the hatred or fear of foreigners by citizens of the country. Persons that are successful at assimilating often receive rewards in society such as inclusion or citizenship. (Nat Tremblay, Artful Volume 1)

### **Capitalism**

Capitalism is an economic system based on the private ownership of the means of production and their operation for profit. Central characteristics of capitalism include capital accumulation, competitive markets, a price system, private property and the recognition of property rights, voluntary exchange and wage labor. (Wikipedia)

### **Cisgender**

Someone who identifies as the sex/gender they were assigned at birth. For example, your birth certificate says female, you identify as female, you've been socialized as a female and are read as female in social settings. (Nat Tremblay, Artful Volume 2)

**Colonialism**

Colonialism is a practice of domination, which involves the subjugation of one people to another. Settler colonialism — such as in the case of Canada — is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Community Accountability**

Community Accountability is a term feminists of color have created to describe ways of holding folks who have caused harm accountable for what they've done, and creating healing, safety and justice for those who have been harmed by them, without mostly relying on prisons, police, courts, Children's Aid, etc. They started doing this work when they realized that for many people, the police and criminal legal system actually make them less safe.

(Nat Tremblay, Artful Volume 3)

**Culture**

Culture is the customs, beliefs, behaviours and/or achievements of a particular time and/or people; behaviour within a particular group.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Cultural Appropriation**

This occurs when people of another culture adopt various aspects of a person's culture – often without understanding, acknowledgement or respect for its value in the original culture. The dominant culture will assume their right to take the non-dominant cultures' elements. Persons of the dominant group in society tend to do this to oppressed groups, appropriating music, dance, religions, symbols, objects, ways of speaking. These elements are then used by the dominant group out of the original context. For example this is often seen around Halloween in North America where people who are not native, dress in traditional native wear. Another example occurs where Indigenous art is duplicated and sold by large companies rather than the artists themselves. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Cultural Competency**

This is the ability to interact well with persons from different cultures and even socio-economic backgrounds. To do this effectively, one needs to be aware of their own cultural worldview, which comes with its specific ideologies, and be aware of different cultural practices and cultural differences. (Nat Tremblay, Artful Volume 1)

**Cultural Safety**

Cultural safety is an environment, which is physically, spiritually, socially, and emotionally safe for people of all different identities; and where there is no assault, challenge, or denial of a person's rights as protected by the Canadian Charter of Rights and Freedoms and, for example,



the Ontario Human Rights Act. It is about shared respect, shared meaning, and shared knowledge and experience of learning together with dignity and truly listening. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Decolonization #landback**

Decolonization is the process of deconstructing colonial ideologies of the superiority and privilege of Western thought and approaches. On the one hand, decolonization involves dismantling structures that perpetuate the status quo and addressing unbalanced power dynamics. On the other hand, decolonization involves valuing and revitalizing Indigenous knowledge and approaches and weeding out settler biases or assumptions that have impacted Indigenous ways of being. For non-Indigenous people, *(part of)* decolonization is the process of examining your beliefs about Indigenous Peoples and culture by learning about yourself in relationship to the communities where you live and the people with whom you interact.

Decolonization is an ongoing process that requires all of us to be collectively involved and responsible. Decolonizing our institutions means we create spaces that are inclusive, respectful, and honour Indigenous Peoples.

(Ian Cull, Robert L. A. Hancock, Stephanie McKeown, Michelle Pidgeon, Andrienne Vedan, Pulling Together)

**Digital Space**

SMP considers the digital space we occupy equal to our physical space. Our digital spaces include, but are not limited to, social media platforms, email communications, virtual workshops, videoconferencing (e.g., Zoom, Teams), and livestreams.

**Disability**

Disability is nuanced, with its interpretation varying among disabled people. For the purposes of this glossary, multiple definitions have been provided to encompass this diversity.

“Disability” describes a state of physical, cognitive, mental, sensory, emotional, and/or developmental health that does not conform to mainstream society’s norms around physical and mental ability. A natural or acquired characteristic that may prevent someone from fully taking part in educational, social, economic, political, religious or formal activities of a group due to societal barriers. Accommodation may be required to enable full participation. Often disability is seen as a fault, an individual health problem, or something wrong with an individual or group of individuals. Mainstream society does not generally think of people with disabilities as being like any other cultural group, with histories, movements, artwork, and stories to tell. An important aspect of thinking through disability and ability is to remember that for disabled people/people living with disabilities, the biggest problem is not the ways in which their bodies/minds function, but the fact that the world is set up for able bodied people. (Nat Tremblay, Artful Volume 3)

**Affirmative model of disability**

The affirmative model of disability, which stems from Disability literature and arts, views Deafhood and disability as positive attributes to be valued : " It is essentially a non-tragic view of disability and impairment which encompasses positive social identities, both individual and collective, for disabled people grounded in the benefits of lifestyle and life experience of being impaired and disabled."

(Canada Council for the Arts, Glossary - Deaf and Disability Arts Practices in Canada)

**Social model of disability**

Unlike the medical model that considers disability as an impairment, the social model views it as caused by social obstacles. This model originated in the independent-living advocacy work of British activists belonging to the Union of the Physically Impaired Against Segregation. In 1975, these activists were the first to reinterpret the concept of disability in Fundamental Principles of Disability, a manifesto that differentiated between physical limitation (impairment) and being disabled by society (disability). This nuance was theorized in 1981 by British sociology professor Mike Oliver, who postulated the "social model of disability" to signify these oppressive social dynamics and thus pave the way for Critical Disability Studies.

(Canada Council for the Arts, Glossary - Deaf and Disability Arts Practices in Canada)

**Socio-subjective model of disability**

The socio-subjective model of disability emerged from observations on the respective limitations of the individual-centered medical model and the social-barrier-centred social model. By particularly focusing on the suffering that might be experienced by some people, such as those with chronic illnesses, the socio-subjective model recognizes "the inherent complexity of disability and takes into account the subjective/personal and sociopolitical dimensions of this reality." (Canada Council for the Arts, Glossary - Deaf and Disability Arts Practices in Canada)

**Discrimination**

Discrimination is an action or behaviour usually based on prejudiced attitudes. Discrimination occurs when prejudiced thoughts and beliefs are put into actions that limit the freedoms and activities of others. It usually takes the form of differential treatment of one individual by another or the exclusion or restriction of one group by another. It can be overt or covert, conscious or unconscious, and usually excludes based on the physical differences between people.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Disorderly Conduct**

Disorderly Conduct is defined as causing a disturbance in or near a public place and can include, but is not limited to fighting, screaming, shouting, or using insulting or obscene language; indecent exhibition in a public place; loitering in a public place and obstructing persons in that place; discharging firearms or other disorderly conduct in a public place.

(Section 175(1), Criminal Code of Canada)



**Equity**

Equity refers to fair treatment of everyone that addresses specific needs, barriers and accommodations to ensure all have equal opportunity to participate in all aspects of society and its benefits. Equality, in which individual needs and differences are ignored, is not sufficient. Equity work analyses and challenges unfair systems and practices and works towards the creation of equal outcomes. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Genderism**

Genderism is the cultural belief that gender is a binary, that there should only be two genders, man and woman, and that gender is inherently linked to one's sex assigned at birth. Genderism privileges people who are Cisgendered and reinforces negative attitudes and discrimination towards people who display expressions of gender variance or 'nonconformity' or whose gender identity is incongruent with their birth sex. Genderism operates in partnership with Sexism and uses similar manners of oppression to silence the specific experiences and expression of Trans and Gender Diverse individuals. This also perpetuates sexism by forcing rigid gender roles, sexist stereotypes and hyper-masculinity/femininity. (Nat Tremblay, Artful Volume 2)

**Harassment**

Harassment is a form of discrimination. It involves any unwanted physical or verbal behaviour that offends or humiliates you, whether subtle or overt. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Heterosexism**

Heterosexism is defined as the assumption that heterosexuality is superior and preferable, and is the only right, normal or moral expression of sexuality. This definition is often used when looking at discrimination against gay, lesbian or bisexual people that is less overt, and which may be unintentional and unrecognized by the person or organization responsible. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Homophobia**

Encompasses a range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender (LGBTQ2S). It has been defined as contempt, prejudice, aversion, hatred or antipathy. Homophobia is observable in critical and hostile behavior such as discrimination and violence. (CRRF Glossary of Terms)

**Inclusion**

Inclusion is creating a culture that embraces, respects, accepts, and values diversity. It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Indigenous Peoples**

An umbrella term that encompasses the First Nations, Inuit or Métis Peoples of Canada (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Islamophobia**

The fear, hatred, and prejudice directed towards individuals practicing the Islamic faith or who identify as Muslim. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Oppression**

Oppression is the use of power to marginalize, silence or otherwise subordinate one social group, often in order to further privilege the oppressing and/or dominant person or group. It is Prejudice + Power. (Nat Tremblay, Artful Volume 1)

**Patriarchy**

Patriarchy refers to a social system in which males are the primary authority figures at the center of social organization, political leadership, morality, control of property and where fathers hold authority over women and children. The female equivalent is called Matriarchy. Both have existed around the world at different times through history, though patriarchy has become the dominant global power model through colonization. Other models also exist in which gendered roles and power attributes are more fairly balanced. (Nat Tremblay, Artful Volume 2)

**Racism**

Racism is a set of beliefs, which assert the natural superiority of one racial group over another, at the individual but also the institutional level. In one sense, racism refers to the belief that biology rather than culture is the primary determinant of group attitudes and actions. Racism goes beyond ideology; it involves discriminatory practices that protect and maintain the position of certain groups and sustain the inferior position of others.

(Paraphrase between Equity, Diversity, & Inclusion Glossary of Terms/CACP and Nat Tremblay, Artful Volume 1)

**Systemic Racism**

Systemic racism is also known as 'Institutional Racism'; refers to organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others. (Equity, Diversity, & Inclusion Glossary of Terms/CACP)

**Settler/Settler Colonialism**

Within the context of race relations, the term refers to the non-Indigenous population of a country. Settler colonialism functions through the replacement of Indigenous populations with an



invasive settler society that, over time, develops a distinctive identity and sovereignty. In Canada and in other countries, the ascendancy of settler culture has resulted in the demotion and displacement of Indigenous communities, resulting in benefits that are unearned.

(Glossary of terms, Canadian Race Relations Foundation)

### **Sexual Assault**

Sexual assault includes any form of unwelcome activity or attempt at activity of a sexual nature (e.g., touching, kissing, rape) without consent. It can encompass a spectrum of sexual activities, such as contact that is forced, manipulated, or coerced, and can involve the use of drugs and/or power over a person to control, overpower, or subdue them for the purposes of sexual contact.

(Paraphrase between Harassment and Assault Policy - Bass Coast and The Facts About Sexual Assault and Harassment - Canadian Women's Foundation)

### **Sexual Harassment**

Sexual harassment is a form of discrimination. It involves any unwanted physical or verbal behavior that offends or humiliates and targets someone based on their gender, gender expression, sexuality, sexual expression, or sexual orientation. It can take the form of jokes or innuendos, threats, derogatory name-calling, vulgar humor or language, comments of a sexual nature about weight or body shape, discriminatory or insulting remarks about someone's gender or sexuality, unnecessary physical touching, patting or brushing against a person's body, leering, ogling, or other gestures with suggestive overtones, visual displays of sexual images perceived to be degrading or offensive, unwanted persistent suggestive communication, stalking, or verbal abuse or threats of a sexual nature. It can occur in person or online.

(Paraphrase between Harassment and Assault Policy - Bass Coast, The Facts About Sexual Assault and Harassment - Canadian Women's Foundation, and Guidelines on Sexual and Gender Harassment in the Workplace - Human Rights Commission, Newfoundland and Labrador)

### **Sexual Violence**

Sexual violence is a broad term that describes any violence, whether physical or psychological, carried out through sexual means or by targeting sexuality. It can include, but is not limited to, sexual abuse, sexual assault, rape (date rape, marital rape, partner rape, stranger rape, rape involving multiple perpetrators), ritual abuse, sexual harassment, incest, childhood sexual abuse, stalking, indecent or sexualized exposure, degrading sexual imagery, voyeurism, exhibitionism, sharing sexual photographs without permission, online sexual harassment, trafficking and sexual exploitation, and unwanted comments or jokes. Sexual violence includes any act that undermines an individual's sexual or gender integrity.

(Understanding Violence, Dawson Women's Shelter)

**Sexism**

Sexism or sexist discrimination is prejudice or discrimination based on a person's biological sex. Sexist attitudes may stem from assumptions, and stereotypes of gender roles (specific gender roles ascribed to specific sexes), as well as a belief that one sex is superior to others. In the context of North America Sexism privileges Men, Masculinity and the Male sex as superior to other sexes. (Nat Tremblay, Artful Volume 2)

**Sizeism**

Sizeism or Size Discrimination is unjust or prejudicial treatment based on beliefs and stereotypes related to a person's body size. Typically, it manifests as prejudice against "fat" or obese body types, but it can also be discrimination against short, tall, or thin people. Sizeism can occur in various areas of life, including employment, healthcare, education, and social interactions. Like ableism, sizeism intersects with class, race, gender, sexuality, disability and access to safety and respect.

(Paraphrase between Addressing Oppressions through Drama and Dance - Council of Ontario Drama and Dance Educators, Equity, Diversity, & Inclusion Glossary of Terms/CACP, and King & Siegel - Disability Discrimination Blog)

**Solidarity**

This is when people with privilege, or those who are part of a dominant group in society show empathy with and support and create allyship with people in society who face oppression. Solidarity can also be between oppressed groups who realize the connected nature of oppression. For example the Black Lives Matter Movement showing solidarity for the Free Gaza Movement. (Nat Tremblay, Artful Volume 1)

**Stalking**

Stalking is a pattern of behavior directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress. Stalkers use a variety of tactics, including (but not limited to) continuous communication, either directly or indirectly. This may include phone calls, repeated text or social media messages, repeated letters, or stealing mail; repeatedly following a person, which may include watching or monitoring them, tracking them, showing up at their home, work, or school uninvited, being present at parties or events where the stalker knows the person will be, and approaching the person's family or friends; attempting to woo the person by constantly sending flowers, candy, love letters, or unwanted gifts; and intimidation, threatening behavior, or property damage when the person refuses the stalker's unwelcome advances.

Stalking is typically directed at a specific person—the victim. However, stalkers often contact the victim's family, friends, and/or coworkers as part of their pattern of behavior. Many stalkers' behaviors may seem innocuous or even desirable to outsiders—for example, sending expensive gifts. The stalker's actions don't seem scary and are hard to explain. What's scary to one person



may not be scary to another. In stalking cases, many of the behaviors are scary to a victim because of their relationship with the stalker.

(Paraphrase between Understanding Violence - Dawson Women's Shelter and Harassment and Assault Policy - Bass Coast)

### **Transphobia**

Fear and/or hatred of any transgression of perceived gender norms, often exhibited by name calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is trans and/or gender diverse (or perceived to be) can be the target of transphobia.

(Egale Canada, Trans and Nonbinary Identities and Gender Diversity Terms and Concepts)

### **Universal Accessibility**

Universal accessibility refers to "a characteristic of a product, process, service, environment or piece of information that, in terms of equity and an inclusive approach, enables everyone concerned to independently carry out activities and achieve similar results." In the interests of equity, universal accessibility practices are designed to ensure the participation and social inclusion of everyone without distinction.

(Canada Council for the Arts, Glossary - Deaf and Disability Arts Practices in Canada)

### **Xenophobia**

Xenophobia means the fear of that which is perceived as being 'foreign' to one's own group, and that is perceived as threatening one's own identity, culture or values. Individuals who are perceived in this way may be the target of discriminatory attitudes, speech or actions on the basis of their race, colour, and ethnic or national origin.

(Government of Quebec, 2015-2018 Action Plan To Combat Radicalization: "La Radicalisation Au Québec: Agir, Prévenir, Détecter Et Vivre Ensemble")

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