

# Freedom Library Working Definitions

**White Supremacy:** Refers to the way in which the concept of race is used to create whiteness, and a hierarchy of racialized value to divide and disconnect people, in order to maintain anything associated with whiteness as dominant and in power.

**White Supremacy Culture:** The widespread ideology that the beliefs, norms and standards of the white dominant culture are what hold value in society. We are all navigating this culture, regardless of our racial identity, and this culture and its characteristics are harmful to all of us.

**Antiracism:** Thoughts, words and actions that refuse to comply with upholding white supremacy culture. This means moving beyond passively stating one is not racist, and instead actively working to engage in personal work to challenge racism, and all forms of oppression, in ourselves, our communities, and our institutions.

**Anti-Oppression:** The acknowledgement that to be anti-racist means to commit to uplifting and centering those on the margins in our society. If you are anti-margin in any way, you are not being anti-racist or seeking to end the cycle that power and prejudice produce. Engaging in considering the intersectionality of the human experience is central to this understanding.

**Intersectionality:** Systemic oppression is built on the illusion of power, and places us all on a hierarchy of power based on different aspects of our identities. It places anything white, male, cisgender, able bodied, youthful and neurotypical at the top. Racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, and other forms of oppression impact us all differently because of different intersections of our identities in relation to the hierarchy of oppression. This impacts us all in different ways, spaces, places and times in our lives.

**Equity:** In relation to the value of equality, that all human beings deserve to be treated the same way by virtue of being human; equity calls us all to interrogate how to ensure all people's individual needs are met. Due to intersectionality, and the various needs of individuals, this means equity is a process used to help support that everyone has truly equal opportunities and protections.

**Affinity Space:** A space intentionally created for those who share a common marginalized identity to engage in anti-racist and anti-oppression dialogue and reflection in an affirming setting, and to discuss how the subordinate aspect of their identity is impacted by white supremacy culture.

**Accountability Space:** A space intentionally created for those who share a common dominant identity to engage in anti-racist and anti-oppression dialogue and reflection in a way that supports the group to consider how this dominant aspect of their identity is impacted by and benefits from white supremacy culture.

*\*This is a living document. The voices of all engaged in this work of anti-oppression have equal agency to propose and advocate for further editing.*