

A photograph of a woman with dark hair, wearing a black top, sitting on the floor and reading a large, colorful book to two young children. One child, a girl with dark hair and a blue bow, is looking at the book. The other child, a girl with long dark hair, is also looking at the book. They are in a classroom setting with shelves in the background.

Inclusion, Representation, Leadership

The logo for Prince Edward Island Canada, featuring the text "Prince Edward Island" in a stylized font, with "CANADA" in a smaller font below it. The logo is set within a teal speech bubble shape.

Prince
Edward
Island
CANADA

2023 - 2028

An Anti-Racism Action Plan for Prince Edward Island

Inclusion, Representation, Leadership:

An Anti-Racism Action Plan for Prince Edward Island



Contents

A Message from the Premier	4
Introduction	5
Why an Anti-Racism Action Plan?	6
Background	7
Anti-Racism Defined	8
Public Engagement	9
An Anti-Racism Office	11
The Anti-Racism Table.....	12
Disaggregated Data.....	12
Intersectionality	13
Accountability and Transparency	13
Pillars of Action.....	14
Pillar 1: Inclusive Culture and Community Cohesion	14
Anticipated Outcomes.....	14
Examples of Work Underway.....	14
Pillar 2: BIPOC Representation and Advancement	16
Anticipated Outcomes.....	16
Examples of Work Underway.....	16
Pillar 3: Leadership, Legislation, Program and Policy Review	18
Anticipated Outcomes.....	18
Examples of Work Underway.....	18
Conclusion	20
Glossary	22
References.....	25

A Message from the Premier

We know that racism exists in Prince Edward Island and it is important that we come together as a province to condemn racism in all its forms. While we have made progress in our efforts to address systemic racism and injustice in PEI, far too many people continue to endure hardships based on their skin colour, background, or religious beliefs.

The Government of Prince Edward Island is committed to addressing racism by working with the community and supporting the Manager of Anti-Racism Initiatives and the Anti-Racism Table. The Anti-Racism Table was created to work with government departments to provide valuable recommendations on issues related to anti-racism, diversity and inclusion.



The Anti-Racism Action Plan is a crucial tool and a place to start for government as it strives to build a province that is more inclusive and equitable for all Islanders. The plan identifies actions that the provincial government will take to address systemic racism in the areas of education, justice, health, employment, housing, social programs and legislation.

We want to reaffirm our commitment to anti-racism and support our racialized and Indigenous communities and organizations as they work to make our Island a place of equity and inclusion.

We all have a role to play in ending racism and discrimination in our society and to do that we must engage in difficult conversations to ensure the message is loud and clear for everyone to hear – that racism of any kind is not acceptable.

A handwritten signature in blue ink that reads "D. King". The signature is stylized and cursive.

Hon. Dennis King,
Premier of Prince Edward Island

"Far too many people continue to endure hardships based on their skin colour, background, or religious beliefs." - Premier Dennis King

Introduction

The Prince Edward Anti-Racism Action Plan builds on the vision of Canada's existing Anti-Racism Strategy: 'Building a Foundation for Change: Canada's Anti-Racism Strategy 2019–2022' to create a vision of Canada where all Canadians benefit from fair access to and participation in the economic, cultural, social, and political spheres.

The plan is informed by extensive research, including findings from the 2021 Census conducted by Statistics Canada (2021, Census of Population) and repeated consultations with community members, Indigenous groups and organizations Island wide. Some of the action items are already underway across government departments with the support of the Manager of Anti-Racism Initiatives.

Racism has different impacts on people and a one-size-fits-all approach to address racism will not work. This Anti-Racism Action Plan recognizes the importance of including racialized and Indigenous communities and community organizations in the design, development and delivery of projects and action items in this plan to help remove the specific barriers put in their place.

The action plan was developed by using equity-centered, intersectional engagement to prioritize people from historically marginalized groups and communities. These groups include: ethnocultural organizations; other racialized groups and culturally diverse communities; Indigenous groups impacted by systemic discrimination, prejudice and anti-Indigenous racism due to impacts of colonization; international students; immigrants, including permanent residents, temporary foreign workers and temporary residents; women; youth; seniors; people with disabilities; the 2SLGBTQQIA+ community; and people in rural & urban areas.

Having input from people whose lived experiences, expertise, priorities and perspectives is key to fostering positive cultural change across government and non-governmental institutions on Prince Edward Island.

The Anti-Racism Action Plan highlights the role that the Government of Prince Edward Island plays in addressing systemic racism and provides concrete measures to address direct and systemic racism. The plan also includes measures to encourage non-governmental organizations and the community to take steps to reduce incidents of racism.

Why an Anti-Racism Action Plan?

Anti-racism work involves active and intentional actions, education and knowledge-sharing to counter racial prejudice, systemic racism and the oppression of racialized and Indigenous groups. Taking an anti-racism approach can identify areas where discrimination lurks in policy processes and help repair relationships with affected communities and groups. Anti-racism requires and encourages institutions, individuals and communities to scrutinize the systemic racial bias that is widespread within our society.

The vision for the action plan was compiled from responses received from participants in the community engagement sessions;

“To create an active, creative, open space that centers Indigenous ways of knowing and being while elevating and amplifying the global majority’s voices toward the construction of an equitable, flexible, and evolving system. This new environment will honour and celebrate the wellbeing of all people within loving and caring intergenerational communities that use their agency within and across all governing spheres of society freely and fearlessly, to live, work, play and create comfort and belonging for past, present, and future generations.”

The purpose of the action plan is to improve the social, economic, educational, and health outcomes for racialized and Indigenous people living in Prince Edward Island.

Background

Prince Edward Island is Canada's fastest growing province mainly due to an increase in immigration (Statistics Canada, 2022). However, we know that there are people in our province experiencing systemic racism and discrimination, which can also significantly impact retention and sense of belonging. Racialized communities and Indigenous peoples continue to face systemic barriers, notably in employment, justice, and social participation. Racialized communities and Indigenous peoples face systemic discrimination and exclusion from political and economic power. Colonization and discrimination have resulted in marginalization of racialized communities and Indigenous peoples from dominant societies. Leadership is required to take proactive steps to remove these barriers and ensure policy, legislation and initiatives that impact daily life are viewed through an anti-racism lens.

Recent global events have raised consciousness to a new level related to race and race relations. Movements and events such as Black Lives Matter, Idle No More, conversations around anti-Black racism, anti-Asian racism, Islamophobia, anti-Indigenous racism, the release of the National Inquiry into Missing and Murdered Indigenous Women, Girls and 2 Spirit People, the discovery of unmarked graves and a reckoning of the impacts of Indian Residential Schools, have all sparked unprecedented efforts to address racial injustices. Individuals, organizations, corporations, and communities continue to explore ways of tackling racial injustice with tangible and sustainable solutions.

In June 2020, a petition was tabled in Legislative Assembly of Prince Edward Island, initiated by The Black Cultural Society seeking an extensive review of all legislation and policies, applying an inclusive and racially-focused lens, with an immediate focus on education, healthcare, well-being, and job security. This led to the creation of the province's first-ever Anti-Racism Policy Advisor and Anti-Racism Table, an external advisory board to Government, in 2021.

Systemic racism can have negative impacts on everyone. Recognizing the need for coordinated government action, the province developed this action plan. It will be supported by a newly established Anti-Racism Office with a whole-of-government approach to addressing systemic racism, promoting diversity, and achieving anti-racist results. **The purpose of the Action Plan is to improve the social, economic, educational, and health of racialized and Indigenous individuals and communities.**

Anti-Racism Defined

Anti-racism is a living process. It is a systematic method of analysis, and a proactive course of action to recognize the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities.

Equity, Diversity and Inclusion (EDI)

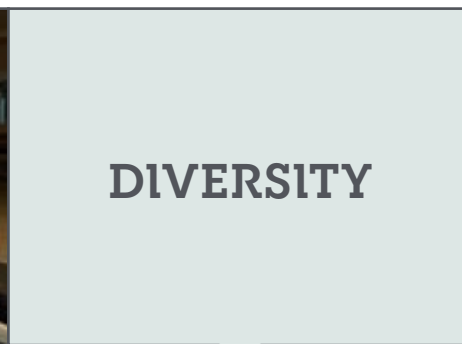
Equity is a principle of fairness in treatment, access to opportunity, and advancement for everyone. It requires acknowledging that treating people equally does not always produce fair outcomes. There is a need to eliminate systemic barriers and biases that have played a role in impeding the full participation of underrepresented or disadvantaged groups.

Diversity is the range of visible and invisible qualities, experiences and social and cultural identities that shape who we are, how we think and how we engage with, and are perceived by the world. These can be along the dimensions of age, skin colour, gender, ethnicity, physical/mental ability, economic status, sexual orientation, education level, first language, immigration/refugee status, socioeconomic background, religious/spiritual beliefs, political ideologies, etc.

Inclusion is an attitude and approach that embraces diversity where all people feel valued and have a sense of belonging that applies the principles of equity and fairness in all aspects of its policies, practices, procedures and service delivery. An inclusive environment enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are.



EQUITY



DIVERSITY



INCLUSION



Public Engagement

The focus of the public engagement was to ensure that a community-generated vision and strategy informed the development of this action plan for PEI, ensuring that it is in touch with the current priorities, needs, interests and experiences of people and communities who have been historically, and who continue to be, marginalized across society.

The Prince Edward Island government recognizes the necessity of having Indigenous voices, as well as having people who identify with and have strong relationships with Indigenous communities in PEI, shape the action plan. Richard Lush and Julie Pellisser-Lush shared their knowledge and held seminars with Grade 11 students at Bluefield High School, Epekwitk First Nation, and those living off-reserve.

Using an intersectional lens, community members were brought together into small and large groups for connection and conversation. Brave spaces were established through agreed-upon guiding principles, enabling trauma-informed conversations to unlock doors to people's lived experiences, contexts, concerns, and priorities.

The project prioritized the perspectives and lived experiences of voices which have been and continue to remain on the margins of society. By design, the community engagement process was a non-prescriptive, invitational journey toward connecting across multiple intersections and genuine reflection spaces, daring to find the courage to unmask, connect hearts and minds, and co-create shared visions of possible futures.

The process was intentionally (and continues to be) non-linear, precisely because life is non-linear and therefore appropriately aligned with Indigenous ways of knowing and being. This term recognizes the complexity and diversity of Indigenous ways of learning and teaching. This process will help educate government and communities about the vast knowledge that exists across diverse Indigenous communities.

The community engagement process involved presenting three pillars identified by the Government of PEI through research, jurisdictional scans and local context, as a starting point to form the actions for this plan.

You can read more about the public engagement process and [findings here](#).

Pillar 1

*Inclusive Culture and
Community Cohesion*

Pillar 2

*BIPOC Representation
and Advancement*

Pillar 3

*Leadership, Legislation,
Program and Policy
Review*

These pillars were validated through the engagement process, plus important new layers were added and included in this plan. The additional layers are:

Accountability



Ensure government systems and processes are in place for measuring disaggregated data, and that these contextualized checkpoints are transparent while also removing barriers so that racialized and Indigenous peoples can thrive.

Community

Recognize that it will take everybody to form communities of support, and to restore freedom and dignity for all people to thrive. It will take power-sharing and Government supporting human diversity of identities and interests.



Social Conditions



Focus on those who have been historically marginalized as the starting point for reeducation, learning and training across all directions for a pathway toward total restoration and reconciliation. Center Indigenous ways of knowing and being. Focus on our interconnectedness and interdependence as humans.

An Anti-Racism Office

The province's first Anti-Racism Policy Advisor was hired in 2021 with a mandate to review programs, policies, and legislation through an anti-racism lens, and identify gaps and barriers to mitigate systemic racism and discrimination. The Prince Edward Island government recognizes that it is essential to address racism and to reinforce the connection between racial equality and community needs by including an anti-racism approach to all public policy.

A new Anti-Racism Office within Executive Council Office will be established to oversee the implementation of this action plan. It will ensure a collaborative, whole-of-government approach is used to address systemic racism, promote diversity, and achieve anti-racist results. Government policy, programs and services are designed in ways that are sensitive and responsive to the needs of racialized and Indigenous communities and groups and the intersectionality within those communities.

The Following are the guiding principles of the Anti-Racism Office:

- **Engagement**— Consistent, meaningful engagement with racialized communities, Indigenous communities and local ethnocultural organizations is essential to creating equity based and anti-racist policies.
- **Accountability**—Staff and institutions are transparent, responsible, and develop frameworks to assess key measurements of success and intended impacts
- **Best Interests of the community** - Our work is driven, informed, and directed by the needs of racialized and Indigenous communities

The Anti-Racism Office will:

- Support the use and application of an anti-racism lens, including through intersectional approaches;
- Work with departments to apply an anti-racism lens on new and existing policy, legislation, programs, services and strategies;
- Continue engagement across government to better address racism and discrimination;
- Develop anti-racism tools and resources for internal and external use;
- Conduct research and jurisdictional scans to identify anti-racism best practices, educational materials and resources;
- Offer training, in partnership with the Public Service Commission (PSC) and support to all government departments;
- Build and maintain relationships with key ethnocultural organizations, Indigenous organizations and community stakeholders;
- Continue engagement with and support to the Anti-Racism Table;
- Enhance opportunities for appropriate collection and use of disaggregated data.

The Anti-Racism Table

The Anti-Racism Table, established in 2021, is an advisory board that identifies actions that the provincial government can take to address systemic racism in PEI. It will further this mandate by encouraging other levels of government, businesses, and individuals to view practices and activities through a respectful and culturally inclusive lens. The group will develop actions to address systemic racism in the following areas:

- Education;
- Justice and policing services;
- Provincial legislation, regulations, bills, policies and programs;
- Opportunities for employment and job security;
- Health, mental health, and wellbeing;
- Housing and social programs.

Provincial government departments are encouraged to attend Anti-Racism Table presentations or sessions to identify gaps or barriers in their departments that may harm racialized and Indigenous communities or to receive expert opinions on best practices.

The Anti-Racism Office will liaise with the Anti-Racism Table and work with non-government partners, Indigenous peoples and communities to identify and develop further areas for action. The Anti-Racism Table will continue to engage racialized and Indigenous communities, to get their input related to proposed government actions.

Disaggregated Data

Disaggregating data means breaking down compiled information into smaller subcategories to make underlying trends and patterns clearer and more understandable. The analysis of disaggregated data can be used to produce indicators to help understand the extent of systemic discriminatory practice. Data based on race, ethnicity, gender, sex, age, ability, and socio-economic status are essential building blocks for social policy planning and implementation. This data can be used to advocate for changes in practice, policies, and to prove (or refute) narratives around racism, sexism, ableism, homophobia, transphobia and other forms of oppression. Used properly, disaggregated data can have the following benefits:

- Increase transparency and accountability within institutions and systems to track discrimination and inequity;
- Establish consistent effective practices for producing reliable information;
- Support evidence-based decision-making and public accountability to help address systemic discrimination and promote equity for all people in PEI;
- Highlight inequities, promote fairness and inclusion in decision making.

The Anti-Racism Office will offer tools, safe-guards, best practices and rationale to provincial government departments to begin collecting disaggregated race-based data.

Intersectionality

People are at the center of all government initiatives. It is important to consider that groups of people are not all the same. People have multiple, and diverse intersecting identity factors that impact how they understand, and experience government initiatives. This is called intersectionality. Social and cultural identities, such as sex, gender identity, race, income level, sexual orientation, ability, Indigenous identity, age, language and more are interconnected, and shape people's unique experiences of privilege, power, discrimination or disadvantage relative to others.

The Anti-Racism Office is ideally placed to collaborate with other departments, such as the Interministerial Women's Secretariat and the Indigenous Relations Secretariat, to ensure that an intersectional approach is used and applied in our approach to address racism and discrimination.



Accountability and Transparency

"Accountability is about ensuring government systems and processes are in place for measuring health and other data for Black, Indigenous and People of Colour (BIPOC), and that these contextualized checkpoints are transparent, and they ensure barriers are removed and BIPOC can thrive/move toward wellbeing."¹

The above statement captured through engaging with racialized and Indigenous communities in Prince Edward Island places emphasis on ensuring that there is a process for accountability and transparency.

The Anti-Racism Office will develop an accountability framework, which will include working with departments to determine key measurements of success and ensure adjustments are made when goals are not met. The Anti-Racism Office will report on the status of the action plan annually to ensure the needs of racialized and Indigenous communities are being prioritized and to keep action items current. On a community level, the Anti-Racism Office will meet regularly with organizations and groups whose mandate serve racialized communities and equity-deserving groups. This process will provide opportunities for government to receive and meaningfully respond to feedback and suggestions of improvement to the anti-racism work outlined in this action plan. This will also provide government the opportunity to ensure we are communicating our work and progress while developing mutual trust and transparency with racialized and Indigenous communities.

¹ Mueni Mutinda, Community Consultation Report, pg. 12

Pillars of Action

Pillar 1: Inclusive Culture and Community Cohesion

This Pillar refers to ways in which Government uses tools or mechanisms to support a more inclusive, anti-racist culture in Island society.

A sense of culture change will be evident when racialized and Indigenous communities are reflected across the cultural fabric; when they're heard, and celebrated, when they feel safe to participate and thrive across spheres of society. It will take efforts of every person to form communities of support, restoration, and freedom for all people to thrive; it will take power-sharing, supporting human diversity of identities and interests to create strong communities in PEI.

Indigenous peoples face systemic discrimination and exclusion from political and economic power. Colonization and discrimination have resulted in marginalization of Indigenous peoples from dominant societies. It is important that we understand the history so that we can address anti-Indigenous racism in the workplace and in communities. Engaging with Indigenous communities to address anti-Indigenous racism together is a step towards reconciliation. Reconciliation is about creating equity and equality, closing this gap and building relationships between Indigenous and non-Indigenous people.

An inclusive culture and community cohesion will also create an inclusive workplace for Government employees that addresses issues related to racism and systemic discrimination. In an inclusive culture government meaningfully engages and supports community and Indigenous organizations in addressing racism and discrimination.

Anticipated Outcomes

1. Increase government employees understanding of bias, racism and discrimination, and mitigate the occurrence of unconscious bias and racist outcomes through mandatory government employee training.
2. Increase government employees knowledge and understanding of Indigenous culture and have a better understanding of why Indigenous people experience anti-Indigenous racism due to the deeply entrenched nature of colonization.
3. Employees and the public have confidence in the processes established to address racism, discrimination, and harassment complaints.
4. Organizations are better equipped to address and reduce racist incidents.
5. Anti-racism work in the community is recognized, celebrated and supported.

Examples of Work Underway

1. All provincial government employees are required to complete Unconscious Bias training.
2. Implementation of the Public Service Commission EDI Strategy 2020-2025.
3. The Anti-Racism Office is working with provincial sports organizations to establish harassment and abuse policies as a condition of funding.
4. Anti-Racism Microgrants are available to communities and Indigenous organizations to undertake initiatives that promote anti-racism work in PEI.

	Pillar 1: Action	Timeline
1	Create an online Reconciliation Series to educate public sector employees on Indigenous awareness and Reconciliation	Work Initiated
2	Establish a new Anti-Racism Office, building on the work of the Anti-Racism Advisor.	Spring 2023
3	Create an Anti-Racism page on the PEI government website for the public with resources, tools and updates on anti-racism work.	Spring 2023
4	Assist community organizations to carry out anti-racism efforts in the community (eg. Grant Programs, Multi-Year Funding Agreements)	Spring 2023
5	Develop a complaint process that will give residents the chance to voice both complaints and compliments regarding the quality of service they've received while utilizing government services.	Winter 2024
6	Implement various levels of unconscious bias and/or anti-racism training for all staff, including those in positions of leadership, and members on agencies, boards and commissions.	Winter 2024-25
7	Create an Anti-Racism Recognition Award for individuals or organizations outside of government that have shown a commitment to anti-racism and addressing structural barriers or gaps within communities.	Winter 2024-25
8	Develop a plan to establish independent mechanisms to address systemic racism while taking into consideration existing independent oversight bodies.	Fall 2025
9	Establish guidelines, (in a phased approach that includes developing standards, requirements and with support from the Anti-Racism Office), that will require organizations to have active anti-racism policies in place to be eligible for provincial funding.	Winter 2025

Pillar 2: BIPOC Representation and Advancement

This Anti-Racism Action Plan for Prince Edward Island is based on the guiding principles of Canada's Anti-Racism Strategy and envisions a future in which all people on Prince Edward Island have equal access to and participation in economic, cultural, social, and political areas.

This pillar strives to ensure that all areas of the civil service, including leadership roles, are inclusive and represent racialized groups, Indigenous communities, and intersectionalities within those communities. This goal will be achieved when all leadership levels are representative and inclusive of Prince Edward Island's racialized and Indigenous populations and those populations have access to improved career advancement opportunities via targeted investment in their career progression.

Increased diversity must go beyond tokenistic representation. There must be recognition that racialized and Indigenous communities are made up of people with a wealth of knowledge and skill. They also have the valuable ability to use intersectional lenses and prioritize the perspectives and experiences of racialized and Indigenous communities.

Anticipated Outcomes

1. Provincial government employee demographics across all levels of leadership are representative of PEI's population.
2. Recruitment barriers are eliminated for racialized and Indigenous individuals.
3. Racialized and Indigenous employees are supported to advance their career toward leadership positions.
4. Diversity on Agencies, Boards and Commissions is increased.

Examples of Work Underway

1. The Civil Service Act was reviewed through an anti-racism lens and possible recruitment barriers and solutions were identified.
2. A demographic survey was completed to identify and support equitable representation amongst our provincial Agencies, Boards, and Commissions.
3. Engage PEI is actively working to increase diversity in Agencies, Boards and Commissions.
4. Seats in the (Accelerated) Correctional Officer Program are targeted for BIPOC participants.
5. Annual Public Safety Police Science Cadet Diversity Grant for underrepresented populations attending the Atlantic Police Academy was established.

	Pillar 2: Action	Timeline
1	Implement recruitment efforts directed at racialized and Indigenous communities in collaboration with the Public Service Commission and in support of their Diversity and Inclusion Strategy.	Work has been initiated
2	Establish baseline data and measure progress in the representation of racialized and Indigenous communities at all levels within the provincial public service.	Work has been initiated
3	Encourage and support racialized and Indigenous staff to participate in leadership development initiatives.	Ongoing
4	Update the current provincial government Harassment Policy to include discrimination.	Spring 2023
5	Address barriers to entry to the public service as identified by racialized and Indigenous communities.	Fall 2023
6	Implement strategies to increase diversity on Agencies, Boards, and Commissions.	Spring 2024



Pillar 3: Leadership, Legislation, Program and Policy Review

Through increased education and training across government and with support from the Anti-Racism Office, Government leaders will be better equipped to apply an anti-racism lens in decision-making processes, promote and model inclusive leadership behaviors and achieve commitments made in this action plan using disaggregated data.

Government must address barriers to representation and expression to ensure that racialized and Indigenous populations are not excluded from economic, political, and financial spaces, and ensure that systems and processes are in place to measure these experiences for accountability purposes.

Anticipated Outcomes

1. Principles of anti-racism are embedded in all areas of government.
2. Leadership demonstrates anti-racist decision-making.
3. Provincial government employees actively apply anti-racism principles in their work.
4. Government affirms commitment to actively addressing systemic racism and is accountable for progress.
5. Race-based data is collected and used to inform decisions through an anti-racism lens when developing policies.

Examples of Work Underway

1. Anti-Racism Impact Assessment and tools have been developed. An accountability framework to monitor progress and intended impacts will be created.
2. The Anti-Racism Office is providing advice and recommendations on legislation, policies, initiatives, and strategies with an inclusive and racially-focused lens.
3. The Anti-Racism Office is engaging with provincial government departments to improve government's complaint process.



	Pillar 3: Action	Timeline
1	The Anti-Racism Office will work collaboratively with departments to advise on strategies and tools to address systemic racism in their respective sector.	Ongoing
2	Review policies and programs through an equity lens to identify barriers and solutions before being approved.	Spring 2023
3	Review proposals for new or substantive amendments to legislation through an equity lens to identify barriers and recommend solutions.	Fall 2023
4	Review government processes to address barriers to racialized and Indigenous communities.	Spring 2024
5	Collect data on the number of staff, leadership and appointees to agencies, boards and commissions who have completed anti-racism training and Reconciliation Training.	Fall 2024
6	Deliver an Annual Progress Report on the action plan, including feedback from the racialized and Indigenous communities and groups.	Winter 2024
7	Collect and analyze race-based data to measure advancement toward outcomes of the action plan.	Winter 2025-26



Conclusion

Addressing racism and building a more equitable and inclusive society involves everyone. The government of Prince Edward Island is committed to taking the lead in addressing all facets of systemic issues, including promoting diversity, removing barriers, actively listening to those with lived experience, empowering communities, producing race-based data and measuring progress.

The diverse population of Prince Edward Island is rapidly growing, so it is vital that we address any instances of racism through policies, programs, and services. This action plan aligns with Government's efforts to strengthen Canada's identity as an inclusive, multicultural society. Going forward, government will continue to listen to those impacted by racism and collaborate with them in developing solutions to issues. Through hard work, collaboration and accountability, Prince Edward Island can be a place where everyone has equal opportunity to succeed, can participate equally and is able to thrive on the Island.

Anti-Racism is critical to the Government of Prince Edward Island's goals of advancing justice, fairness, and inclusion at all levels of society through the removal of structural barriers. Government recognizes the importance of coordinating provincial activity and identifying and developing new areas of action via engagement with racialized communities, Indigenous peoples, community groups, stakeholders, and other levels of government.



Glossary

Term	Description
2SLGBTQIA+	Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, Additional non-heterosexual/cis-gender person
Agency	In social science, agency is the capacity of individuals to have the power and resources to fulfill their potential. Agency is the power people have to think for themselves and act in ways that shape their experiences and life trajectories. Agency can take individual and collective forms.
Analyst (Policy)	Policy researchers and analysts conduct research, monitor data, analyze information and prepare reports, plans, and policies to resolve problems and develop models to analyze, explain and forecast behavior and patterns.
Anti-Racism	Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels.
Anti-Racism Approach	Anti-racism is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities.
Anti-Racism Impact Assessment	Anti-Racism Impact Assessment (ARIA) is a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision. ARIA's are used to minimize unanticipated adverse consequences in a variety of contexts, including the analysis of proposed policies, institutional practices, programs, plans and budgetary decisions. The ARIA can be a vital tool for preventing institutional racism and for identifying new options to remedy long-standing inequities.
BIPOC Community	BIPOC stands for Black, Indigenous, and people of color. Pronounced "bye-pock," this is a term specific to the United States, intended to center the experiences of Black and Indigenous groups and demonstrate solidarity between communities of color.
Discrimination	Discrimination means discrimination in relation to age, colour, creed, disability, ethnic or national origin, family status, gender expression, gender identity, marital status, political belief, race, religion, sex, sexual orientation, or source of income of any individual or class of individuals
Disaggregated Data	Broadly, disaggregated data is the collection of sociodemographic information broken down by specific identity categories (race, age, gender, sex, socioeconomic status, education level and more). In some cases, it may be imperative that these categories be broken down further; for example, race-based data is the collection of racial information broken down into component categories (e.g., Black, Indigenous, or Asian). This kind of data is commonly collected in a handful of ways, by a handful of systems (including health care, justice, and education).

Term	Description
Diversity	Diversity is the range of visible and invisible qualities, experiences and social and cultural identities that shape who we are, how we think and how we engage with, and are perceived by the world. These can be along the dimensions of age, skin colour, gender, ethnicity, physical/mental ability, economic status, sexual orientation, education level, first language, immigration/refugee status, socioeconomic background, religious/spiritual beliefs, political ideologies, etc.
Equity Diversity and Inclusion	Equity, Diversity and Inclusion (EDI) is a term used to describe policies and programs that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations.
Ethno-cultural Communities	An ethnocultural community or group is defined by the shared characteristics unique to, and recognized by, that group. This includes characteristics such as cultural traditions, ancestry, language, national identity, country of origin and/or physical traits
Evidence-Based Policy	Evidence-based or evidence-informed policy refers to an approach that uses the best available objective evidence from research to identify and understand issues so that policies can be crafted by decision makers that will deliver desired outcomes effectively, with a minimal margin of error and reduced risk of unintended consequences. It is contrasted with ideologically-driven viewpoints.
Gender diverse	A term for individuals whose gender identity is different from their assigned sex at birth. Gender Creative is typically used for younger children exploring their gender identity or expression.
Inclusion	Inclusion is an attitude and approach that embraces diversity where all feel valued and have a sense of belonging that applies the principles of equity and fairness in all aspects of its policies, practices, procedures and service delivery. An inclusive environment enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are.
Indigenous peoples	Individuals in Canada who identify as Inuit, Métis or First Nation.
Indigenous ways of knowing and being	A term that recognizes Indigenous ways of learning and teaching across diverse Indigenous communities. This knowledge not only comes from human interaction and relationships but from a deep respect for the land, and necessity of a reciprocal relationship with the land.
Intersectionality	Intersectionality refers to overlapping social identities and the related systems of oppression, domination and/or discrimination. The idea is that multiple identities intersect to create a whole that is different from the component identities.
Islamophobia	Islamophobia is an extreme fear of and hostility toward Islam and Muslims, which often leads to hate speech, hate crimes, as well as social and political discrimination. It can be used to rationalize policies such as mass surveillance, incarceration (imprisonment), and disenfranchisement, and can influence domestic and foreign policy.
Marginalization	Marginalization, also called social marginalization, occurs when a person or groups of people are less able to do things or access basic services or opportunities. It's also sometimes referred to as social exclusion.

Term	Description
Racism	Racism is an action which treats people in an unacceptable way because of their skin color or where they come from. It is a belief that race accounts for differences in human character or ability and that a particular race is superior to others.
Racially Marginalized	Marginalized populations are groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions.
Systemic Racism	Systemic racism is a form of racism that is embedded in the laws and regulations of a society or an organization. It displays as discrimination in areas such as criminal justice, employment, housing, health care, education, and political representation.
Unconscious Bias	Unconscious biases are social stereotypes about certain groups of people that individuals form outside of their own conscious awareness.

Younging, G. (2010, December 06). Intergovernmental Committee on Intellectual Property and Genetic Resources, traditional knowledge, and folklore. World Intellectual Property Organization. doi:10.2307/4137742

