



CENTRE FOR GOVERNANCE EXCELLENCE

Professional Development Program for School Board Trustees

Core Modules

11

Legal Aspects of School Board Governance

PART A: QUASI-JUDICIAL DECISION MAKING

HELPFUL TERMS AND DEFINITIONS

Bias

An opinion, preference, prejudice or inclination that limits an individual's or a group's ability to make fair, objective or accurate judgements.

Discrimination

Unfair or prejudicial treatment of individuals or groups on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability as set out in the Ontario Human Rights Code, or on the basis of other similar factors.

Discrimination, whether intentional or unintentional has the effect of preventing or limiting access to opportunities, benefits or advantages that are available to other members of society. Discrimination may be evident in organizational structures, policies, procedures, and programs as well as in the attitudes and behaviours of individuals.

Diversity

The presence of a wide range of human qualities and attributes within a group, organization or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation and social economic status.

Equity

A condition or state of fair, inclusive and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

Systemic Discrimination

A pattern of discrimination that arises out of apparently neutral institutional policies or practices that is reinforced by institutional structures and power dynamics, and that result in the differential and unequal treatment of members of certain groups.