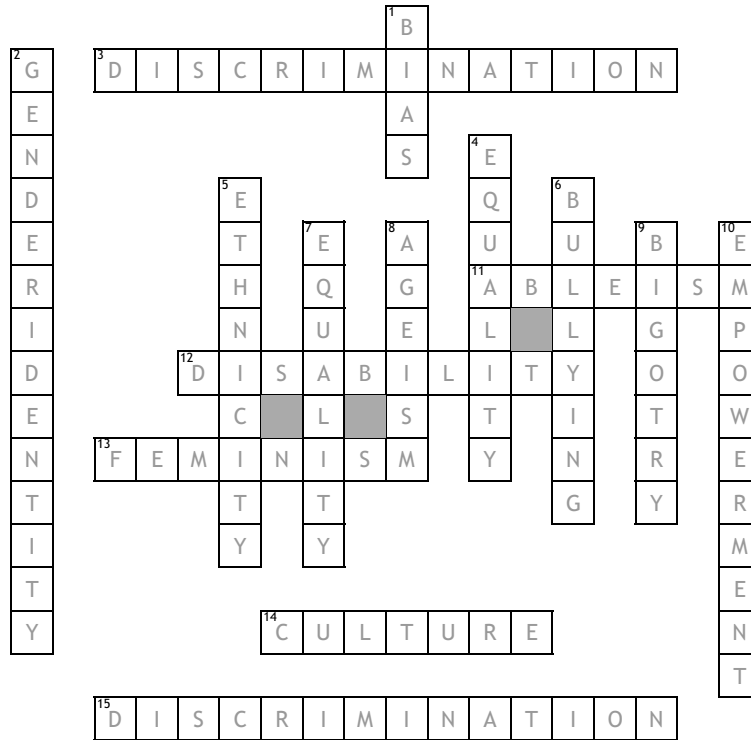


# Celebrating diversity



**Across**

- 3. unfavorable or unfair treatment towards an individual or group based on their race, ethnicity, color, national origin or ancestry, religion, socioeconomic status, education, sex, marital status, parental status, veteran’s status, political affiliation, language, age, gender, physical or mental abilities, sexual orientation or gender identity.
- 11. Discrimination against persons with the mental and/or physical disabilities; social structures that favour able-bodied individuals.
- 12. physical or mental impairment, the perception of a physical or mental impairment, or a history of having had a physical or mental impairment that substantially limits one or more major life activities.
- 13. theory and practice that advocates for educational and occupational equity between men and women; undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women’s contributions to society.
- 14. a social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.
- 15. psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist.

**Down**

- 1. a positive or negative inclination towards a person, group, or community; can lead to stereotyping.
- 2. a personal conception of one’s own gender; often in relation to a gender opposition between masculinity and femininity. Gender expression is how people externally communicate or perform their gender identity to others.
- 4. evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness.
- 5. a social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.
- 6. intimidating, exclusionary, threatening or hostile behavior against an individual.
- 7. the guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.
- 8. discrimination against individuals because of their age, often based on stereotypes.
- 9. intolerant prejudice which glorifies one’s own group and denigrates members of other groups.
- 10. when target group members refuse to accept the dominant ideology and take actions to redistribute social power more equitably.