

EQUITY, DIVERSITY & INCLUSION GLOSSARY OF TERMS

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A

Ableism

Discrimination or exclusion based on conscious or unconscious beliefs that people with disabilities are less valuable, and therefore less able to contribute and participate in society. Ableism may be embedded in institutions and can limit opportunities and inclusion of persons with disabilities in community and corporate life.

Aboriginal People(s)

An umbrella term used to describe the First Nations, Inuit, and Métis Peoples of Canada. Collectively recognized in the Constitution Act, 1982. Indigenous communities prefer the term First Nations or Indigenous Peoples over Aboriginal Peoples.

Accessibility

A building, facility, structure, program, activity, resource, product etc. that is readily usable, or the extent to which it is readily usable by a person with a disability.

Accommodation

Adjustments made to policies, programs, practices, facilities, or resources to allow for equitable access in the workplace. Accommodations are made in the hopes of achieving accessibility by eliminating existing barriers.

Duty to accommodate

Employers, organizations, service providers, and public institutions' legal obligation to provide accommodations to individuals for equitable access, so long as the accommodation is reasonable.

Reasonable accommodation

The limit of required accommodations where they are proportionate to what an organization can implement without undue hardship while supporting the needs of the individual.

Ageism

Discrimination or exclusion based on age, generally referring to discrimination against people who are older.

Agender

Someone who does not identify with any gender or does not see themselves as aligning with all or any masculine or feminine characteristics. Other terms include gender neutrois, gender neutral, or genderless.

Ally

Rooted in the term “alliance”, and ally is an individual in a position of privilege or power who makes consistent efforts to understand, uplift, empower, and support equity deserving groups. An ally is not a member of the group but seeks to stand in solidarity with an equity deserving group to end oppression, discrimination and/or prejudice.

Androgynous

Someone who identifies outside of the gender binary, who’s gender expression is outside of the gender binary, or who identifies with both feminine and masculine characteristics. This is no longer a frequently used term as it often refers to AFAB women who are masculine-presenting.

Androgyny

Androgyny refers to gender expression that has elements of both masculinity and femininity; occasionally used in place of ‘intersex’ to describe a person with both female and male anatomy, generally in the form ‘androgynous’.

Anti-Asian Racism

The ongoing prejudice and discrimination directed at people of Asian descent. Asian-Canadians were historically subject to systemic and institutional racism. However, instances of anti-Asian racism became more prominent during the global COVID-19 pandemic.

Anti-Black Racism

The ongoing prejudice and discrimination directed at Black people or people of African descent. Anti-Black racism is embedded in our systems and institutions, impacting educational outcomes, career progression, health outcomes, and racial profiling in law enforcement.

Anti-Indigenous Racism

The ongoing prejudice and discrimination directed at Indigenous Peoples. Anti-Indigenous racism is systemic and institutional existing in federal policies such as the Indian Act and the residential school system.

Anti-Oppression

Strategies and actions that actively challenge existing intersectional inequities and injustices.

Anti-Racism

An active effort to eliminate all forms of racism.

Anti-Racist Education

Anti-racist education is based in the notion of race and racial discrimination as being embedded within the policies and practices of institutional structures. Its goal is to aid participants to understand the nature and characteristics of these discriminatory barriers, and to develop work to dismantle them.

Antisemitism

The ongoing prejudice and discrimination directed at Jewish people, their property, community institutions, and religious facilities.

Aromantic

A person who lacks romantic attraction or interest in romantic expression. An aromantic person's sexual and romantic orientations may differ (e.g., aromantic lesbian), and they may have romantic and/or sexual partners.

Asexual

A person who lacks sexual attraction or interest in sexual expression. An asexual person's sexual and romantic orientations may differ (e.g., biromantic asexual), and they may have sexual and/or romantic partners. Asexuality exists on a spectrum and can fluctuate. It is sometimes shortened to Ace.

Asian

People whose ancestral line is from one of the five Asian regions: East Asia, Central Asia, Western Asia, South Asia, or Southeast Asia.

East Asian

People whose ancestral line is from East Asian continents: Cambodia, China, Hong Kong, Indonesia, Japan, Korea, Laos, Macau, Malaysia, Philippines, Singapore, Taiwan, Thailand, Fiji, Polynesia, and Vietnam.

South Asian

People whose ancestral line is from the India-Asia subcontinent: East India, Pakistan, Bangladesh, Sri Lanka, and Nepal.

South-East Asian

People whose ancestral line is from Burmese, Cambodian (Kampuchean), Laotian, Vietnamese, Thai, Malaysian, Indonesian, Filipino, or Indo-Chinese.

Attitudinal Barriers

Attitudinal barriers are a processing of stereotyping – assuming persons with disabilities have a poor quality of life or that they are unhealthy because of their impairments. Stigma, prejudice, and discrimination: these attitudes may come from people's ideas related to disability – someone may see disability as a personal tragedy or as an indication of the lack of ability to behave as expected in society. By thinking of disability as a social responsibility to provide support to all people so they can live independent and full lives, society can work to recognize and address challenges that all people, including those with disabilities, experience.

B

Barrier

Obvious or subtle obstacle(s) that prevents or imposes restriction on members of society from accessing, using, or doing something that others can readily access, use, or do. Can be physical, economic, financial, informational, and/or organizational policies/practices.

Bias

The conscious (explicit) or unconscious (implicit) opinion, preference, prejudice, or inclination formed without reasonable justification that prevents a balanced or even-handed judgement.

Affinity bias

People's tendency to connect with individuals most like themselves.

Confirmation bias

Only noticing or accepting information that aligns with current beliefs.

Ingroup bias/ingroup favouritism

People's tendency to favour, prefer, and uplift the group that they are a member of.

Outgroup bias

Tendency to view people from outside of one's group unfavourably.

Bias Awareness

Bias awareness means that individuals are aware of their personal biases, stereotypes, and prejudice and do not act on them.

Bigender

Someone who moves between masculine and feminine identities or characteristics. They may sometimes identify as a man and sometimes as a woman.

Biphobia

The fear, hatred, or aversion of people who are attracted to more than one gender.

Biracial

A person who has two racial ancestry groups.

Bisexual/ Biromantic

A person who is sexually and/or romantically attracted to two or more genders.

Bullying

Repeated behaviours that are intimidating, threatening, degrading, humiliating, or hostile and that physically or psychologically harm the victim.

C

Cisgender

Cisgender refers to an individual who identifies with their sex and gender assigned at birth. For example, a cisgender man is a person assigned male at birth who identifies as a man. A cisgender woman is a person assigned female at birth who identifies as a woman.

Classism

Discriminatory practices and biases, for or against, based on socioeconomic status.

Closeted

Closeted refers to someone who is not disclosing their true sexual orientation or gender identity.

Collective impact

Collective impact is an approach to tackling deeply entrenched, complex social problems defined by collaboration across government and community. It is based on a recognition that achieving lasting social change such as eradicating racial inequities within any one system (e.g., child welfare, justice, education, etc.) requires addressing interlocking and interdependent systems beyond it.

Colonialism/Colonization

The practice of domination where one nation occupies land for the purpose of subjugating, conquering, and exploiting the colonized territory and its people.

Settler colonialism

The long-term forced physical occupation of lands by a non-Indigenous population. Settler colonialism involves the imposition of the colonizer's identity including their language, culture, and religion while erasing the identity of the colonized people.

Decolonization

An ongoing process that aims to deconstruct settler colonial ideologies such as white supremacy, give value to Indigenous knowledge, and dismantle power imbalances. Decolonization is the active work to give back the colonized territory's independence and undo the effects of colonialism on the social, political, and economic aspects of a people's life.

Coming Out

The process where someone accepts their gender identity and/or sexual orientation (coming out to themselves) and starts sharing it with other people (coming out to others). Coming out is not a simple or straightforward process, and individuals may be 'out' in some circumstances (with friends and family) but not others (at work or school). Also sometimes referred to as 'coming out of the closet'.

Cogender

Cogender is a term with at least three known possible definitions.

Cogender is a gender which is the mathematical union of two gender, as opposed to venngender; the intersection of two genders. A cogender person is okay being identified as either of the genders included in their identity, including a combination of the two. It's possible for someone to be cogender and not realize it at first, because one of their genders happens to be the gender they were assigned at birth.

Cross-dresser

Someone who wears clothing associated with a different gender. Some people who cross-dress are trans while others are not. Cross-dressing is done privately or publicly, some of the time or all of the time. Cross-dresser has replaced the term 'transvestite' but is considered offensive.

Culture

Shared norms, values, and behaviours developed consciously and unconsciously within a group of people. Culture can be observed through language, traditions, food, religion, arts, and more.

Cultural Appropriation

The theft of cultural elements or objects from equity seeking groups for use, commodification, or profit without understanding the cultural significance and historical context.

Cultural Competence

Awareness and understanding of different cultures and practices, and the ability to accept and bridge differences between cultures for effective communication. Cultural competence has become especially important as globalization increases and individuals must effectively interact with people from other cultures.

Cultural Literacy

Cultural literacy is also known as Cultural Humility or Intercultural Competence. It is the acquisition of awareness, knowledge and skills required to communicate, work and live effectively in a pluralistic society.

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.

Cultural safety looks like:

- Acknowledging, valuing and respecting differences.
- Recognizing that what is 'normal' to you may not be 'normal' to someone else.
- Community members and police effectively communicating with one another.
- Acknowledging and challenging biases and stereotypes.
- Asking questions rather than making judgements about someone's experiences or identity.
- Willingness to do things differently or change to meet the safety needs of the community.
- Understanding the impact of historic trauma on current relationships between community and police.

D

Deadname

The name that a person was given when they were born but they no longer use, usually a trans or non-binary person. Some people use the term 'birth name', but the word 'dead' is used to emphasize the seriousness of not using the person's birth name. Use of someone's 'dead name' is offensive and, in the case of a trans person, generally misgenders them.

De-Identified

De-identified refers to the removal of personal information of an individual. This results in having the removal of any information that identifies the individual or for which it is reasonably foreseeable in the circumstances could be utilized, either alone or with other information, to identify the individual.

Demiboy

Demiboy is a person whose gender identity is partially man and partially another gender.

Demigender

Someone who identifies in part with a specific gender.

Demigirl

Demigirl is a person whose gender identity is partially woman and partially another gender.

Demisexual

Someone who has little to no sexual attraction to others unless a strong emotional connection is formed, while romantic attraction may form more easily.

Demisexuality

A sexual orientation in which someone feels sexual attraction only to people with whom they have an emotional bond. Most demisexuals feel sexual attraction rarely compared to the general population, and some have little to no interest in sexual activity.

Detransition

Detransition is the process by which a person having previously undergone a transition makes changes that reflect their gender assigned at birth. A detransition may have social, medical or legal aspects. It might be done because of a change in gender identity or not. Some people undergo a detransition because of external factors that may be linked to safety.

Diamoric

Diamoric refers to a non-binary person who is attracted to non-binary people. Diamoric can be an orientation on its own or it can be used as an umbrella term to describe a variety of non-binary attraction. It can be used as a prefix for other orientations to specify it as diamoric, such as dia-gay, dia-lesbian, or dia-bi. Diamoric can also be used to describe a relationship in which one or more of the people involved is non-binary. A diamoric relationship is one which is neither straight nor gay, as one of the parties is non-binary. Binary people cannot use the term diamoric to describe their own orientation, but they can use it to describe their relationship with a non-binary person.

Dignity

Dignity is the right of a person to be valued and respected for their own sake, and to be treated ethically. It is of significance in morality, ethics, law and politics as an extension of the enlightenment- era concepts of inherent, inalienable rights.

Disability

Refers to a broad range of medical conditions an individual can have from birth, due to an accident, or developed over time, which impact an individual's ability to function. Examples of disabilities include, but are not limited to:

- Addiction (e.g., alcohol, drugs, gambling)
- Developmental disability (e.g., autism, ADHD, Down syndrome)
- Health disability (e.g., diabetes, cancer, asthma)
- Learning disability (e.g., dyslexia, dysnomia)
- Mental health condition/mental illness (e.g., schizophrenia, depression, anxiety disorder, bipolar disorder)
- Physical disability (e.g., cerebral palsy, spinal cord injury, amputation)
- Sensory disability (e.g., hearing or vision loss)

Do I say 'person with a disability' or 'disabled person'?

'Person with a disability' is the preferred term. It is important to use language that focuses on the person and not the disability (e.g., "Fiona uses a wheelchair for mobility" rather than "Fiona's disabled." Such language ensures that the person is not defined by their disability. DO NOT say 'handicapped', or 'retarded' – these are offensive.

Disaggregated race data

Disaggregated race data refers to numerical information that has been broken down into component parts or smaller units of data for public reporting or statistical analysis; for example, breaking down the aggregate category of 'racialized' into its component parts such as Black, South Asian, East Asian, Latino or Middle Eastern, or any combination thereof.

Diversity

Diversity is about the individual. It is about the variety of unique dimensions, qualities, and characteristics we all possess, and the mix that occurs in any group of people. Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other perspectives can make up individual diversity. Diversity is a fact; inclusion is a choice.

Discrimination

Intentional or unintentional denial of equal treatment, civil liberties and opportunity to individuals or groups with respect to education, accommodation, health care, employment and access to services, goods and facilities. Can occur based on ancestry, place of origin, ethnic origin, citizenship, creed, record of offences, race, colour, nationality, sex, age, religion, gender identity, gender expression, political affiliation, marital or family status, and sexual orientation, physical, developmental, or mental disability.

Individual discrimination

The unequal and prejudiced treatment of individuals based on their identity or membership of a particular group.

Systemic/institutional discrimination

Systemic discrimination is institutionalized. Systemic discrimination is embedded and practiced in social institutions: government, policies, religion, education, and organizations. Results in the exclusion and stereotyping of the targeted groups.

Dominant Group

A group with the power and privilege in society to influence systems. The dominant group can be but is not necessarily always the majority.

Drag Performers

People who dress in ways that exaggerate gender stereotypes, typically for performances and entertainment. Drag performers include Drag Queens, Drag Kings (women performing as men), and Performers. Female drag queens may be referred to as “bio [biological] queens” or “faux queens”, but some find this terminology offensive.

Duty to Accommodate

Duty to accommodate is a legal term under federal, provincial, and territorial human rights laws, and is defined as people identified by prohibited/protected grounds are entitled to the same opportunities and benefits as everybody else.

In some cases, they may need special arrangements or ‘accommodations’ to take part equally in social areas such as employment, housing, and education. Employers, housing providers, education providers and other parties have a legal obligation to accommodate needs of those identified by prohibited/protected grounds, unless they can prove it would cause them undue hardship. Undue hardship is based on cost, outside sources of funding and health and safety factors.

E

Equal Opportunity Program

Equal opportunity program refers to an explicit set of policies, guidelines and actions devised to eradicate discriminatory practices and to ensure access to and full participation in education and employment opportunities, housing, health care, and the services, goods, and facilities available to the general community.

Equity

Where everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.

Equity Lens

An equity lens is a tool that can help ensure that an organization's policies and programs are equitable for all members. It ensures equitable treatment of members from diverse communities when planning and developing the policies, programs and services of the organization.

Ethnic Group

Ethnic group refers to a group of people having a common heritage or ancestry, or a shared historical past, often with identifiable physical, cultural, linguistic and/or religious characteristics.

Ethnicity

A socially defined category describing a group of people that share a common culture, tradition, language, history, geography, religion, and racial identity.

Ethnocentrism

The view that your own cultural group is superior and to judge other cultures based on that standard.

Ethnocultural Communities

Ethnocultural communities are 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. To the extent that religion is inextricably linked to the group's racial or cultural identity, it can also be recognized as a defining characteristic. In some cases, a group may view its common origin as pan-national, or it may be based on geographic region of origin. Generally speaking, these characteristics are the basis on which one group culturally distinguishes itself from another.

Eurocentrism

A cultural phenomenon that considers the European or Western nations as being more civilized and superior. Eurocentrism evaluates non-Western societies from a Western perspective.

F

Faithism

Discrimination or exclusion based on the belief that someone's religious beliefs, or lack of religious beliefs, determines their value in society.

FTM

FTM is an acronym referring to a person transitioning from female to male.

G

Gay

Someone whose emotional, romantic, and/or physical attraction is to people of the same sex or gender. More commonly used to describe male attraction to other males, but men, women, and non-binary people may also use the term.

Gender

The socially constructed ideas about the behavior, actions, and performed by a particular sex. Gender is fundamentally different from sex assigned at birth. List of terms when discussing gender:

Preferred	Problematic
The average person, people in general	The average man
Ancestors	Forefathers
Assigned sex	Biological sex
Chairperson, chair, moderator, discussion leader	Chairman
Folks, people, all	Guys
Humankind	Mankind
Human Achievements	Man's achievements
Other sex	Opposite sex
Police officer, flight attendant, postal worker, mail carrier/mail officer, fire fighter	Policeman, stewardess, mailman, fireman
Spouse, partner	Wife, husband
Women (over 18 years)	Girls
Workforce, personnel, workers, staff	Manpower
Working hours	Man hours

Gender Affirming

A broad description of actions or behaviours that validate someone's gender, such as using someone's correct pronouns (gender affirming language).

Gender affirming garments

Clothing items that help someone feel more aligned with their gender. Examples include binders (a garment that restricts the chest), bras and breast forms, wigs, or any clothing associated with the gender with which they identify.

Gender Bending

Dressing or behaving in a way that counters traditional masculine or feminine characteristics.

Gender Binary

The concept that there are only two genders, that those genders are opposite and distinct, and that everyone belongs to one of the two.

Gender Conforming

Gender conforming is defined as a gender identity that is consistent with what is culturally associated with a person's sex assigned at birth.

Gender Dysphoria

A medical diagnosis often required by health providers and/or health insurance plans before prescriptions for hormones or gender affirming surgeries will be provided. It can be understood as discomfort or distress experienced by a person who feels their sense of their gender identity differs from their body, based on societal expectations.

Gender Expression

Gender expression refers to the various ways in which people choose to express their gender identity. For example: clothes, voice, hair, make-up, etc. A person's gender expression may not align with societal expectations of gender. It is therefore not a reliable indicator of a person's gender identity.

Gender expansive

Someone who identifies with a broader and more flexible concept of gender. Can be an umbrella term for someone who is exploring their gender expression and/ or gender identity.

Gender Fluid

A person who does not have a fixed gender identity, whose gender identity varies over time and may include male, female, and non-binary gender identities.

Gender Identity

How someone internally, mentally, or psychologically perceives their gender. Someone's gender identity can align with or differ from the gender they were assigned at birth. A person's gender identity can change over time as they learn about themselves and learn more terminology. Gender identity is distinct from biological sex.

Gender Inclusion

Gender inclusion is a concept that transcends mere equality. It's the notion that all services, opportunities, and establishments are open to all people and that male and female stereotypes do not define societal roles and expectations.

Gender Neutral Language

Language that does not assume or assign a gender.

Examples:

- 'Thanks, friends' instead of 'thanks, guys'
- 'Partner' instead of 'husband' or 'wife'
- Gender neutral pronouns like 'they' instead of 'he' or 'she'

Gender Non-Conforming (GNC) or Genderqueer

An umbrella term for someone who identifies or expresses themselves outside of the gender binary. The term may refer to someone who identifies as trans or it may not.

Gender Norms

Behaviour, appearance, and roles that society considers acceptable for men and women. Gender norms are heavily influenced by the gender binary and contribute to power imbalances and gender inequality.

Gender Policing

Imposing cisnormative beliefs on someone who does not express themselves within the gender binary or who does not fit within prescribed gender norms. Gender policing occurs through harassment or violence, exclusionary laws, and social messaging.

Gender Queer

Gender queer refers to individuals who identify as neither entirely male nor entirely female.

Gender Transition

Gender transition is defined as the process a person goes through to live as the gender with which they identify, which is different from their assigned sex at birth. While not all transgender people transition, a great many do at some point in their lives. Gender transition looks different for every person. Possible steps in a gender transition may or may not include changing your clothing, appearance, name, or the pronoun people use to refer to you (like 'she', 'he', or 'they'). Some people are able to change their identification documents, like their driver's license or passport, to reflect their gender. And some people undergo hormone therapy or other medical procedures to change their physical characteristics and make their body better reflect the gender they know themselves to be.

H

Harassment

Unwelcome comments or behaviours based on protected grounds that offend or humiliate the victim. Harassment is a form of discrimination.

Hate Crime

Targeted violence against a marginalized group.

Heteroflexible /homoflexible

Someone who is primarily attracted to a specific gender identity but who is open to attraction or relationships with people with other gender identities.

Heteronormativity/ Heteronormative

The assumption by individuals or society that everyone is heterosexual, that heterosexuality is the default, 'normal', or superior.

Heterosexism

Actions that discriminate against or exclude people who are not heterosexual based on the belief that heterosexuality is what is 'normal' or superior.

Heterosexual /Heteroromantic

Someone whose emotional, romantic and/or physical attraction is to people of a different gender than themselves. People of any gender identity may refer to themselves as heterosexual or 'straight'.

Homoflexible

Homoflexible refers to someone who is predominantly homosexual but sometimes sexually attracted to the opposite sex.

Homophobia

The fear, hatred, or aversion of people who experience same-sex attraction. Homophobia presents in many forms, and can be structural/systemic, interpersonal, or internalized.

Homosexual /homoromantic

Someone who is primarily or only attracted to people of the same gender. It is generally not a preferred term, and other terms such as 'lesbian', 'gay', 'queer', and others are more commonly used.

Human Rights

Human rights in Canada are protected by federal, provincial, and territorial laws. The *Canadian Human Rights Act* and provincial/territorial human rights codes protect individuals from discrimination and harassment in employment, accommodation, and the provision of services. The *Canadian Charter of Rights and Freedoms* protects every Canadian's right to be treated equally under the law. The *Charter* guarantees fundamental freedoms such as (a) freedom of conscience and religion; freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication; freedom of peaceful assembly; and freedom of association.

Immigrant

Immigrant is defined as those who move from their native country to another with the intention of settling for the purpose of forging a better life or for better opportunities. This may be for a variety of personal, political, religious, social or economic reasons. The word is sometimes used incorrectly to refer, implicitly or explicitly, to racialized peoples and to naturalized citizens.

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.

Indicator

Indicator is defined as a measure of progress towards a desired outcome; for example, the extent to which the program overall, or a particular program activity, is achieving its desired objectives and targets. Often it takes more than one indicator to adequately capture progress against targets and objectives.

Indigenous terminology

Aboriginal Peoples

An umbrella term used to describe the First Nations, Inuit, and Métis Peoples of Canada. Collectively recognized in the Constitution Act, 1982. Indigenous communities prefer the term First Nations or Indigenous Peoples over Aboriginal Peoples.

Band

A self-governed Indigenous group with common cultural characteristics: traditions and practices, that had their lands set apart as defined in the Indian Act. A band may be referred to as a First Nation. There are over 600 recognized bands in Canada.

Band council/First Nation council

The governing body of a band or First Nation, including the Chief, who is elected according to the Indian Act or through other means determined by the band.

Bill C-31

The pre-legislation name of the 1985 Act to Amend the Indian Act. The bill aimed to eliminate all discriminatory provisions against Indigenous Peoples from the Indian act and had three goals: address gender inequality, restore Indian status, and pave a path for self-government.

Elders

Recognized and respected members of the First Nations community who pass down traditional teachings. Elder is a distinguished person who is recognized for the gift of wisdom, healing and/or spiritual leadership.

Enfranchisement

The process of giving up one's Indian status. This took place in Canada in 1985, prior to the passing of Bill C-31, through various assimilation practices including residential schools.

First Nation(s)

Introduced in 1970 to identify the Indigenous Peoples that are not Inuit or Métis. First Nation replaced the label “Indian”, which is considered offensive. In Canada, there are 52 First Nation cultures and over 50 languages.

First Peoples

An umbrella term referring to First Nations, Inuit or Métis Peoples.

Indigeneity

The United Nations defines indigeneity as Indigenous populations that are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world. The settlers overcame them, by conquest, settlement or other means, reduced them to a non-dominant or colonial condition, who today live more in conformity with their particular social, economic and cultural customs and traditions than with the institutions of the country of which they now form part, under a state structure which incorporates mainly national, social and cultural characteristics of other segments of the population which are predominant.

- They are the descendants of groups, which were in the territory at the time when other groups of different cultures or ethnic origin arrived there.
- Precisely because of their isolation from other segments of the country’s population, they have almost preserved intact the customs and traditions of their ancestors which are similar to those characterized as indigenous.
- They are, even if only formally, placed under a state structure which incorporates national, social, and cultural characteristics alien to their own; and
- Any individual who identified themselves as indigenous and was accepted by the group or the community as one of its members was to be regarded as an indigenous person.

Indigiqueer

An identity term that may be used by someone who is both Indigenous and queer that emphasizes the intersections of both identities. The term is described by Joshua Whitehead, a Two-Spirit, Ojibwe Indigiqueer scholar from Peguis First Nation who popularized the term, as “a braiding of two bridges” - indigeneity and queerness - and “the forward moving momentum for two-spiritness”. Someone who identifies as Indigiqueer may or may not also identify as Two-Spirit.

Indian

A term that was used to legally identify the Indigenous Peoples of Canada under the Indian Act. “Indian” should not be used unless required for clarity, in legal discussions around the Indian Act, or when referring to “Indian” status.

Indian Act

A federal legislation that was passed in 1876 recognizing “Indians”, their reserved lands, and the federal government’s obligation to the Indigenous Peoples of Canada.

Indigenous

Indigenous is the term used when referring to variety of Aboriginal peoples (First Nations, Inuit and Métis people). While it must be stated that there is no generic term that captures the diverse identities, cultures and backgrounds of Indigenous peoples around the world, it was Indigenous peoples themselves who chose this word at the United Nations level to best describe the original peoples of a territory. Despite this term, the (general) preference is to refer specifically to the Indigenous Nation, community or peoples from which the individual belongs – for example, Siksika from Siksika Nation (Blackfoot).

Indigenization

The process of normalizing and merging the Indigenous knowledge systems (connected to Indigenous land, culture, and community) with Western knowledge.

Indigenous Land Acknowledgement

Indigenous land acknowledgement refers to statements show respect for Indigenous peoples and can also raise awareness about histories that are often suppressed or forgotten. This is a core and foundational component to true and authentic reconciliation within Canada. It is an acknowledgement of a people who were already here, living and thriving on these lands.

Indigenous Peoples

An umbrella term that encompasses the First Nations, Inuit or Métis Peoples of Canada.

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. Where diversity occurs naturally, creating the mix in the organization, inclusion is the choice that helps the mix work well together.

Inclusive Design

Inclusive design is the design of an environment so that it can be accessed and used by as many people as possible, regardless of age, gender, and disability. An environment that is designed inclusively is not just relevant to buildings; it also applies to surrounding open spaces, wherever people go about everyday activities. This includes shops, offices, hospitals, leisure facilities, parks, and streets. Inclusive design keeps the diversity and uniqueness of each individual in mind. To do this, built environment professionals should involve potential users at all stages of the design process, from the design brief and detailed design through to construction and completion. Where possible, it is important to involve people with disabilities in the design process.

Institutional Change

Institutional change refers to a planned approach to developing and implementing inclusive policies, programs and practices adapted to the needs of a diverse and evolving society.

Intellectual Disability

Intellectual disability, also called a developmental disability, involves significant limitations both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behaviour, which covers a range of everyday social and practical skills. Some people may be born without this disability but develop it later in life due to an illness or accident.

Intercultural Competence

Intercultural competence is the ability and knowledge of self and those around you; having skills to interpret, analyze, and interact with students, staff, academics, and colleagues; valuing various beliefs, values, and behaviours; and successfully interacting with persons of diverse backgrounds.

Intergenerational Trauma

The trauma experienced and inherited through generations. Research has found that trauma can be passed down genetically through changes in DNA expression, socially through traumatic events affecting social interactions, or structurally through the continued marginalization of the traumatized groups. Intergenerational trauma has been found to affect the families of holocaust survivors, residential school survivors, refugees, and other groups who experienced traumatic events.

Intersectionality

A term coined by Dr. Kimberlé Crenshaw to describe how social identities may overlap to create compounding barriers for individuals. It is described as a framework for approaching issues from multiple perspectives and understanding how multiple groups, or individuals with multiple identities, may be affected. For example, approaching feminism with an intersectional lens would involve acknowledging and addressing the unique barriers faced by women of colour, disabled women, or trans women.

Intersex

An umbrella term to capture various types of biological sex differentiation. Intersex people have variations in their sex characteristics, such as sex chromosomes, internal reproductive organs, genitalia, and/or secondary sex characteristics (e.g., muscle mass, breasts) that fall outside of what is typically categorized as male or female.

Inuit

The Aboriginal Peoples of Northern Canada that reside in Nunavut, Northwest Territories, and northern parts of Labrador and Québec. There are also a small population of Inuit within Ontario. The word Inuit in the Inuit language directly translates to “the people”. Inuk refers to one person, and Inuuk to two. The word “Eskimo” was previously used to refer to Inuit but is considered derogatory.

Inuk

Inuk is the singular form of Inuit.

Inuktitut

Inuktitut is the Inuit language.

Invisible Disability/hidden disability

An umbrella term for disabilities that are not easily seen or noticed.

Islamophobia

The fear, hatred, and prejudice directed towards individuals practicing the Islamic faith or who identify as Muslim.

J

K

L

Latino/Latina

People whose ancestral line is from Latin America: Brazil, Portuguese, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Mexico, Ecuador, Peru, Chile, Argentina, El Salvador, etc.

Lateral Violence

Lateral violence is defined as displaced violence directed against one's peers rather than adversaries. This construct is one way of explaining minority-on-minority violence in developed nations. It is a cycle of abuse, and its roots lie in factors such as: colonisation, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination.

Layers of Identity

Layers of identity are defined as the social characteristics by which a person may be identified. Each characteristic is not mutually exclusive and as such, can be viewed as layers of characteristics that make up each person's identity. A person may be discriminated against by one or many of their layers. For example, a female that is aboriginal who works in a low-paying job.

Lesbian

A woman whose emotional, romantic, and/or physical attraction is to women. Non-binary people may also use the term.

M

Mainstream

Mainstream is defined as the center or in-group. The mainstream sets the tone for a group or organization or society, its own preferences become the norms for the group, and it provides most of the leadership for carrying out the mission of the group. The mainstream may or may not be conscious of its role and higher status. Everyone is a member of some mainstream or other: even a working class Jewish radical lesbian may be able-bodied, for example, and 'able-bodied' is a mainstream identity. When we talk about the mainstream, we contrast it with the marginalized.

Mainstreaming disability

Involving the concerns and experiences of people with disabilities in all aspects of policy and program development.

Male-to-Female Spectrum (MTF)

Someone who was assigned male at birth and identifies as a woman. Other terms include ‘transitioning to female’ and ‘trans woman’.

Marginalization

Marginalization refers to a long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities. These groups become permanently confined to the margins of society; their status is continually reproduced because of the various dimensions of exclusion particularly in the labour market, but also from full and meaningful participation in society.

Marginalized Groups

Members of society that face exclusion due to societal and systemic barriers.

Métis Peoples

Broadly described as people with European and Indigenous ancestry, the Métis Peoples are recognized under the Indian Act as a distinct Nation in Canada. Officially, some one who is Métis “self-identifies as Métis, is distinct from other Aboriginal Peoples, is of historic Métis nation ancestry, and is accepted by the Métis Nation”.

Minority Group

Minority group refers to a group of people within a society that is either small in numbers or that has little or no access to social, economic, political or religious power. The Canadian Charter of Rights and Freedoms, the Human Rights Acts and Codes, and the UN Convention on the Rights of Minorities protect minority rights.

Misgender

The act of referring to someone, intentionally or not, with a term that does not align with their gender identity. This includes using the wrong pronouns, using a trans person’s dead name, or using a gendered term (sir or ma’am, husband or wife, etc.).

Misogyny

The belief that masculinity and maleness is more desirable, superior, more powerful, and/or dominant.

Monosexism

Monosexism is defined as a cultural or social framework, often implicit, wherein all human beings are sexually attracted to only one sex, and this is the norm. Monosexism leads to the marginalization of people sexually attracted to people of diverse genders either by dismissing them, by presenting a favourable bias towards monosexual people, or both.

Monosexuality

Monosexuality is defined as the state of a person who is sexually attracted to people of only one sex. Monosexuality includes heterosexuality and homosexuality.

Multiculturalism

A theory and practice that encourages people to coexist in a culturally diverse environment by acknowledging and respecting differences.

Multigender Person

A multigender person is someone who identifies as having more than one gender.

N

Native

Refers to and is being replaced by Indigenous Peoples, as it may be considered offensive. The term may be used by those who self-identify as Native but should be avoided by non-Indigenous people.

Neo-Pronouns

Pronouns that are gender neutral. These pronouns are preferred by some non-binary and gender diverse people and may be used by those who are not comfortable using the plural 'they/them' as gender neutral pronouns. Examples include ze/zir and ey/em.²⁴⁷ Pronunciation varies, so it is best to ask the person who is using them.

Non-Binary (NB)

A way of identifying and/or expressing oneself outside the binary gender categories of male/masculine and female/feminine. Non-binary identities exist on and off the gender spectrum, and it can be a specific or umbrella term.

Non-Status 'Indian'

Indian status

Indian status is the legal status of a person under the Indian Act.

Non-status Indian

Indigenous individuals who either do not have status under the Indian Act or who either themselves or their ancestors have lost their status.

Status Indian

Registered under the Indian Act.

Treaty Indian

Individuals to whom a treaty applies due to their lineage, and who qualify for the benefits of that treaty.

O

Oppression

The unfair treatment or control of marginalized groups to maintain status, privilege, or power.

Outing someone

Revealing someone else's gender identity or sexual orientation to others without their permission. This can be done accidentally or intentionally, both of which can be extremely harmful to the person who is 'outed'.

P

Pay Equity

Equal pay for work of equal value. The goal of the Pay Equity Act is to ensure and enforce that jobs traditionally performed by women are paid fairly when compared to jobs of comparable value that are traditionally performed by men. The value of these jobs is determined by skill, effort, responsibilities, and working conditions.

Pangender

A gender identity that a person may use if they don't identify with just one gender.

Pansexual/Panromantic

A person whose choice of sexual or romantic partner is not limited by the other person's sex, gender identity or gender expression.

Passing/To Pass or Blending

Refers to a LGBTQ2+ person perceived as cisgender and/or heterosexual or being not visibly LGBTQ2+. Passing or blending is important to some people, but not to others. It may be done purposefully for safety or other reasons, or inadvertently. The use of 'passing' is sometimes disputed as it implies that it is a goal to be achieved. Passing can also refer to someone who could be perceived to be a race or ethnicity that they are not based on appearance.

Perceived Gender Identity

Perceived gender identity is the assumption of a person's gender without knowing their true gender identity. Perceptions about gender identity are often predicated on stereotypes relating to gender expression (e.g., what a transgender man 'should' look like).

Perceived Sexual Orientation

Perceived sexual orientation is the assumption of a person's sexual orientation without knowing their true sexual orientation. Perceptions about sexual orientation are often predicated on stereotypes relating to gender expression (e.g., what a heterosexual man 'should' looklike).

Performative Allyship

When someone who is not a member of an equity seeking group expresses support for a group in a way that is not helpful or could even be harmful. People engaged in performative allyship do not acknowledge personal responsibility in or take meaningful action against the systemic issues faced by the equity seeking group.

Person of Colour/ People of Colour

An alternative term for visible minority used to identify non-white racial and ethnic groups. In Canada, First Nations, Inuit, and Métis Peoples are generally not classified by this term as they are distinct under the constitution.

Person-First Language

Language that places emphasis on the person as an individual first and less emphasis on their disability. For example, 'person with a disability' instead of 'disabled person'. Person-first language should be used unless you know that an individual prefers identity-first language.

Polysexuality

Polysexuality is the state of a person who is sexually attracted to people of several genders.

Power

Unequally distributed access to privileges such as information, opportunity, and resources, and the ability to influence decisions, rules, standards, and policies to benefit oneself or one's social group. Power, and the level of power possessed by any individual or group, affects their ability to live comfortable, safe lives. Power is relational and it works between individuals, cultures, institutions, and social groups.

Pow Wow

Pow Wow is a traditional First Nations' gathering and celebration of dance, song, socializing and honouring of a rich heritage, practiced in some Indigenous communities. Pow Wows are often used for healing ceremonies and can be sacred, social, intra-national, private or public. Do not use it to describe a meeting or group of people.

Preferred Gender Pronouns (PGPs)

An outdated term that refers to the pronouns that align with someone's gender identity.

Pronouns are not a preference, but a fact. This term should be replaced by using only the word pronouns.

Gender Pronoun Guide

Subjective	Objective	Possessive adjective	Possessive pronoun	Reflexive	Pronunciation
She	Her	Her	Hers	Herself	pronounced as it looks
He	Him	His	His	Himself	pronounced as it looks
Ze	Zim	Zir	Zirs	Zirself	Pronounced as it looks
Sie/Zie	Hir	Hir	Hirs	Hirself	pronounced: zee, here, here, heres, hereself
Zie	Zir	Zir	Zirs	Zirself	pronounced: zee, zere, zere, zeres, zereself
Ey	Em	Eir	Eirs	Eirself	pronounced: A, M, ear, ears, earsself
Per	Per	Pers	Pers	Persself	pronounced as it looks
They	Them	Their	Theirs	Themself	Pronounced as it looks

Pronouns

Words that refer to a person when not using their name. Gendered pronouns include she/her and he/him. Gender neutral pronouns include they/them or neo-pronouns such as ze/zir and ey/em.

Prejudice

Pre-judgement or negative assumptions made about an individual or social group based on stereotypes rather than experiences. Prejudicial attitudes prevent equal treatment and lead to discrimination.

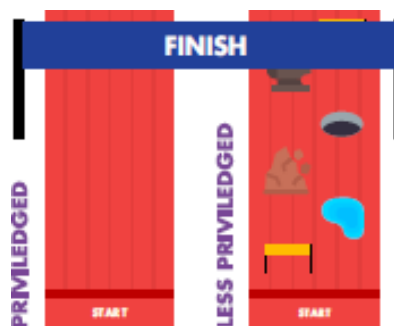
Pride

Pride is used in reference to the LGBT community: not being ashamed of oneself and/or showing your pride to others by 'coming out', marching in the Pride parade, etc., being honest and comfortable about who you are.

Privilege

Unearned access, benefits, and opportunities possessed by members of a social group with a high level of power (e.g., white privilege, male privilege, cisgender privilege). Privilege occurs when structures and institutions have been historically designed for the benefit of or to be accessed by a particular group.

Example of the path of privilege:



Prohibited/Protected Grounds

Personal characteristics defined in human rights legislation that are legally protected from discrimination. Prohibited grounds are defined in the Canadian Human Rights Act as race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

Q

Queer

Historically a derogatory term used as a slur against 2SLGBTQI+ people, this term has been reclaimed by many 2SLGBTQI+ people as a positive way to describe themselves, and as a way to include the many diverse identities not covered by common 2SLGBTQI+ acronym.

Queerphobia

Queerphobia is the irrational fear or hatred of, or hostility towards people having non- normative sexual identities, gender identities or gender expressions, or the queer community, as well as prejudices against them. Includes homophobia, lesbophobia, biphobia, and transphobia.

Questioning

A person who is uncertain about their sexual orientation and/or gender identity; this can be a transitory or a lasting identity.

R

Race

Race is not biological. It is a social construct. When social constructs lead us to ascribe meanings to people's identities, this can lead to unconscious bias, stereotypes, racism, and racial discrimination. Racism is a systemic form of oppression based on social constructs.

List of terms when discussing race:

Preferred	Problematic
Asian people, Asian Canadian individuals	Oriental
Bi-racial people, multi-racial individuals	Mixed race people, mulatto
International people	Foreigners
Use specific name of the country, not the continent e.g. Nigerian vs African	Using the name of the continent and not the name of the country
Western Asian, Northern African people	Arabs
White people, European Canadians	Caucasian

Racial Bias

Racial bias is a predisposition, prejudice or generalization about a group or persons based principally on race (see definition of race).

Race Relations

The quality and pattern of interactions between diverse racial groups. There are two components of race relations: the elimination of racial intolerance and the removal of systemic racial disadvantages.

Racial Colourblindness

A racial ideology where a person chooses to not see race and/or skin colour. colourblindness leads to a dismissal of the lived experiences of people of colour, inequities, history of violence and current perpetuated trauma in our society.

Racial Identity/Ethnic Identity

Awareness of one's racial and ethnic group based on biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.

Racial Inequity

When different racial groups have different levels of power and privilege in a society.

Racial Justice

Reinforcement of equitable policies and practices with an aim to create a fair and equal system for all races.

Racial Reconciliation

Rebuilding relationships between minority groups and the institutions that harmed them. Reconciliation can be achieved through three key steps: recognizing systemic and institutional racism and their effects, engaging in dialogue (empowering minorities), and working towards restorative justice.

Racialization

The social categorization of people as part of a particular race and the unequal treatment of that racial group. Racialization relies on social markers such as a person's skin colour, language, cultural habits, religion etc. to label and stereotype them.

Racialized persons/racialized group

An alternative term for visible minority used to identify non-white racial groups. This term is preferred over visible minority as a racialized group is not necessarily in the minority, the term does not place "whiteness" as the default, and it acknowledges race as a social construct with negative effects.

Racial Disparity

Racial disparity is unequal outcomes in a comparison of one racial group to another racial group.

Racial Disproportionality

Racial disproportionality is the over-representation or under-representation of a racial group in a particular program or system, compared with their representation in the general population.

Racial Equity

Racial Equity refers to the systemic fair treatment of all people resulting in equitable opportunities and outcomes for everyone. It contrasts with formal equality where people are treated the same without regard for racial differences. Racial equity is a process (such as meaningfully engaging with Indigenous, Black and other racialized employees regarding policies, directives, practices and procedures that affect them) and an outcome (such as equitable representation of Indigenous, Black and other racialized employees at all levels of the organization).

Racial Profiling

Differential treatment of a member of a marginalized group based on stereotypes and assumptions rather than behaviour. For example, a police officer stopping a visible minority on stereotypical assumptions based on their race, colour, or ethnicity.

Racism

A systemic form of oppression based on the social construct of race.

Individual Racism

Racial discrimination that stems from conscious or unconscious individual beliefs, attitudes, and actions that perpetuate the ideology that one racial or ethnic group is inherently superior. Individual racism is learned from and influenced by systemic racism and is rooted in the unequal distribution of power between white and racialized people.

Institutional racism

Policies, practices, and dynamics embedded in established institutions (government, religion, education, organizations, etc.) that result in disadvantage or advancement of specific groups of people. These systemic practices normalize racism and may not be obvious.

Structural racism/systemic racism

Structural or systemic racism points to the bigger picture of history, society, culture, institutions, and the economy. Racialized people have been historically left out of the development of society and its systems, resulting in deeply entrenched disadvantages, barriers, and biases. Systemic racism is at the root of large-scale discrepancies between white and racialized people in many areas including income and wealth, health outcomes, homelessness, unemployment, and involvement with the justice system.

Racist

An individual, institution, or organization that supports racism through policies, practices and actions that perpetuate discrimination towards people based on the membership of a racial group.

Rainbow Flag

The Rainbow Flag is a multicolored rainbow flag that was adopted in 1978 in San Francisco by the LGBTQ+ communities as a symbol of pride, solidarity, and the diversity of the gay community. The colours symbolize:

Colour	Meaning
Red	Life
Orange	Healing
Yellow	Sunlight
Green	Nature
Blue	Serenity
Purple	Spirit

Note: Some iteration of the Pride flag includes a brown and black stripe. While great strides have been made in the queer community, Pride is still not always an inclusive space for Indigenous peoples, black people and racialized people. The new stripes are a visible symbol of the importance of these voices and experiences. This serves as a reminder that inclusion must be rooted in an intersectional approach to include those who have historically been and continue to be marginalized.

Religion

A set of spiritual belief systems involving rituals and philosophy of life, that are generally within a formal, organized institution.

Religionism

Systemic discrimination or oppression by individuals, cultures, and institutions against non-Christian belief systems.

Reprisal

Reprisal is an action, or threat, that is intended as retaliation for claiming or enforcing a right under federal, provincial, or territorial human rights laws.

Reverse Racism

Discrimination, prejudice, or intolerance directed towards members of dominant racial groups. Reverse racism is a myth: members of the dominant groups can experience individual racism. However, they cannot be systemically oppressed due to the lack of social or institutional power needed by minority groups to oppress the dominant group.

S

Self-Identification

Self-identification is in relations to gender and sexual orientation; it is the way a person chooses to describe their own gender identity or sexual orientation.

Sex

Sex is the classification of a person as male, female or intersex based on their reproductive organs and functions. These are biological and physiological characteristics that define humans as female or male. Sex is considered biological. It is the genitalia you are born with, your chromosomes, genes, and hormones.

Sex assigned at birth (SAAB)

Describes the sex, separate from gender identity, that someone was given at birth based on their external anatomy. Other terms include designated sex at birth (DSAB) and sex coercively assigned at birth (SCAB).

Sexual Orientation /Romantic Orientation

A term used to describe a person's emotional, romantic and/or sexual attraction to others.

Sex Reassignment Surgery (SRS)

A term used in medicine to describe surgeries people undergo to alter their sex. There are multiple surgeries that fall under this category, and they are often referred to as 'top surgery' and 'bottom surgery' to avoid having to go into detail. 'Gender confirmation surgery' is often a preferred term.

Sizeism or Size Discrimination

Discrimination based on beliefs and stereotypes related to a person's body size.

Social Identity

Social identity includes affinities one has with other people, values, and norms that one accepts, and the ways one has learned to behave in social settings.

Some terms commonly used:

Preferred	Problematic/Outdated
The preferred terminology is shifting for people as they age. Best to ask.	Older people, elders, seniors, senior citizen
Economically disadvantaged person living at or below poverty line people experiencing poverty.	Poor person, poverty-stricken person
Person experiencing homelessness	Homeless
Person of size, larger bodied	Overweight person, obese, fat, skinny, beanpole

Stereotype

An assumption about a certain group, and the notion that the assumption applies to all members of the group. Stereotypes can be positive but are generally negative and ignore the diversity that exists within a group.

Structural Inequality

Structural inequality occurs when the fabric of organizations, institutions, governments, or social networks contain an embedded bias which provides advantages for some members and marginalizes or produces disadvantages for other members. This can involve property rights, status, or unequal access to health care, housing, education and other physical or financial resources or opportunities.

Systemic Barriers

Policies, practices, or behaviours in society that exclude marginalized groups.

Systemic Discrimination

Systemic discrimination is described as the institutionalization of discrimination through policies and practices. These practices may appear neutral on the surface, but usually have an exclusionary impact on particular groups, such that various minority groups are discriminated against, intentionally or unintentionally. This occurs in institutions and organizations where the policies, practices, and procedures (e.g., employment systems – job requirements, hiring practices, promotion procedures, etc.) exclude and/or act as barriers to racialized groups. Systemic discrimination may also result from some government laws and regulations.

T

Targeted Universalism

Targeted universalism, as a principle, recognizes that everyone benefits from government's targeted removal of systemic barriers faced by the most disadvantaged communities. Reducing barriers and disparities leads to a better Canada for everyone.

To Be Out

To be out refers to be open about your sexual orientation and/or your gender identity.

Trans*

An umbrella term for people who do not identify with the gender binary, that includes non-binary, gender non-conforming, and transgender individuals. The asterisk is used in written communication to indicate inclusivity.

Trans Pride Flag

The Trans Pride Flag was created in 1999. The light blue stripes at the top and bottom of the flag are the traditional colours for baby boys. The stripes next to them are pink, the traditional colour for baby girls. The stripe in the middle is white, for those who are intersex, transitioning or consider themselves having a neutral or undefined gender. The pattern is made as such so that no matter which way it is flown, it is always correct.

Transgender/Trans

Transgender/Trans is a broadly used umbrella term that refers to all individuals who cross the socially constructed line of masculinity or femininity. Trans includes people who reject, or who are not comfortable with, in whole or in part, their birth-assigned gender identities. It includes diverse groups of people: pre-operative, post-operative, and non-operative transsexual people; male and female cross-dressers, 'transvestites', 'drag queens' or 'drag kings'; intersex individuals; and men and women regardless of sexual orientation, whose appearance or characteristics are seen as atypical.

Transgender

Transgender is an overarching term for individuals whose gender identity or expression differs from societal expectations of the sex they were assigned at birth. 'Trans' is shorthand for 'transgender'. 'Transgender' or 'trans' is the correct term. 'Transgendered' is grammatically incorrect. Do not say, "Tony is a transgender" or "The parade included many transgenders." Say, "Tony is a transgender person." or "The parade included many transgender people."

Trans man

Someone who was assigned female at birth and identifies as male. They may be at any point along their transition or may not be transitioning at all. Some people prefer to be referred to as a trans man, whereas some may prefer to be referred to as a man.

Trans woman

Someone who was assigned male at birth and identifies as female. They may be at any point along their transition or may not be transitioning at all. Some people prefer to be referred to as a trans woman, whereas some may prefer to be referred to as a woman.

Transfeminine

Someone who is trans and identifies or presents as feminine.

Transition

The process of changing one's gender expression to align with their gender identity. Transition is not a linear process and is a deeply personal experience. There are four general aspects of transition:

1. Social: name, pronouns, clothing, hair, etc.
2. Medical: hormone therapy
3. Surgical: gender affirming surgeries
4. Legal: changing legal identification, birth certificate, driver's license, passport, etc.

It is important to understand that the transition process can vary greatly from person to person, there is no set start or end point, and a person does not need to do all four steps to transition. The term 'transition' can also be misleading as a person is not changing their gender, they are changing their bodies and appearance to align with their already existing gender identity.

Transmasculine

Someone who is trans and identifies or presents as masculine.

Transmisogyny

Transphobia that is based on misogyny, or the idea that masculinity and maleness is superior, targeted at trans women and transfeminine people.

Transparental Family

Transparental family refers to at least one parent is a transgender person.

Transphobia

The fear, hatred, or aversion of people whose gender identities differ from the sex they were assigned at birth.

Transsexual

Used in different ways, transsexual can refer to someone who identifies with a gender or sex other than the one assigned at birth. It may refer to someone who wishes to or has transitioned hormonally and surgically. It is sometimes used inaccurately or offensively, and ‘transgender’ or ‘trans’ are often preferred.

Trauma-Informed Approach

Trauma-informed approach is a methodology that recognizes traumatic experience of clients in service delivery. Traumatic events happen to all people at all ages and across all socio-economic strata in our society. These events can cause terror, intense fear, horror, helplessness, and physical stress reactions. Sometimes the impact of these events does not simply go away when they are over. Instead, some traumatic events are profound experiences that can change the way children, adolescents and adults see themselves and the world. Sometimes the impact of the trauma is not felt until weeks, months or even years after the traumatic event. Health care, human services and, most importantly, the people who receive these services benefit from trauma informed approaches.

Trend Analysis

Trend analysis involves the collection, analysis, and review of information to spot patterns relevant to racial equity.

Trigender

Trigender refers to a person who identifies as having three genders.

Trigger

Something that causes a distressing reaction and affects your emotional and mental state. A trigger can bring up traumatic memories and influence behaviour.

Trigger warning

A statement that comes before presenting content that could potentially cause a distressing reaction.

Turtle Island

Turtle Island is the name given to North America by some Indigenous peoples, such as the Iroquois, Anishinaabeg and other Northeastern peoples. The term originates from their various creation stories.

Two-Spirit (2-Spirit)

An English term used to broadly capture concepts traditional to many Indigenous cultures. It is a culturally-specific identity used by some Indigenous people to indicate a person whose gender identity, spiritual identity and/or sexual orientation comprises both male and female spirits.

S2LGBTQI

- S2 at the front, recognizes Two-Spirit people as the first SSLGBTQI+ communities.
- L = Lesbian
- G = Gay
- B = Bisexual
- T = Transgender
- Q = Queer
- I = Intersex, considers sex characteristics beyond sexual orientation, gender identity and gender expression
- + is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies.

U

Under-Represented Minorities (URM)/Under-Represented Groups (URG)

Groups that are not proportionally represented in positions of economic influence and leadership, including on corporate boards and in senior management. These groups include women, racialized persons, those who identify as LGBTQ2+, First Nations, Inuit and Métis Peoples, and people with disabilities.

Universal Design

Products, technology, buildings, etc. that are designed, as much as possible, to be usable by all people regardless of disability. Some terms used:

Preferred	Problematic
Person who is blind or visually impaired	Blind person
Person with diabetes	Diabetic
Person living with a specific condition	Stricken with..., suffers from..., victim of...
Little person, someone of short stature	Dwarf, midget
Cognitively disabled/delayed, person with intellectual disability	Retarded
Person with an emotional disability	Emotionally disturbed
Person in or who uses a wheelchair	Handicapped, wheelchair-bound, confined to wheelchair
Person with psychiatric disability; person with a mental health condition	Mentally-ill, hyper-sensitive, insane, crazy, psycho
Non-disabled	Normal, able-bodied, healthy
Person with a speech impairment	Speech impediment

V

Visible Minority

A term used to identify non-white racial and ethnic groups in the federal Employment Equity Act. First Nations, Inuit, and Métis Peoples are not classified by this term as they are distinct under the constitution. People of colour and racialized groups are preferred terms.

W

West Indian

West Indian is a person from the West Indies or of West Indian descent from countries such as Barbados, Grenada, Guyana, Jamaica, and Trinidad & Tobago.

White

White is a social colour. The term is used to refer to people belonging to the majority group in Canada. It is recognized that there are many different people who are 'White' but who face discrimination because of their class, gender, ethnicity, religion, age, language, or geographical origin. Grouping these people as 'White' is not to deny the very real forms of discrimination that people of certain ancestry, such as Italian, Portuguese, Jewish, Armenian, Greek, etc., face because of these factors.

White fragility

A state in which white people are unable to tolerate racial stress. White fragility presents in defensiveness or "defensive moves" such as arguing, silence, or leaving the situation. White fragility functions and is supported by white privilege.

White passing

When a non-white person lacks certain physical characteristics tied to their racial or ethnic group in a way that makes them appear to be white. People who are white passing may experience privileges in society that someone with darker skin or other features would not experience. Being "white passing" may also cause someone to struggle with their identity.

White privilege

Unearned access, benefits, and opportunities white people are given in society due to the historical imbalance of power between white and racialized people.

White supremacy

The ideology that white people and their beliefs are superior to other races. Although not exclusively, white supremacy has been associated with extremist groups like the Ku Klux Klan and the neo-Nazis.

X

Xenophobia

The fear or dislike of people from any different group.

Y

Youth

Definition of youth perhaps changes with circumstances, especially with the changes in demographic, financial, economic and socio-cultural settings; however, the definition that uses 15- 24 age cohort as youth fairly serves its statistical purposes for assessing the needs of the young people and providing guidelines for youth development. The countries and municipalities have extended the age to 30 or 35, sometimes taking mental developmental abilities into consideration.

Z

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