Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

Glossary of Terms

A reference tool

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Introduction

This comprehensive glossary aims to provide a reference for anyone interested in terminology used within inclusion, diversity, equity, and accessibility (IDEA).

The language used around IDEA and social justice topics is constantly evolving. Context, connotation, tone, and individual preferences all play a role in what terminology is acceptable. For example, language that is offensive may be reclaimed by the group it was used to harm, the terminology that someone may prefer in reference to themselves may change (e.g., identity-first language or person-first language), or the way a word is used may change to be more inclusive (e.g., gender-neutral language and pronouns). As terminology evolves it is always best practice to ask an individuals preferred way to be addressed.

It is our goal to create a comprehensive and accurate glossary, however there can be definitions that have evolved or have nuances that are missing. The nature of language is such that the meanings of words are often very subjective and based off context. If you notice something that should be added, updated, or removed while engaging with this glossary, please reach out to us at research@ccdi.ca.

General IDEA terminology

Acceptance

Approval and embracing of differences in nationality: race, ethnicity, religion, beliefs, and values beyond simply tolerating them.[1] *Contrast with* Tolerance.

Accessibility/accessible

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.[2] [3] [4] [5]

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.[6] [7]

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.[8]

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.[9]

Advocacy

Speaking up on behalf of a group either as a group member or as someone outside of the group.[10] [11]

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[1] Canadian Race Relations Foundation
[2] Disabled Peoples Association
[3] DO-IT, University of Washington
[4] Understood
[5] Invisible Disability Project
[6] The 519
[7] DO-IT, University of Washington
[8] The 519
[9] Disabled Peoples Association
[10] Pacific University Oregon
[11] YWCA

Agent of discrimination

Someone who perpetrates discrimination or oppression.[12]

Ally/allyship

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.[13] [14]

Anti-oppression

Strategies and actions that actively challenge existing intersectional inequities and injustices.[15] [16]

Attitudes

Beliefs that influence the behaviour towards and perception of an individual and/or group members.[17]

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.[18] [19]

Being read

Assumptions about gender identity, sex assigned at birth, or sexual orientation based on an individual's outward appearance and/or behaviour.[20] *See also* Passing/to pass or blending *and* Stealth

Belonging

Feeling secure, supported, accepted, and included.[21]

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[12] Pacific University Oregon
[13] The Anti-Oppression Network
[14] University of Central Arkansas
[15] Diversity Best Practices
[16] Canadian Association of Chiefs of Police
[17] CCDI Employment Equity Definition
[18] Canadian Association of Chiefs of Police
[19] Ontario Human Rights Commission
[20] QMUNITY
[21] Diversity Best 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.[22]

Affinity bias

People's tendency to connect with individuals most like themselves.[23]

Confirmation bias

Only noticing or accepting information that aligns with current beliefs.[24]

Ingroup bias/ingroup favouritism

People's tendency to favour, prefer, and uplift the group that they are a member of.[25] [26]

Outgroup bias

Tendency to view people from outside of one's group unfavourably.[27]

Bigot/bigotry

Someone who has and upholds a biased attitude or opinion toward an individual or group.[28]
See also Bias

Brave space

A term that emerged as a concept out of the critiques of safe spaces. A brave space encourages dialogue. It is conceptualized around recognizing differences and holding each person accountable to do the work of sharing experiences and coming to new understandings - a feat that is often hard, and typically uncomfortable.[29]

Bullying

Repeated behaviours that are intimidating, threatening, degrading, humiliating, or hostile and that physically or psychologically harm the victim.[30] [31] [32]

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[22] Canadian Race Relations Foundation
[23] Hive Learning, Catalyst
[24] Hive Learning, Catalyst
[25] Pacific University Oregon
[26] Hive Learning, Catalyst
[27] Hive Learning, Catalyst
[28] Canadian Race Relations Foundation
[29] Break Away
[30] Diversity Best Practices
[31] Canadian Association of Chiefs of Police
[32] Canadian Centre for Occupational Health and Safety

Bystander

A person who witnesses an incident but does not intervene or otherwise take part.[33]

Categorization

The process of grouping people based on similar characteristics. Categorization can lead to harmful stereotypes.[34]

Classism

Discriminatory practices and biases, for or against, based on socioeconomic status.[35] *See also* Socioeconomic privilege

Code-switching

Historically, code switching referred to the process of switching from one language or dialect to another depending on the social context. The term has evolved to refer to the process of changing behaviour, appearance, mannerisms, and/or language to conform to societally appropriate standards for a specific context. Code switching in its modern form is most often performed by members of marginalized groups to avoid being stigmatized and associated with negative stereotypes of their group.[36] [37]

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'.[38] [39] [40]

Corporate social responsibility (CSR)

Policies and practices where the business is accountable to itself, its stakeholders, and the public while aiming to positively impact the community and the environment.[41]

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[33] Diversity Best Practices
[34] Pacific University Oregon
[35] Canadian Association of Chiefs of Police
[36] Harvard Business Review
[37] BBC
[38] QMUNITY
[39] The Human Rights Campaign
[40] It's Pronounced Metrosexual
[41] Diversity Best Practices

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.[42] [43] [44]

Cultural intelligence (CQ)

The extent that an individual can adapt to working with different cultures or bridge cultural understandings with empathy and without bias.[45]

Dialogue

Communicating with the goal of expressing different perspectives and coming to multiple understandings without necessarily agreeing.[46]

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.[47] [48]

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.[49]

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[42] Investopedia
[43] Diversity Best Practices
[44] CCDI Webinar: Cultural Competence (2020)
[45] Diversity Best Practices
[46] Pacific University Oregon
[47] The 519
[48] Diversity Best Practices
[49] University of Central Arkansas

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.[50] [51] Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other perspectives can make up individual diversity.[52] [53] Diversity is a fact, and inclusion is a choice.[54]

Diversity management

Implementing policies and procedures to create a more inclusive and positive work environment that values the diversity of the workforce.[55]

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.[56] [57]

Emotional labour

The effort taken to manage emotions to suit a particular context or to be considered socially acceptable. In the context of diversity and inclusion, marginalized groups (particularly racialized people) are often subject to a great deal of emotional labour in the wake of world events or in times of racial tension where discussions of race are more common at work.[58]

Emotional tax

The mental and physical impacts on members of marginalized groups due to constant discomfort that comes with protecting themselves against bias and discrimination.[59]

Employee resource group (ERG)

Employee led groups that serve many purposes depending on the organization, its focus, structure, sector and/or industry. Their primary purpose is to provide equity seeking groups with a formal structure within the organization to support their unique needs.[60]

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[50] CCDI: Diversity Defined
[51] Andres Tapas
[52] Harvard University Human Resources
[53] CCDI Webinar: Diversity and Inclusion Fundamentals (2021)
[54] Michael Bach, Innovating Canada
[55] Corporate Finance Institute
[56] Canadian Race Relations Foundation
[57] The 519
[58] Mic
[59] Catalyst
[60] CCDI Toolkit: Employee Resource Groups (ERGs)

Employment barriers

The formal or informal polices or practices that result in the restriction or exclusion of marginalized members on factors not related to the job requirement.[61] *See also* Barrier

Employment equity/affirmative action

Policies and practices that encourage the establishment of working conditions that are free from barriers, seek to correct conditions of disadvantage in employment, and promote the principle that it requires special measures to accommodate differences for the four designated groups in Canada: women, Indigenous peoples, persons with disabilities, members of visible minorities[62].

Equality

Where everyone is treated the same regardless of individual diversity and needs.[63]

Equal pay for equal work

Refers to equal pay provisions in employment standards legislation and addresses situations where men and women are performing the same or comparable jobs. Equal pay for equal work takes skill, effort, responsibilities, and working conditions into consideration when determining comparable jobs.[64] *Contrast with* Pay equity

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.[65]

Equity-seeking groups/equity-deserving groups

Groups of people who have been historically disadvantaged and underrepresented. These groups include but are not limited to the four designated groups in Canada – women, visible minorities, Aboriginal Peoples, and people with disabilities – and people in the LGTBQ2+ community/people with diverse gender identities and sexual orientations. Equity-seeking groups identify barriers and unequal access, and actively seek social justice and reparation.[66] [67] *See also* Marginalized groups

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[61] Government of Manitoba
[62] Government of Canada
[63] The 519
[64] Ontario Pay Equity Office
[65] The 519
[66] Canada Council for the Arts
[67] Humber College

Essentialism

The belief that an entire group naturally possesses the same characteristics, ignoring individual differences within the group (e.g., the belief that there is a gender gap in certain industries because women are not interested in those jobs). Can lead to stereotypes.[68] Other, more specific terms include gender essentialism and cultural essentialism.

Exclusion

The denial of access or leaving someone out either consciously or unconsciously.[69]

Fairness

Processes and outcomes that are impartial.[70]

Harassment

Unwelcome comments or behaviours based on protected grounds that offend or humiliate the victim. Harassment is a form of discrimination.[71] [72] [73] [74]

Hate crimes

Targeted violence against a marginalized group.[75]

Human rights

Basic rights that all people are entitled to. The Canadian Human Rights Act, the Canadian Charter of Rights and Freedoms, and the provincial human rights legislations outline the rights that Canadians are entitled to.[76] The Universal Declaration of Human Rights from the United Nations governs the national and provincial human rights legislation. [77]

Inclusion

Inclusion is creating a culture that embraces, respects, accepts, and values diversity.[78] It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected, and

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[68] Diversity Best Practices
[69] Ontario Human Rights Commission
[70] Cornell University
[71] Diversity Best Practices
[72] The 519
[73] Canadian Association of Chiefs of Police
[74] Toronto District School Board
[75] YWCA
[76] Canadian Human Rights Commission
[77] United Nations
[78] CCDI Diversity Defined

able to contribute to their fullest potential.[79] Where diversity occurs naturally, creating the mix in the organization, inclusion is the choice that helps the mix work well together.[80] [81]

Intent vs. impact

The distinction between someone's intent (what they meant to do) and their impact (its effect on someone else).[82]

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.[83] [84]

Internalized dominance

Where individuals unconsciously believe they are superior or inferior to other groups due to systemic inequalities and social conditioning.[85]

Internalized oppression

Occurs when marginalized groups accept negative messages of the dominant group towards themselves and assume a victim role due to repeated mistreatment – racism, exclusion, or discrimination.[86]

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

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[79] CCDI Webinar: Diversity and Inclusion Fundamentals (2021)
[80] Andres Tapas
[81] Michael Bach, Innovating Canada
[82] Diversity Best Practices
[83] Canadian Association of Chiefs of Police
[84] The Canadian Encyclopedia
[85] Canadian Race Relations Foundation
[86] Canadian Race Relations Foundation

would involve acknowledging and addressing the unique barriers faced by women of colour, disabled women, or trans women.[87] [88] [89] [90]

LGBTQ2+/LGBTQ2S+ and other acronyms

LGBTQ2+/LGBTQ2S+ is an acronym that stands for Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, and Two-Spirit.[91] A plus sign or asterisk added to any acronym indicates the inclusion of identities not explicitly included in the acronym. There are many acronyms that may be preferred by different individuals. The following is a comprehensive but incomplete list of acronyms:

- LGBT: Lesbian, Gay, Bisexual, and Transgender.[92]
- LGBTQIA: Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, and Asexual and/or Ally.[93]
- LGBTIQAPD: Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual and/or Ally, Pansexual, and Demisexual.[94]
- LGBT*IQ: Lesbian, Gay, Bisexual, Trans*, Intersex, and Queer and/or Questioning.
- QTIPOC: Queer, Trans, and Intersex People of Colour. The term acknowledges the intersectionality of race, gender, and sexual orientation. Other terms include QTIBIPOC (Queer, Trans, and Intersex, Black and Indigenous People of Colour), QPOC (Queer People of Colour), and QTPOC (Queer and/or Trans People of Colour).[95]
- QUILTBAG: Queer and/or Questioning, Undecided, Intersex, Lesbian, Trans*, Asexual, Two-Spirit, Bisexual and/or Allied and Gay and/or Genderqueer.[96]
- SGL: Same Gender Loving. This is a term sometimes used by the Black community to express their sexual orientation without relying on terms and symbols of European descent.[97]
- SOGI: Sexual Orientation and Gender Identity. This term is most often used within the United Nations and international human rights context and is inclusive of all sexual orientations and gender identities.[98]

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[87] Columbia Law School
[88] University of Central Arkansas
[89] The 519
[90] YW Boston
[91] Queer Events
[92] Outright Action International
[93] Outright Action International
[94] Outright Action International
[95] QMUNITY
[96] Outright Action International
[97] Outright Action International
[98] Outright Action International

- SOGIESC: Sexual Orientation, Gender Identity, Gender Expression, Sex Characteristics. Similar to SOGI, it is an acronym that intended to be inclusive of all forms of the mentioned identities. [99]
- TGNC/TGNCNB: Transgender and Gender Non-Conforming. "NB" may be added for non-binary identities.[100]

Marginalized groups

Members of society that face exclusion due to societal and systemic barriers.[101] [102] *See also* Equity-seeking groups/equity-deserving groups *and* Under-represented minorities (URM)/under-represented groups (URG)

Merit

Assessment made based on a clear definition of someone's knowledge, experience, and ability through formal evaluation of performance and achievement. Merit is often used to evaluate for promotions or hiring.[103] [104] *See also* Meritocracy.

Meritocracy

A workplace that claims career decisions (e.g., pay, promotions, hiring) are based exclusively on merit, and that race, gender, or other differences do not influence decisions.[105] [106]

Microaffirmation

Small gesture of inclusion, caring, or kindness by being an ally and valuing or uplifting contributions by all individuals. Attained by actively listening and providing a comfort and support to marginalized individuals.[107]

Microaggression

Small interactions with people or the environment that expose bias towards marginalized groups. While microaggressions may be unintentional, they can have cumulative negative effects on an individual's well-being and sense of belonging. Examples include asking a person

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[99] Outright Action International
[100] Outright Action International
[101] Canadian Race Relations Foundation
[102] Canadian Association of Chiefs of Police
[103] Carleton University
[104] CCDI Webinar: Busting myths - Challenging the myth of meritocracy (2020)
[105] Deloitte
[106] CCDI Webinar: Busting myths - Challenging the myth of meritocracy (2020)
[107] Harvard University Human Resources

of colour, "where are you really from?" or a woman in a meeting being repeatedly spoken over or dismissed by her male colleagues.[108] [109] [110] [111]

Multiplicity

Having multiple social identities (e.g., being female, Black, and straight).[112]

Norm

Behaviors or characteristics of a group that are considered societal standards.[113]

Oppression

The unfair treatment or control of marginalized groups to maintain status, privilege, or power. [114]

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'.[115] [116] *See also* Coming out

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.[117] *See also* White passing

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.[118] *Contrast with* Equal pay for equal work

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[108] YWCA
[109] Harvard University Human Resources
[110] Survey Monkey
[111] NPR
[112] Pacific University Oregon
[113] Diversity Best Practices
[114] The 519
[115] QMUNITY
[116] The Human Rights Campaign
[117] QMUNITY
[118] Ontario Pay Equity Office

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.[119] *Contrast with* Allyship

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.[120] [121] [122]

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.[123] [124]

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.[125] [126]

Prohibited grounds/protected grounds

Personal characteristics defined in human rights legislation that are legally protected from discrimination.[127] 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

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[119] Diversity Best Practices
[120] The 519
[121] Racial Equity Tools
[122] YWCA
[123] Diversity Best Practices
[124] YWCA
[125] The 519
[126] YWCA
[127] Canadian Association of Chiefs of Police

offence for which a pardon has been granted or in respect of which a record suspension has been ordered.[128]

Psychological safety

The feeling of being safe to express ideas, feelings, and questions or to make mistakes without repercussions.[129] [130]

Questioning

Someone who is in the process of exploring their gender identity or sexual orientation, but who does not identify with a specific label.[131] [132]

Reclaimed language

Words that were used offensively to describe a community but has been reclaimed by members of that community for their own use. Reclaimed language is generally still harmful and offensive when used outside of the community. Language is reclaimed as a form of empowerment, to take the negative power out of the word, and to claim the community's space. Examples include 'dyke,' 'fag,' 'homo,' 'queen,' and 'queer'.[133]

Reverse discrimination

The belief that members of equity seeking groups receive unfair advantages as a result of diversity, equity, and inclusion initiatives, and that these programs create barriers for members of a dominant group. Discrimination based on a protected ground can happen to anyone regardless of their social position and is prohibited by human rights legislation, but this term is most often used by opponents of equity initiatives.[134] [135]

Safe space

A "safe space" is a space where people feel psychologically safe and can express honest impressions, thoughts, and attitudes without fear of ridicule. A safe space is one that doesn't incite judgement based on identity or experience – where the expression of both can exist and be affirmed without fear of repercussion and without the pressure to educate.[136] A safe space

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[128] Government of Canada
[129] Diversity Best Practices
[130] Hive Learning, Catalyst
[131] QMUNITY
[132] The Human Rights Campaign
[133] QMUNITY
[134] Diversity Best Practices https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei_glossary_of_inclusive_terms_updated_for_2020_1.pdf [135] CCDI Webinar: Busting the myth - Reverse racism
[135] CCDI Webinar: Busting the myth - Reverse racism
[136] Break Away

can be as small as between two people or can be expanded to include all members of a larger team, network, department, or organization. It can even be an expectation of the organizational culture overall.[137] *See also* Brave space

Sizeism/size discrimination

Discrimination based on beliefs and stereotypes related to a person's body size.[138]

Social justice

The view that all people should have equitable access to resources, opportunities, and human rights. Social justice is actions taken towards addressing the root cause of inequities and is rooted in the belief that all people are equal in value.[139] [140]

Socioeconomic privilege

Benefits available to an individual due to their income, education, and level of financial security as well as perceptions of class and status based on these factors (socioeconomic status).[141] *See also* Classism

Stakeholder capitalism

The idea that companies should consider all stakeholders (employees, customers, suppliers, etc.) for the long-term benefit of the organization and society.[142]

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.[143]

Stereotype threat

A theory that describes the experience of a member of a stereotyped group when they feel the risk of being negatively evaluated based on their group membership and a desire to avoid confirming a stereotype. The negative feelings and stress caused by stereotype threat can impact how someone performs.[144] [145]

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[137] CCDI – Inclusive workplace guide
[138] Canadian Association of Chiefs of Police
[139] YWCA
[140] Workforce Council Australia
[141] Hive Learning, Inclusion Works
[142] World Economic Forum
[143] Pacific University Oregon
[144] American Psychological Association
[145] Thought Co.

Supplier diversity

Providing diverse suppliers with equal access. Actively seeking out diversity in the supply chain network of the organization and maintaining relationships with diverse suppliers through inclusive practices.[146]

Systemic barrier

Policies, practices, or behaviours in society that exclude marginalized groups.[147]

Tokenism

Focusing on limited representation of equity-seeking groups for the appearance of being inclusive without any action towards meaningful inclusion.[148] [149] [150]

Tolerance

Setting aside differences in culture, beliefs, or values without necessarily embracing or agreeing with them.[151] [152] *Contrast with* Acceptance

Trigger

Something that causes a distressing reaction and affects your emotional and mental state. A trigger can bring up traumatic memories and influence behaviour.[153]

Trigger warning

A statement that comes before presenting content that could potentially cause a distressing reaction.[154]

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.[155] *See also* Equity-seeking groups/equity-deserving groups *and* Marginalized groups

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[146] CCDI Report: Supplier Diversity in Canada
[147] Canadian Association of Chiefs of Police
[148] Pacific University Oregon
[149] The 519
[150] Vanderbilt University
[151] Pacific University Oregon
[152] Canadian Race Relations Foundation
[153] Psych Central
[154] Canadian Association of Chiefs of Police
[155] Government of Canada

Upstander

Someone who takes action in support of another person or cause or who intervenes in situations of bullying or violence.[156]

Using "x"

Terms like "womxn", "folx", and "Latinx" are sometimes used by individuals and organizations to signify inclusivity in spaces and practices, or to remove gendered assumptions. The use of x in these ways is contested, as some find it performative or even exclusionary.[157] Further reading is recommended before using these terms.[158]

Workplace inclusion

Intentional work to create feelings of belonging for all employees so they feel comfortable to contribute and perform at their best.[159] *See also* Inclusion

Age

Adultism

Discrimination or exclusion of young people based on the belief that younger people are less valuable or less capable.[160]

Ageism

Discrimination or exclusion based on age, generally referring to discrimination against people who are older.[161] [162]

Generations

Groups of people born in specific time frames set based on historical events, historic birth rates, and other factors. Generations are often assumed to have similar shared experiences, ideals,

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[156] Diversity Best Practices
[157] Well + Good
[158] For more information on this topic, *see* https://www.wellandgood.com/folx-meaning/; https://www.nytimes.com/2019/03/14/style/womxn.html; https://www.insider.com/using-the-phrase-womxn-doesnt-mean-youre-trans-inclusive-2021-3; https://www.nbcnews.com/news/latino/latinx-elitist-some-push-back-word-s-growing-use-n957036
[159] Catalyst
[160] Pacific University Oregon
[161] Pacific University Oregon
[162] Diversity Best Practices

and attitudes, leading to the application of generalizations and stereotypes based on generation.[163] The current generations are described below:[164]

Silent generation

People born between 1925 to ~1945. People of the silent generation were children during the Great Depression and World War II.[165] [166] [167]

Baby boomers

People born between ~1946 to 1964 when the birthrate in Canada and other countries grew rapidly after World War II. Baby boomers make up a large portion of the current workforce and are reaching retirement age.[168] [169] [170]

Generation X

People born between 1965 to 1980, when Canada's birthrate slowed after the baby boom. The portion of this generation born between 1966 and 1971 are sometimes referred to as 'baby busters'.[171] [172] [173]

Millennials

People born between ~1981 to ~1996. Millennials are the children of baby boomers and grew up throughout the rise of technology.[174] [175] [176]

Generation Z

People born between ~1997 to ~2011. This generation is most emphasized by the existence of social media throughout their lives.[177] [178] [179]

[163] The Conversation
[164] Note: The exact time frame for the generations varies, particularly with generation x, millennials, generation z, and generation alpha. Contested dates are noted with "~".
[165] The Conversation
[166] Global News
[167] PEW Research Center
[168] The Canadian Encyclopedia
[169] PEW Research Center
[170] Global News
[171] Statistics Canada
[172] PEW Research Center
[173] Global News
[174] PEW Research Center
[175] The Canadian Encyclopedia
[176] Global News
[177] PEW Research Center
[178] The Canadian Encyclopedia
[179] Global News

Generation alpha

People born between ~2010 to 2025. Generation alpha is the most recent cohort and are the children of millennials.[180] [181]

Gender & gender identity

Note: Some of these terms are offensive, and some have been reclaimed for use within the communities that they belong to. They are included here for informational purposes. *See* Reclaimed language

Agender

Someone who does not identify with any gender or does not see themselves as aligning with all or any masculine or feminine characteristics.[182] [183] Other terms include gender neutrois, gender neutral, or genderless.[184]

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.[185]

Assigned female at birth (AFAB)/assigned male at birth (AMAB)

These terms are used to describe someone's gender assigned at birth and were created to acknowledge arbitrary assignments of gender.[186]

Bigender

Someone who moves between masculine and feminine identities or characteristics. They may sometimes identify as a man and sometimes as a woman.[187]

[180] Forbes
[181] McCrindle
[182] QMUNITY
[183] Gender Spectrum
[184] It's Pronounced Metrosexual
[185] QMUNITY
[186] QMUNITY
[187] It's Pronounced Metrosexual

Butch

A term used within the LGBTQ2+ community to describe masculine gender expression or behaviour. This term is generally offensive and has been reclaimed by the community.[188]

Ciscentrism/cisnormativity

The assumption by individuals or society that everyone is cisgender, that cisgender is the default, 'normal', or superior. [189] [190] *See also* Cissexism

Cisgender

The gender identity of someone who identifies with the same gender assigned to them at birth. The term is often shortened to 'cis'. [191] [192] [193]

Cissexism

Actions that discriminate against or exclude transgender people based on the belief that cisgender is what is 'normal' or superior. [194] [195] *See also* Ciscentrism/cisnormativity

Cissexual

Someone who identifies with the same sex assigned to them at birth. Not commonly used.[196] *See also* Cisgender

Congruence

A feeling of harmony with all dimensions of one's gender.[197] *See also* Dimensions of gender

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, and some of the time or all of the time. Cross-dresser has replaced the term 'transvestite' but is considered offensive.[198]

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[188] QMUNITY
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[190] It's Pronounced Metrosexual
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[192] The Human Rights Campaign
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[194] QMUNITY
[195] It's Pronounced Metrosexual
[196] QMUNITY
[197] Gender Spectrum
[198] QMUNITY

Dead name

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.[199]

Dimensions of gender

Gender is shaped by our body, identity, and social gender (how others see our gender). These dimensions are related but separate and can vary.[200]

Demigender

Someone who identifies in part with a specific gender.[201]

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.[202] Female drag queens may be referred to as "bio [biological] queens" or "faux queens", but some find this terminology offensive.[203]

Female-to-male spectrum (FTM)

Someone who was assigned female at birth and identifies as a man. Other terms include 'transitioning to male' and 'trans man'.[204]

Feminine-presenting/masculine-presenting

Someone who expresses gender in a feminine or masculine way. Separate from gender identity, this refers to the way gender is expressed.[205] *See also* Gender expression

Feminism

The belief in social, economic, and political equality of the sexes.[206]

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[199] QMUNITY
[200] Gender Spectrum
[201] Canadian Association of Chiefs of Police
[202] QMUNITY
[203] The Guardian
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[205] It's Pronounced Metrosexual
[206] Britannica

Femme

Someone who identifies in a feminine way, or who is feminine-presenting, through behaviour, gender roles, relationship roles, appearance, or identity.[207] [208]

Gender

The socially constructed ideas about the behavior, actions, and performed by a particular sex. Gender is fundamentally different from sex assigned at birth.[209]

Gender affirming

A broad description of actions or behaviours that validate someone's gender, such as using someone's correct pronouns (gender affirming language). [210]

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.[211]

Gender attribution/gender perception

Assumptions about gender based on an individual's outward appearance and/or behaviour.[212] *See also* Being read *and* Passing/to pass or blending

Gender bending

Dressing or behaving in a way that counters traditional masculine or feminine characteristics.[213]

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.[214] [215]

Gender dysphoria

A medical term in the DSM-5 (Diagnostic and Statistical Manual of Mental Disorders) that replaced gender identity disorder (GID). The term describes internal feelings of conflict in a

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[213] Pacific University Oregon
[214] QMUNITY
[215] It's Pronounced Metrosexual

person whose gender identity does not align with the gender they were assigned at birth. GID is no longer used and is considered offensive due to the implication that a trans person has a disorder. Gender dysphoria is generally less offensive but is still contested. [216] [217]

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.[218]

Gender expression

How someone publicly shows or presents their gender through their appearance, name, preferred pronouns, speech, and behaviour. Gender expression can align with gender identity but is separate.[219] [220] [221]

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. [222] [223] [224] *See also* Gender expression

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' [225]

Gender non-conforming (GNC)

An umbrella term for someone who identifies or expresses themselves outside of the gender binary.[226] The term may refer to someone who identifies as trans or it may not.[227]

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[217] The Human Rights Campaign
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[220] It's Pronounced Metrosexual
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[223] It's Pronounced Metrosexual
[224] Gender Spectrum
[225] QMUNITY
[226] QMUNITY
[227] The Human Rights Campaign

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.[228] *See also* Cissexism

Gender roles

Social and cultural expectations placed on an individual based on their sex assigned at birth. Gender roles vary greatly within different cultures.[229][230]

Gender spectrum

The representation of gender as a continuum rather than a binary concept, including all gender identities and expressions.

Genderfluid

Someone who does not have a fixed gender identity. They may move between many gender identities and expressions.[231] [232]

Genderqueer

An umbrella term for someone who identifies or expresses themselves outside of the gender binary or who does not follow gender stereotypes.[233] [234] *See also* Gender non-conforming (GNC) *and* Non-binary (NB)

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, Oji-nêhiyaw Indigiqueer scholar from Peguis First Nation who popularized the term, as "a braiding of two bridges"[235] - indigeneity and queerness - and "the forward moving

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[228] QMUNITY
[229] The 519
[230] QMUNITY
[231] It's Pronounced Metrosexual
[232] The Human Rights Campaign
[233] QMUNITY
[234] Gender Spectrum
[235] CBC

momentum for two-spiritness".[236] Someone who identifies as Indigiqueer may or may not also identify as Two-Spirit.[237] [238]

Intersex

Someone who is born with anatomy, hormones, or genetic make-up that differs from the general medical definitions of male and female. Someone who is intersex may have one or more of a variety of differences that are usually of no medical risk. They are generally assigned a gender at birth by their doctors and family, but this is becoming an outdated approach. Intersex people may identify with the trans community, but also may not. The term 'hermaphrodite' was previously in use but is now outdated and offensive.[239] [240] [241]

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'.[242]

Masc

Someone who identifies in a masculine way, or who is masculine-presenting, through behaviour, gender roles, relationship roles, appearance, or identity.[243]

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.).[244]

Misogyny

The belief that masculinity and maleness is more desirable, superior, more powerful, and/or dominant.[245]

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[236] Ploughshares at Emerson College
[237] All My Relations Podcast
[238] Thirza Cuthand
[239] QMUNITY
[240] It's Pronounced Metrosexual
[241] Gender Spectrum
[242] QMUNITY
[243] Cal Poly Pomona Pride Center
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Mx.

A gender-neutral prefix that replaces Mr., Mrs., Ms., etc. Generally used by those who identify outside of the gender binary. The term is pronounced like 'mix'.[246]

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.[248]

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.[249]

Oppositional sexism

The concept that masculinity and femininity are opposite and distinct, and that men should only be masculine, and women should only be feminine.[250]

Pangender

A gender identity that a person may use if they don't identify with just one gender.[251]

Patriarchy

Societal structures that exist where men hold the majority of the power and control, and masculinity and maleness are perceived as superior.[252]

Preferred gender pronouns (PGPs)

An outdated term that refers to the pronouns that align with someone's gender identity.[253] Pronouns are not a preference, but a fact. This term should be replaced by using only the word prounouns.[254]

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[246] It's Pronounced Metrosexual
[247] The 519
[248] UNC Greensboro
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[251] QMUNITY
[252] QMUNITY
[253] Gsafe
[254] Forbes

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.[255] *See also* Gender neutral language

Sex/biological sex

The medical term based on physical characteristics and anatomy used to designate people as male, female, or intersex. Biological sex is distinct from gender identity.[256][257][258] *See also* Sex assigned at birth

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).[259][260]

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.[261]

Stealth

Someone who is trans but who is not 'out', and is not known by others to be trans.[262] *See also* Passing/to pass or blending

Third gender

Someone who does not identify as a man or a woman, specifically in cultures that recognize the existence of multiple genders (e.g., Indigenous cultures in regions of Mexico, Samoa, and Madagascar). Each culture has its own word to describe this third gender (e.g., Fa'Afafines in Samoa and Hijras in South Asia).[263][264]

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[255] University of British Columbia
[256] QMUNITY
[257] It's Pronounced Metrosexual
[258] Gender Spectrum
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[260] The Human Rights Campaign
[261] It's Pronounced Metrosexual
[262] It's Pronounced Metrosexual
[263] It's Pronounced Metrosexual
[264] Global Citizen

Traditional sexism

The belief that masculinity and maleness are superior to femininity and femaleness.[265]

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.[266]

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.[267]

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.[268]

Transfeminine

Someone who is trans and identifies or presents as feminine.[269]

Transgender

An umbrella term used to describe a person whose gender identity is anything other than their sex assigned at birth. The term is also used more narrowly to describe someone who identifies as or is transitioning/has transitioned to the 'opposite' sex. May be shortened to 'trans'.[270][271][272]

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

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[266] It's Pronounced Metrosexual
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[268] It's Pronounced Metrosexual
[269] QMUNITY
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[271] It's Pronounced Metrosexual
[272] Gender Spectrum

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.[273] [274] [275]

Transmasculine

Someone who is trans and identifies or presents as masculine.[276]

Transmisogyny

Transphobia that is based on misogyny, or the idea that masculinity and maleness is superior, targeted at trans women and transfeminine people.[277]

Transphobia

Fear, dislike, or hatred of and discrimination against trans* people. Transphobia exists through offensive jokes, exclusion, denial of services, employment discrimination, intentional misgendering, harassment, and violence.[278] [279]

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. [280] [281] [282]

Transvestite

An outdated medical term used to associate cross-dressing with mental illness and sexual perversion. This is generally an offensive term.[283] [284]

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[273] QMUNITY
[274] It's Pronounced Metrosexual
[275] Gender Spectrum
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[278] QMUNITY
[279] It's Pronounced Metrosexual
[280] QMUNITY
[281] It's Pronounced Metrosexual
[282] Gender Spectrum
[283] QMUNITY
[284] It's Pronounced Metrosexual

Two-Spirit (2-Spirit)

Two-Spirit was a term introduced by Elder Myra Laramee in 1990 at the third annual Native American and Canadian Aboriginal LGBT people gathering in Winnipeg.[285] It is "an English umbrella term to reflect and restore Indigenous traditions forcefully suppressed by colonization, honouring the fluid and diverse nature of gender and attraction and its connection to community and spirituality. It is used by some Indigenous People rather than, or in addition to, identifying as LGBTQI".[286] The teachings, roles, and responsibilities for a Two-Spirit person differs from community to community. Not all queer Indigenous people use this term, but Two-Spirit is an identity specific to being Indigenous and can only be claimed by Indigenous people.[287] For more information, see https://www.outsaskatoon.ca/two_spirit1.

Physical & mental ability

Note: It is generally accepted in disability communities that disabled and disability are not bad words, and that euphemisms for these words should be avoided. *See* Diversability *and* Differently abled. An excellent resource for appropriate use of disability terminology, beyond what is described in this glossary, is the National Center for Disability and Journalism's Style Guide, which can be found here. See our note on using preferred language in the introduction.

Ability

Having the mental and/or physical capacity to do a task or activity, such as walking, seeing, hearing, speaking, job functions, self-care activities, etc.[288]

Able-bodied

Someone who does not have a physical disability. It is important to note that able-bodied is not the opposite of disabled, and the preferred antonym is 'non-disabled'.[289]

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.[290]

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[285] Two-Spirited People of Manitoba
[286] Egale
[287] OUTSaskatoon
[288] Anti-Defamation League
[289] Disabled Peoples Association
[290] Pacific University Oregon

Adaptability

The extent that something (a building, structure, tool, etc.) can be altered to meet the needs of people with different disabilities.[291]

Alt attribute

Alternative text provided with an image that improves accessibility of digital information. Alt attributes are useful for people who are blind or low vision who use screen readers, or someone with a slow internet connection where images may fail to load.[292]

Assistive technology/adaptive technology

Devices, equipment, software, and hardware that are used by people with disabilities to assist them with tasks and activities. These technologies can be used to adapt or replace existing equipment. Examples include wheelchairs, walkers, prosthetics, hearing aids, computer-based equipment, closed captioning, braille, screen readers, etc.[293] [294] [295] [296] For a more comprehensive list of assistive technologies, visit: https://mn.gov/admin/at/getting-started/understanding-at/types/

Augmentative and alternative communication

Communicating in ways outside of speech. Can be aided (e.g., computer-based systems that read typed words out loud) or unaided (e.g., sign language). [297] [298]

Blind

A general term describing vision loss that interferes with daily activities, including the total inability to see. Blindness does not necessarily mean that someone only sees complete darkness.[299]

Braille

A reading and writing system for people who are blind made up of raised dots that are read through touch.[300]

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[291] Disabled Peoples Association
[292] Disabled Peoples Association
[293] Disabled Peoples Association
[294] DO-IT, University of Washington
[295] Anti-Defamation League
[296] Understood
[297] Disabled Peoples Association
[298] American Speech-Language-Hearing Association
[299] Canadian National Institute for the Blind (CNIB Foundation)
[300] Disabled Peoples Association

Captioning/closed captioning

On-screen text that displays all dialogue, music, and sound effects in a video to increase accessibility for people who are deaf or hard of hearing.[301] [302]

Deaf

Having little to no functional hearing, even with amplified sound. This is the preferred term for people who are deaf, rather than 'hearing impaired'.[303] [304] *See also* Hard of hearing *and* Hearing loss

Deaf blindness/dual sensory impairment/multi-sensory impairment (MSI)

A combined visual and hearing disability.[305]

Design equity

The concept that products, technology, buildings, etc. should be designed with all abilities in mind.[306] *See also* Universal design

Diagnostic and Statistical Manual of Mental Disorders (DSM-5)

A psychiatric diagnostic manual containing standardized criteria for the diagnosis of mental illnesses. The manual is currently on version 5.[307]

Differently abled

A term coined in the 1990s as an alternative to "disabled" and other terms. This term should not be used as it is considered offensive and condescending.[308]

Digital divide

Gaps in access to information and communications technology experienced by people, groups, regions, and countries. People with disabilities are more heavily affected by the digital divide due to physical barriers, inaccessible technology, and inaccessible design.[309]

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[301] DO-IT, University of Washington
[302] Understood
[303] Canadian Association of the Deaf
[304] Understood
[305] Anti-Defamation League
[306] Invisible Disability Project
[307] Disabled Peoples Association
[308] National Center on Disability and Journalism
[309] Disabled Peoples Association

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.[310]

Examples of disabilities include, but are not limited to:

- Addiction (e.g., alcohol, drugs, gambling)[311]

- Developmental disability (e.g., autism, ADHD, Down syndrome)[312] [313]

- Health disability (e.g., diabetes, cancer, asthma)[314]

- Learning disability (e.g., dyslexia, dysnomia)[315] [316]

- Mental health condition/mental illness (e.g., schizophrenia, depression, anxiety disorder, bipolar disorder)[317]

- Physical disability (e.g., cerebral palsy, spinal cord injury, amputation)

- Sensory disability (e.g., hearing or vision loss)

Disability culture

A group identity shared by people with disabilities who have a history of discrimination.[318]

Disability etiquette

Recommendations on physical contact and language/terminology use when non-disabled people interact or engage with people with disabilities.[319]

Disability proofing

The process of engaging people with disabilities in the planning and development of structures, policies, and practices to ensure that their needs are met.[320]

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[310] Ontario Human Rights Commission
[311] Ontario Human Rights Commission
[312] Disabled Peoples Association
[313] Anti-Defamation League
[314] Anti-Defamation League
[315] Anti-Defamation League
[316] Disabled Peoples Association
[317] Disabled Peoples Association
[318] Disabled Peoples Association
[319] Disabled Peoples Association
[320] Disabled Peoples Association

www.ccdi.ca

Disabled

Someone with physical, psychological, or neurological differences that limit their capacity to do a task or activity, such as walking, seeing, hearing, speaking, job functions, self-care activities, etc. Many people with disabilities will refer to themselves or prefer to be referred to as disabled.[321] *See also* Identity-first language *and* Person-first language

Disclosure of disability

When someone with a disability shares information about their disability with other people, particularly at work. Someone may disclose their disability to request an accommodation or in more casual conversation.[322] [323]

Diversability

A term coined by Tiffany Yu, founder of the organization Diversability, to showcase the diversity within disability. The organization does not suggest that the term "diversability" should replace "disability", and it is recommended to avoid the use of the term in such a way.[324] [325]

Environmental barrier

An obstacle that prevents buildings or other locations from being readily accessible to people with disabilities. (e.g., stairs).[326]

Functioning

A general term for an individual's level of ability to participate in daily activities.[327]

Handicap

Anything that prevents or limits a person's success in a task or activity. A disability, or a lack of accessibility, can be the reason for a handicap, but the provision of accommodations, assistive technology, and other supports can reduce or eliminate a handicap for someone with a disability. Handicap (or handicapped, to describe a person) is not frequently used outside of legal contexts as it can be offensive. "Handicapable" should always be avoided.[328] [329] [330]

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[321] Invisible Disability Project
[322] Understood
[323] Disability:IN
[324] National Center on Disability and Journalism
[325] Diversabilility
[326] Disabled Peoples Association
[327] Disabled Peoples Association
[328] Anti-Defamation League
[329] Disability Resource Community
[330] National Center on Disability and Journalism

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Hard of hearing

When someone has hearing loss where some hearing exists and an assistive device such as a hearing aid is sufficient for them to understand speech.[331]

Hearing impaired

Having partial to total inability to hear.[332] *See also* Deaf *and* Hard of hearing

Hearing loss

A broad term describing a range of hearing function, from partial to total inability to hear in one or both ears.[333] [334]

Identity-first language

Language use that places the disability identity first. For example, 'disabled person' instead of 'person with a disability'. Identity-first language is preferred by many people with disabilities, particularly those who view their disability as an important part of their identity. However, it is best to only use this type of language if you know that it is what the person prefers.[335] *Contrast with* Person-first language

Impairment

An apparent, hidden, inherited, self-inflicted, or acquired physical, sensory, intellectual, learning, or medical condition that limits the functioning ability of an individual. An individual who is impaired requires an accommodation.[336]

Inspiration porn

Used as a disparaging term within disability culture to describe the tokenization of someone with a disability as a portrait of success.[337]

Integration

The full inclusion and acceptance of people with disabilities in society.[338]

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[331] Disabled Peoples Association
[332] DO-IT, University of Washington
[333] Disabled Peoples Association
[334] Understood
[335] Understood
[336] Ontario Human Rights Commission
[337] Invisible Disability Project
[338] Disabled Peoples Association

Invisible disability/hidden disability

An umbrella term for disabilities that are not easily seen or noticed.[339] [340]

Lip-reading/visual hearing

Understanding speech by watching someone's lip movements.[341]

Low vision

Having permanent vision loss that is unable to be corrected and interferes with activities.[342]

Mainstreaming disability

Involving the concerns and experiences of people with disabilities in all aspects of policy and program development. [343]

Mobility aid

Devices that assist with movement such as walking or that help an individual navigate their surroundings. Examples include crutches, walkers, guide dogs, etc.[344] *See also* Assistive technology/adaptive technology

Neurodiverse/neurodiversity

The idea that different brains function differently, that neurological differences are normal variations, and that these variations add value to society and the workplace. Common neurological differences included under neurodiversity are autism and ADHD.[345] [346]

Non-disabled

Someone without a disability.[347]

Participation restrictions

Limitations to an individual's involvement in a task or activity.[348]

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[339] Invisible Disability Project
[340] Diversity Best Practices
[341] Disabled Peoples Association
[342] Understood
[343] Disabled Peoples Association
[344] Disabled Peoples Association
[345] Diversity Best Practices
[346] Understood
[347] Disabled Peoples Association
[348] Disabled Peoples Association

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.[349] [350] *Contrast with* Identity-first language

Physical accessibility

How readily usable a physical space is for people with physical disabilities (e.g., elevator, parking lot, building, etc.).[351]

Service animal

An animal, most commonly a dog, that is trained to do specific tasks that help a person with a disability participate safely in activities.[352]

Self-identification

Someone telling their employer or potential employer that they have a disability through voluntary forms completed during application, onboarding, or for organizational diversity initiatives.[353] [354]

Sign language/signing

Communication using a language made up of 'signs' or gestures done with the hands. Sign language is commonly used by people who are deaf and can also be used by people with other disabilities that affect verbal communication.[355] [356]

Spoon theory/'spoons'

A method of explaining the concept that someone with a disability may have a limited amount of energy in a day to perform tasks and activities. The metaphor is having a fistful of spoons, where the spoons represent energy, with each task removing a spoon, and therefore depleting the person's allotted amount of energy. Spoon theory is embraced by some in the disability community but is seen as patronizing by others.[357]

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[349] Invisible Disability Project
[350] Understood
[351] Understood
[352] Disabled Peoples Association
[353] Understood
[354] Disability:IN
[355] Disabled Peoples Association
[356] DO-IT, University of Washington
[357] Invisible Disability Project

Suffers

Terms like 'suffers from depression' are not preferred, and terms like 'living with depression' should be used instead.[358]

Universal design

Products, technology, buildings, etc. that are designed, as much as possible, to be usable by all people regardless of disability.[359] *See also* Design equity

Race & ethnicity

Afro-Latino

People of African descent in Mexico, Central and South America, and the Spanish-speaking Caribbean, as well as people of African descent in the United States whose origins are in Latin America and the Caribbean.[360] This term originated in the 1970's when Black activists in Brazil were fighting for Black citizens to be recognized on the country's census. The Afro-Latino identity is complex and can be subjective.[361] [362] Other terms that individuals may use to describe themselves include Afro-Latin American, Afro-Hispanic, Black Hispanic, or Black Latino.[363]

Ancestry

Lineage; family or ethnic origins.[364]

Anti-Arab racism

The ongoing prejudice and discrimination directed at people of Arabic descent. Anti-Arab racism became more prominent and interlinked with Islamophobia following the 9/11 attack.[365] [366] [367]

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[358] Disabled Peoples Association
[359] DO-IT, University of Washington
[360] afrolatin@ forum
[361] CNN
[362] Pew Research Center
[363] University of Nevada Las Vegas
[364] Canadian Race Relations Foundation
[365] The Guardian
[366] City of Ottawa, City for All Women Initiative
[367] Dr. Rowan Wolf, Portland Community College

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. [368]

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.[369] [370] [371]

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.[372]

Anti-racism

An active effort to eliminate all forms of racism.[373]

Antisemitism

The ongoing prejudice and discrimination directed at Jewish people, their property, community institutions, and religious facilities.[374] [375] [376] *See also* Judaism

Apartheid

An Afrikaans word that describes a social system and/or policy that enforced the discrimination of non-whites and the segregation of Black and white people in South Africa during white minority rule.[377] [378]

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[368] Centennial College
[369] Boston Consulting Group
[370] Canadian Race Relations Foundation
[371] Centennial College
[372] Toronto District School Board
[373] Ontario Human Rights Commission
[374] Pacific University Oregon
[375] Toronto District School Board
[376] International Holocaust Remembrance Alliance
[377] Canadian Race Relations Foundation
[378] History Network

Asian

People whose ancestral line is from one of the five Asian regions: East Asia, Central Asia, Western Asia, South Asia, or Southeast Asia.[379] [380]

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.[381]

South Asian

People whose ancestral line is from the India-Asia subcontinent: East India, Pakistan, Bangladesh, Sri Lanka, and Nepal.[382]

South-East Asian

People whose ancestral line is from Burmese, Cambodian (Kampuchean), Laotian, Vietnamese, Thai, Malaysian, Indonesian, Filipino, or Indo-Chinese.[383]

Biracial

A person who has two racial ancestry groups.[384]

Black Lives Matter (BLM)

An ideological and political movement founded in 2013 in response to the acquittal of Trayvon Martin's murderer. Black Lives Matter Global Network Foundation, Inc. is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. By combating and countering acts of violence, creating space for Black imagination and innovation.[385] BLM gained global popularity in 2020 following George Floyd's murder, and to this day BLM continues to advocate for Black Lives.[386] [387]

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[379] University of South Carolina Aiken
[380] World Population Review
[381] World Population Review
[382] Britannica
[383] Asia Society
[384] Ontario Human Rights Commission
[385] University of Central Arkansas
[386] CBS News
[387] Black Lives Matter

Canadian Multiculturalism Act

A federal policy that acknowledges, promotes, and protects cultural pluralism.[388] [389]

Caucasian

An outdated racial classification term that originally referred to the peoples of the Caucasus region that spans between Europe and Asia. The term evolved in meaning to describe people who are white. This term should be avoided and can generally be replaced with "white".[390] [391] [392]

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.[393] [394] [395] [396]

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.[397] [398]

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.[399]

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[388] Government of Canada
[389] The Canadian Encyclopedia
[390] Bhopal, R. (2004). Glossary of terms relating to ethnicity and race: for reflection and debate. *Journal of Epidemiology and Public Health, 58*, 441-445. https://doi.org/10.1136/jech.2003.013466
[391] World Atlas
[392] Britannica
[393] National Geographic
[394] Stanford Encyclopedia of Philosophy
[395] Canadian Race Relations Foundation
[396] Britannica
[397] Canadian Race Relations Foundation
[398] Note: There are many types of colonialism that impact people all over the world. For more detail on other forms of colonialism, see https://www.thoughtco.com/colonialism-definition-and-examples-5112779
[399] BCcampus

Colourism/shadism

The discriminatory practice of preferring people with fair or lighter skin over dark skin. Colourism/shadism is based on European beauty standards and is rooted in racism. Also practiced by members of the same racial and ethnic group.[400] [401] [402]

Critical race theory (CRT)

An intellectual movement and framework used to analyze policies, practices, institutions, and systems to uncover the ways that they create and maintain racial inequality. CRT asserts that racism is an everyday experience for people of colour, race is socially constructed for the purpose of oppression, institutions are inherently racist, and society is largely uninterested in remedying institutional racism.[403] [404] [405]

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.[406] [407] [408]

Cultural assimilation

Giving up of one's culture, values, and behaviors, to adapt to or blend into the dominant culture's social and cultural practices.[409] [410]

Cultural pluralism

The ability of minority groups to maintain their cultural uniqueness and within a larger society.[411] [412]

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[400] City of Ottawa, City for All Women Initiative
[401] University of Central Arkansas
[402] Verywell Mind
[403] Britannica
[404] Oxford Research Encyclopedia of Education
[405] CNN
[406] Harvard University Human Resources
[407] Racial Equity Tools
[408] Verywell Mind
[409] Diversity Best Practices
[410] Norwalk Community College
[411] Kwan, L. Y. Y. Institutional and value support for cultural pluralism is stronger in innovative societies with demanding climate. *Journal of Cross-Cultural Psychology, 49*(2), 323-355. https://doi.org/10.1177/0022022117746773
[412] Diversity Best Practices

Cultural racism

The portrayal and association of minority cultures with negative stereotypes that perpetuate the belief that the dominant culture is superior. [413]

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.[414]

Diaspora

Community members of the past or current generation that voluntarily or forcibly left their ancestral homelands and are living in a host country.[415]

Environmental racism

The intentional disposal of toxic waste into or near marginalized communities. This toxic waste further impacts marginalized communities and their inhabitants by making them more susceptible to chronic illnesses.[416] [417]

Ethnicity

A socially defined category describing a group of people that share a common culture, tradition, language, history, geography, religion, and racial identity. [418] [419]

Ethnocentrism

The view that your own cultural group is superior and to judge other cultures based on that standard.[420]

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.[421] [422]

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[413] Canadian Race Relations Foundation
[414] Pacific University Oregon
[415] Racial Equity Tools
[416] Eco Justice
[417] Canadian Race Relations Foundation
[418] Canadian Race Relations Foundation
[419] The 519
[420] Canadian Race Relations Foundation
[421] Canadian Race Relations Foundation
[422] Pokhrel, A.K. (2011). Eurocentrism. In D.K. Chatterjee (ed.) *Encyclopedia of Global Justice*. https://doi.org/10.1007/978-1-4020-9160-5_25

Hispanic

A term used to identify a person from a Spanish speaking country, primarily in Latin America, irrespective of other racial or ethnic factors. Some former Spanish colonies, such as Equatorial Guinea, are also Spanish speaking and considered Hispanic.[423] [424] *See also* Latino/Latina *and* Afro-Latino

Internalized racism

Where an equity seeking group perpetuates racism by believing and supporting racist ideas and beliefs towards their own community or themselves. Structurally, there is a system in place that rewards marginalized communities for supporting systemic inequities and punishes those who do not.[425] [426]

Islamophobia

The fear, hatred, and prejudice directed towards individuals practicing the Islamic faith or who identify as Muslim.[427]

Jim Crow Laws

First passed in the Southern USA after the American Civil War to legally discriminate against and segregate Black people. Jim Crow laws systemically separated Black and white people in schools, transportation, and other public places.[428] [429] [430]

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.[431]

Model minority

A term based on stereotypes of people of Asian descent that places them as polite, law abiding, intelligent, and upwardly mobile. The model minority myth ignores differences within and

[423] Britannica
[424] Face2Face Africa
[425] Racial Equity Tools
[426] Thought Co.
[427] YWCA
[428] PBS
[429] Ferris State University
[430] American RadioWorks
[431] Exploratorium

between Asian communities, is used against other minority groups, and erases the discrimination experienced by Asian people.[432][433][434]

Multiculturalism

A theory and practice that encourages people to coexist in a culturally diverse environment by acknowledging and respecting differences.[435]

Multiracial/multiethnic

An individual with two or more racial/ethnic identities.[436]

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.[437]

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.[438][439]

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.[440]

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.[441][442]

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[432] Racial Equity Tools
[433] Learning for Justice
[434] The Star
[435] Diversity Best Practices
[436] YWCA
[437] Canadian Race Relations Foundation
[438] City of Ottawa, City for All Women Initiative
[439] Stanford Encyclopedia of Philosophy
[440] Canadian Race Relations Foundation
[441] City of Ottawa, City for All Women Initiative
[442] Fitchburg State University

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.[443]

Racial inequity

When different racial groups have different levels of power and privilege in a society.[444]

Racial justice

Reinforcement of equitable policies and practices with an aim to create a fair and equal system for all races.[445]

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.[446] [447]

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.[448] [449]

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. [450] [451]

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

[443] Racial Equity Tools
[444] Racial Equity Tools
[445] Racial Equity Tools
[446] City of Ottawa, City for All Women Initiative
[447] Canadian Race Relations Foundation
[448] The National Initiative for Building Community Trust and Justice
[449] Racial Equity Tools
[450] Racial Equity Tools
[451] Canadian Association of Chiefs of Police

does not place "whiteness" as the default, and it acknowledges race as a social construct with negative effects.[452] [453]

Racism

A systemic form of oppression based on the social construct of race.[454]

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.[455] [456]

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.[457] [458]

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.[459] [460] [461] Systemic racism is at the root of large-scale discrepancies between white and racialized people in many areas including income and wealth,[462] health outcomes,[463] homelessness,[464] unemployment,[465] and involvement with the justice system.[466] [467]

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[452] 50 – 30 Challenge
[453] Government of Ontario
[454] City of Ottawa, City for All Women Initiative
[455] Racial Equity Tools
[456] Calgary Anti-Racism Education (CARED)
[457] Racial Equity Tools
[458] Calgary Anti-Racism Education (CARED)
[459] Racial Equity Tools
[460] Calgary Anti-Racism Education (CARED)
[461] Grassroots Policy Project
[462] Canadian Centre for Policy Alternatives
[463] Public Health Agency of Canada
[464] Homeless Hub
[465] Wellesley Institute
[466] The Canadian Association of Black Lawyers (CABL), Ryerson Faculty of Law, and the University of Toronto
[467] Race Forward

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.[468]

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.[469] [470] [471]

Segregation

The institutional act or practice of separating people along protected grounds: ethnic, racial, or religious identity.[472] This practice results in economic, social, and political inequality between the segregated and non-segregated people.[473]

Visible minorities

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.[474] [475]

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.[476]

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

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[468] Racial Equity Tools
[469] CCDI Webinar: Busting the myth - Reverse racism
[470] ACLRC
[471] YWCA
[472] Dictionary.com
[473] Canadian Race Relations Foundation
[474] Canadian Association of Chiefs of Police
[475] Canadian Race Relations Foundation
[476] DiAngelo, R. (2011). White fragility. *International Journal of Critical Pedagogy, 3*(3), 54-70. https://libjournal.uncg.edu/ijcp/article/viewFile/249/116

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.[477] [478]

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.[479] [480]

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.[481] [482]

Xenophobia

The fear or dislike of people from any different group.[483]

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.[484]

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.[485] [486]

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.[487] [488]

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[477] Check Your Head
[478] Thought Co.
[479] Canadian Race Relations Foundation
[480] University of Central Arkansas
[481] Racial Equity Tools
[482] University of Central Arkansas
[483] YWCA
[484] Indigenous Corporate Training Inc.
[485] Indigenous Corporate Training Inc.
[486] Canadian Race Relations Foundation
[487] Indigenous Corporate Training Inc.
[488] Canadian Race Relations Foundation

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.[489]

Elders

Recognized and respected members of the First Nations community who pass down traditional teachings.[490]

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.[491]

First Nation

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.[492] [493]

First Peoples

An umbrella term referring to First Nations, Inuit or Métis Peoples.[494]

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.[495]

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.[496]

[489] Canadian Race Relations Foundation
[490] Indigenous Corporate Training Inc.
[491] Indigenous Corporate Training Inc.
[492] Indigenous Corporate Training Inc.
[493] Canadian Race Relations Foundation
[494] Indigenous Corporate Training Inc.
[495] Indigenous Corporate Training Inc.
[496] Indigenous Corporate Training Inc.

Indian status

Indian status is the legal status of a person under the Indian Act. [497] [498]

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. [499]

Status Indian

Registered under the Indian Act. [500]

Treaty Indian

Individuals to whom a treaty applies due to their lineage, and who qualify for the benefits of that treaty. [501]

Indigenization

The process of normalizing and merging the Indigenous knowledge systems (connected to Indigenous land, culture, and community) with Western knowledge. [502]

Indigenous Peoples

An umbrella term that encompasses the First Nations, Inuit or Métis Peoples of Canada. [503]

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. [504]

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. [505] [506] Officially,

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[497] Government of Canada
[498] Indigenous Corporate Training Inc.
[499] Indigenous Corporate Training Inc.
[500] Indigenous Corporate Training Inc.
[501] Indigenous Corporate Training Inc.
[502] Open Text BC
[503] Indigenous Corporate Training Inc.
[504] Indigenous Corporate Training Inc.
[505] Canadian Race Relations Foundation
[506] Indigenous Corporate Training Inc.

someone 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".[507]

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.[508]

Treaty

An agreement between the First Nations people and the federal government regarding the First peoples land, resources, and governance rights. Treaty rights include fishing and hunting, land occupation, and the extent of self-governance.[509]

The White Paper

Also known as the Statement of the Government of Canada on Indian Policy, the White Paper is a 1969 policy that aimed to abolish the Indian Act and eliminate the recognition of Indigenous Peoples. The goal of the proposal, according to the federal government was to make Aboriginal Peoples equal to Canadian citizens.[510]

Relationship & family status

Note: This section contains a noncomprehensive selection of some common terms related to non-monogamous or polyamorous relationships. There is a great deal of diversity within non-monogamous or polyamorous relationships, as each relationship has unique boundaries and characteristics agreed upon within the relationship. To learn more, *see* https://www.morethantwo.com/polyglossary.html or https://www.readyforpolyamory.com/polyamory-glossary

Adoption

Where a family takes over custody and care of a child in a formal way and become the new legal family of the child. There are four types in Canada: International, private, public, and relative/kinship.[511]

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[507] Métis National Council
[508] Indigenous Corporate Training Inc.
[509] Indigenous Corporate Training Inc.
[510] Indigenous Foundations
[511] Government of Ontario

International adoptions

Adoption of a child from another country, whether through an agency or the adoption of a family member.[512]

Private adoptions

Adoption of a child through a private agency.[513]

Public adoptions

Adoption of a child who is in the care of a government children's aid agency (foster care).[514]

Relative or kinship adoption

Adoption of a child who is a family member or stepchild.

Arranged marriage

A marriage where both partners are chosen by family or religious or cultural leaders.[515] There are diverse ways in which families may approach arranged marriages.

Cooperative traditional arranged marriages

Potential partners are selected by the person getting married and other involved parties, and a selection is made together.[516]

Forced marriage

An arranged marriage without the consent of the bride and groom. Illegal in many countries.[517]

Modified traditional arranged marriage

Potential partners are selected by others, but the person getting married has the final say in who they marry.[518]

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[512] Government of Ontario
[513] Government of Ontario
[514] Government of Ontario
[515] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss
[516] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss
[517] Karma Nirvana
[518] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss

Traditional arranged marriages

The bride and groom consent to the marriage but have no say in the final selection of a partner.[519]

Bigamy

A relationship where one person is married to two people. This term is generally used when referring to illegal marriage fraud where one or both spouses are unaware.[520] [521] *See also* Polygamy

Blended family

A family where both partners have children from previous relationships.[522]

Closed relationship

A monogamous or polyamorous relationship where the people involved have agreed to not seek out any additional partners.[523]

Common-law partners

A couple who is unmarried and living together and who qualifies for some of the same legal benefits as legally married couples. Criteria for the legal recognition of common-law status varies across provinces but is defined federally as living together for 12 continuous months, having a child together through birth or adoption, or having shared custody of a child. Other terms include domestic partner (legal term in Nova-Scotia) and adult interdependent partners (legal term in Alberta). There is no legal term for common-law relationships in Ontario, and Quebec has no legal recognition at all for common-law relationships.[524] [525] [526]

Daddy track

A term referring to the stereotype that men who are committed to their children are less committed to their careers, resulting in these men being overlooked for promotions or raises.[527]

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[519] Karma Nirvana
[520] More Than Two
[521] Loving Without Boundaries
[522] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss
[523] Polyammering
[524] Government of Canada
[525] CBC News
[526] Pacific University Oregon
[527] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss

Ethical non-monogamy/consensual non-monogamy

Any type of relationship where the people involved consent to some level of non-exclusivity. The central idea of ethical non-monogamy is that specific boundaries for the relationship are set within the relationship, everyone involved is aware, and consent is freely given.[528] [529]

Hierarchical relationships

Polyamorous relationships where partnerships are categorized in terms of priority and may have different 'rules' or boundaries.[530] [531] *See also* Primary partner *and* Secondary partner *and* Tertiary partner

Mommy/caring tax

A term that refers to lost wages for people, most commonly women, who must take time off to care for their children or other people in their care.[532]

Mommy track

A term referring to the stereotype that women who are committed to their children are less committed to their careers, resulting in these women, or working women in general, being overlooked for promotions or raises.[533]

Monogamy

Having one romantic and/or sexual relationship at any given time.[534]

Nesting partner/anchor partner

A term for the partner within a polyamorous relationship with which someone shares a home. Can be used without the connotation of hierarchy within the relationship(s).[535] [536]

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[528] Ready for Polyamory
[529] Polyammering
[530] Ready for Polyamory
[531] Polyammering
[532] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss
[533] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss
[534] QMUNITY
[535] Ready for Polyamory
[536] Polyammering

Non-monogamy

An umbrella term that describes having more than one romantic and/or sexual relationship at the same time.[537]

Open relationship

A relationship where the people involved are seeking or open to romantic or sexual activity outside of the relationship. The term can apply to a couple (two people) or an already polyamorous relationship with more than two people. People in an open relationship may or may not consider themselves polyamorous, particularly if the relationship is only 'open' in terms of sexual activity.[538] [539] [540]

Parenting arrangements

Decisions around where children live, who they spend time with, and who makes parenting decisions in the case of divorce, separation, or parents who are otherwise not in a relationship. Parenting arrangements can be made with or without legal interference.[541]

Child access/contact/parenting time

Access (spouse), now referred to as 'parenting time' in new legislation passed in 2021, is the amount of time each parent is responsible for the child. Access (non-spouse), now referred to as 'contact', is legal orders on who is allowed to have contact with the child during parenting time.

Custody

Custody refers to rights to decision making and responsibility for the child/children. New legislation passed in 2021 has changed the language for this term to 'decision making responsibility' and 'parenting time', referring to legal orders on who is to make decisions around the child and the amount of time each parent is responsible for the child.

Partner

A gender-neutral term for someone with whom a person is in a relationship with.[542] *See also* Significant other (SO) *and* Spouse

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540 Loving Without Boundaries
541 Government of Canada
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Polyamory/polyamorous

Having or maintaining more than one romantic and/or sexual relationship at the same time. Everyone involved in the relationship(s) is aware of and consents to the arrangements. The term is often shortened to 'poly' or 'polyam'.[543] [544]

Polygamy

Not to be confused with polyamory, polygamy is the practice of being married to multiple people at the same time. Polygyny refers to having multiple wives, and is the most common, and polyandry refers to having multiple husbands. The legality of polygamy varies around the world, but the practice is illegal in Canada.[545] [546] [547] *See also* Bigamy

Primary partner

Generally used in a hierarchical polyamorous relationship, the primary partner is the person who is considered the 'most important'. This can be decided due to the existence of a relationship before entering polyamory, living situation, family situation, or any other reason. Some people have multiple primary partners, but it is most often just one.[548] [549] *See also* Secondary partner *and* Tertiary partner

Relationship orientation

A term used to describe the type of relationships that someone engages in (e.g., monogamous, non-monogamous, polyamorous, etc.).[550]

Secondary partner

Generally used in a hierarchical polyamorous relationship, a secondary partner is the person or people second in priority to the primary partner. The secondary partner is usually given less time or energy in the relationship, which is an agreement made between all parties in the relationship.[551] [552] *See also* Tertiary partner

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[543] QMUNITY
[544] It's Pronounced Metrosexual
[545] More Than Two
[546] PEW Research Centre
[547] Government of Canada
[548] Loving Without Boundaries
[549] Ready for Polyamory
[550] Loving Without Boundaries
[551] Loving Without Boundaries
[552] Ready for Polyamory

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Significant other (SO)

A gender-neutral term for someone with whom a person is in a relationship with.[553] *See also* Partner *and* Spouse

Social marriage

A marriage that is not legally recognized, but the couple considers themselves married and exchanges vows or gifts.[554]

Spouse

A gender-neutral term for someone with whom a person is in a relationship with. Usually refers specifically to a legally married partner.[555] *See also* Partner *and* Significant other (SO)

Surrogacy

Where a person with a uterus (the 'surrogate') agrees to carry and deliver a child for another family. There are different arrangements for surrogacy, where the surrogate may or may not be biologically related to the child. In Canada, surrogacy is legal if done 'altruistically', meaning that the only payment that is permitted is the reimbursement of expenses.[556]

Tertiary partner

Generally used in a hierarchical polyamorous relationship, a tertiary partner someone who may be a casual member of a polyamorous relationship. A tertiary partner given a limited amount of time or energy, which is an agreement made between all parties in the relationship.[557] *See also* Primary partner *and* Secondary partner

Triad

A term to describe a three-person relationship where all parties are romantically involved. This type of relationship is the most common polyamorous relationship depicted in the media.[558]

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[553] Loving Without Boundaries
[554] Howe, T. R. (2012). *Marriages and families in the 21st century: A bioecological approach*. Blackwell Publishing Ltd. https://doi.org/10.1002/9781444344714.gloss
[555] Loving Without Boundaries
[556] Surrogacy in Canada
[557] Loving Without Boundaries
[558] Ready for Polyamory

Religious beliefs

Agnosticism

Based on "not knowing", agnosticism is the belief that the existence of any God, higher power, etc. is unknown and will never be known.[559]

Atheism

The absence of belief in any God.[560]

The Bahá'í Faith

A spiritual ideology based on the teachings of the Báb and Bahá'u'lláh – two Divine Messengers sent by God. The central tenant of Bahá'í is to "inspire individuals and communities as they work to improve their own lives and contribute to the advancement of civilization".[561]

Buddhism

A non-theistic philosophy and religion developed from the teachings of Siddhartha Gautama (Buddha), known as the "Awakened One". There are many branches of Buddhism, and followers of Buddhism are called Buddhists.[562]

Christianity

A monotheistic religion based on the life and teachings of Jesus Christ of Nazareth, the Messiah and son of God. There are over 45,000 Christian denominations, with the main branches being Roman Catholicism, Eastern Orthodox, and Protestantism. Christianity is the most practiced religion in the world.[563]

Confucianism

A non-theistic ideology emerged from the teachings of a Chinese philosopher, Kong Qiu (Confucius). Confucianism's main teaching is doing the right thing in one's life and focuses on values such as learning from the past, humanness, respect for parents and ancestors, honesty, reciprocity, righteousness, and loyalty.[564]

Creed

Someone's religion or spiritual beliefs.[565]

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[559] Tanenbaum
[560] Tanenbaum
[561] The Bahá'í Faith
[562] Tanenbaum
[563] Tanenbaum
[564] Tanenbaum
[565] Canadian Race Relations Foundation

Druze

A small monotheistic religion based on Shi'a Islam that incorporates other beliefs and philosophies. The Druze follow seven commandments: a truthful tongue, cultivation and protection of the brethren, excision of fallacies and falsehoods, rejection of the villain and aggressor, adoration of the lord in every era and at all times, cheerful acceptance of whatever comes from Him (God), and spontaneous submission to His Will (God's will). The Druze have a long history of persecution that has resulted in the practice of hiding their religious beliefs.[566]

Faithism

Discrimination or exclusion based on the belief that someone's religious beliefs, or lack of religious beliefs, determines their value in society.[567]

Hinduism

A religion that encompasses a broad range of philosophies, influences, texts, and beliefs. There are many forms of Hinduism, with some recognizing a single major diety (Brahman) and multiple gods and goddesses. Hinduism is the third most practiced religion in the world and is considered the world's oldest organized religion.[568] [569]

Indigenous religions

Various religions practiced by Indigenous Peoples in North America. Common beliefs of these religions include creation stories, supernatural beings, sacred organizations, and shamans. Indigenous religions, like Indigenous communities, are diverse in their ideologies and beliefs. Many Indigenous religions were lost in the effects of colonization and are being reclaimed by the affected communities.[570] For more information on Indigenous religions in Canada, *see* https://www.thecanadianencyclopedia.ca/en/article/religion-of-aboriginal-people

Islam

A monotheistic faith where Muhammad is the Prophet of Allah (God). Followers of Islam are referred to as Muslims. There are two dominant Islamic sects: Sunnis and Shi'ah. Islam is the second most practiced religion in the world.[571] [572]

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[566] Tanenbaum
[567] Canadian Association of Chiefs of Police
[568] Tanenbaum
[569] BBC
[570] The Canadian Encyclopedia
[571] Britannica
[572] Tanenbaum

Jainism

A religion rooted in ancient and traditional Indian teachings, Jainism centres on the values of harmlessness, renunciation, and limited use of the world's resources. Jains take five vows: non-violence, non-attachment to possessions, not lying, not stealing, and sexual restraint. Jainism is described by its followers as an eternal belief system.[573]

Judaism

A monotheistic religion that began with Abraham, the first prophet of Judaism. There are several forms of practice including Reform, Conservative, Orthodox, and Reconstructionist. Many Jews see Judaism as a way of life and a community beyond a religion. Central values of the religion include repairing the world, charity, peace, family, community, justice, and living a holy life.[574]

Non-religiousness

A person that is not involved or affiliated with any religion or religious activity.[575]

Rastafarianism/Rastafari

A religion and political movement that draws from selected readings of the Christian Bible. Rastafarianism emerged in resistance to British occupation and oppression in Jamaica. One principle of Rastafari is referred to as "levity", or balanced lifestyle, and incudes wearing hair in natural dreadlocks, wearing red, green, gold, and black (representing blood, herbs, royalty, and Africanness), and a natural, vegetarian diet.[576]

Religionism

Systemic discrimination or oppression by individuals, cultures, and institutions against non-Christian belief systems.[577]

Religion

A set of spiritual belief systems involving rituals and philosophy of life, that are generally within a formal, organized institution.[578]

[573] Tanenbaum
[574] Tanenbaum
[575] Tanenbaum
[576] Britannica
[577] Diversity Best Practices
[578] Pacific University Oregon

Secularism

Someone with a strong belief in the separation of church and state. Secularists are usually atheists, but not always.[579]

Shinto

A Japanese religion that believes in kami (spirits) that reside in places, natural processes, objects, and shrines. There are many forms of Shinto, and it is often seen more as a Japanese way of life than an organized religion. [580]

Sikhism

A monotheistic faith based on the teachings of Guru Nanak and nine other gurus. The focus of Sikhism is on the continual learning of God through meditation and rightful living. Some Sikhs choose to commit to the practice of Amrit, which includes donning the "five articles of faith": leaving hair uncut, a comb in the hair, a steel sword, an iron bracelet, and a specific undergarment. Many Sikh men and women wear turbans.[581]

Taoism

A non-theistic tradition founded by Lao Zi in China. Taoism is focused on harmony with the Tao (the "path" or the "way"), the rightful way of living one's life, and the idea that everything is made up of opposing forces ("yin and yang").[582]

Theism/theistic

Belief in one or multiple god(s) or a religion that follows this belief. Religions that believe in one god are "monotheistic", and religions that believe in multiple gods are "polytheistic".[583]

Zoroastrianism

An ancient religion and philosophy that considers the spirit of Ahura Mazda to be the Creator based on the teachings of the prophet Zoroaster. The main concepts of the religion include the dualism of good and evil, the struggle between truth/order and falsehood/chaos, and how humans can eliminate chaos and evil through living a good life of good thoughts, words, and actions. Conversion to the religion is prohibited, and followers of the religion have been historically persecuted, making Zoroastrianism one of the smallest religions in the world.[584]

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[579] Tanenbaum
[580] Tanenbaum
[581] Tanenbaum
[582] Tanenbaum
[583] Britannica
[584] Tanenbaum

Sexual orientation

Note: Some of these terms are offensive, and some have been reclaimed for use within the communities that they belong to. They are included here for informational purposes. *See* [Reclaimed language](#)

Aromantic

Someone who experiences little to no romantic attraction to others and has little to no interest in romantic relationships. Aromanticism exists on a spectrum and can fluctuate. It is sometimes shortened to Aro.[585] [586]

Asexual

Someone who experiences little to no sexual attraction to others and has little to no interest in sexual activity or sexual relationships. Asexuality exists on a spectrum and can fluctuate. It is sometimes shortened to Ace.[587] [588]

Bi-erasure

[Biases](#) or attitudes that include denying entirely that [bisexuality](#) exists, calling it a 'phase', or the insinuation that people who identify as bisexual are questioning their sexuality or not ready to '[come out](#)' as [gay](#) or [lesbian](#).[589]

Biphobia

Fear, dislike, or hatred of and [discrimination](#) against [bisexual](#) people. Biphobia presents through offensive jokes, exclusion, [bi-erasure](#), [harassment](#), and violence. Biphobia exists both within and outside of the [LGBTQ2+](#) community.[590] [591]

Bisexual

A term describing people who are emotionally, romantically, and/or physically attracted to both men and women. It can also more broadly describe people who are attracted to more than one [sex](#), [gender](#), or [gender identity](#), in any capacity, and not necessarily in the same way. Sometimes shortened to 'bi'.[592] *See also* [Pansexual/panromantic](#)

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[585] [QMUNITY](#)
[586] [It's Pronounced Metrosexual](#)
[587] [QMUNITY](#)
[588] [It's Pronounced Metrosexual](#)
[589] [QMUNITY](#)
[590] [QMUNITY](#)
[591] [It's Pronounced Metrosexual](#)
[592] [The Human Rights Campaign](#)

Demiromantic

Someone who has little to no romantic attraction to others unless a strong emotional connection is formed, while sexual attraction may form more easily.[593]

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.[594] [595]

Dyke

Someone who is lesbian and generally masculine-presenting. This is a reclaimed term within the community but is still used offensively.[596] [597]

Fag/faggot

A gay man. This is a reclaimed term by some within the community but is still used offensively towards gay men or men who are perceived to be LGBTQ2+.[598] [599]

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.[600]

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.[601]

Heteronormative/heteronormativity

The assumption by individuals or society that everyone is heterosexual, that heterosexuality is the default, 'normal', or superior.[602] *See also* Heterosexism

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[593] Asexuality New Zealand Trust
[594] Asexuality New Zealand Trust
[595] Demisexuality Resource Center
[596] QMUNITY
[597] It's Pronounced Metrosexual
[598] QMUNITY
[599] It's Pronounced Metrosexual
[600] The Human Rights Campaign
[601] QMUNITY
[602] QMUNITY

Heterosexism

Actions that discriminate against or exclude people who are not heterosexual based on the belief that heterosexuality is what is 'normal' or superior.[603] *See also* Heteronormative

Heterosexual/heteroromantic/straight

Someone whose emotional, romantic and/or physical attraction is to people of the sex or gender 'opposite' of their own. People of any gender identity may refer to themselves as heterosexual or 'straight'.[604] [605]

Homophobia

Fear, dislike, or hatred of and discrimination against LGBTQ2+ people. Homophobia presents in many forms, and can be structural/systemic, interpersonal, or internalized.[606] [607]

Internalized homophobia

Shame, guilt, or self-hatred someone feels towards themselves based on their sexual orientation.[608] *See also* Internalized oppression

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.[609]

Lesbian

A woman whose emotional, romantic, and/or physical attraction is to women. Non-binary people may also use the term.[610]

Lesbophobia

Fear, dislike, or hatred of and discrimination against lesbians. Lesbophobia often stems from stereotypes or misogyny.[611]

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[603] It's Pronounced Metrosexual
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[605] It's Pronounced Metrosexual
[606] QMUNITY
[607] It's Pronounced Metrosexual
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[609] QMUNITY
[610] The Human Rights Campaign
[611] QMUNITY

Panphobia

Fear, dislike, or hatred of and discrimination against pansexuals. Panphobia presents through offensive jokes, exclusion, the denial of pansexuality as a sexual orientation, harassment, and violence. Panphobia exists both within and outside of the LGBTQ2+ community. Note: this word also describes an irrational fear of everything, which is a completely separate definition.[612]

Pansexual/panromantic

Someone who is attracted to more than one sex, gender, or gender identity, in any capacity, and not necessarily in the same way. Can be shortened to 'pan'.[613] [614]

Queer

An umbrella term used by some who identify as neither heterosexual nor cisgender. It is becoming more widely used within the community because of its inclusiveness and is sometimes used for convenience in place of acronyms, but should not entirely replace the acronyms. This term has been used offensively as a slur and has been reclaimed for use within the community. Transgender people may or may not use the term queer as the communities have diverse histories.[615] [616]

Queerphobia

Includes homophobia, lesbophobia, biphobia, and transphobia.[617]

Sexual orientation/romantic orientation

A term used to describe a person's emotional, romantic and/or sexual attraction to others.[618]

Sexual preference

Separate from sexual orientation, sexual preference is the type of sexual activity that a person likes to participate in. This term can be disrespectful if used interchangeably with sexual orientation as it falsely implies that sexual orientation is a choice.[619]

Two-spirit (2-spirit)

See Two-Spirit (2-Spirit)

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[612] QMUNITY
[613] It's Pronounced Metrosexual
[614] The Human Rights Campaign
[615] QMUNITY
[616] The Human Rights Campaign
[617] QMUNITY
[618] The Human Rights Campaign
[619] It's Pronounced Metrosexual

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