Glossary of IDEA terms

A reference tool for inclusion, diversity, equity, and accessibility terminology

Version 2.0 - May 2023

Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l’inclusion
# CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>3</td>
</tr>
<tr>
<td>General IDEA terminology</td>
<td>4</td>
</tr>
<tr>
<td>Age</td>
<td>19</td>
</tr>
<tr>
<td>Disability, accessibility, and neurodiversity</td>
<td>20</td>
</tr>
<tr>
<td>Gender &amp; gender identity</td>
<td>28</td>
</tr>
<tr>
<td>Indigenous terminology</td>
<td>39</td>
</tr>
<tr>
<td>Race &amp; ethnicity</td>
<td>46</td>
</tr>
<tr>
<td>Relationship &amp; family status</td>
<td>55</td>
</tr>
<tr>
<td>Religion &amp; faith</td>
<td>60</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>64</td>
</tr>
<tr>
<td>Index</td>
<td>68</td>
</tr>
<tr>
<td>References</td>
<td>76</td>
</tr>
</tbody>
</table>
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 self-determination 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 and 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 about an individual’s 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 on 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

2SLGBTQI+ and other acronyms

2SLGBTQI+ is an acronym that stands for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and Intersex.¹ A plus sign or asterisk added to any acronym indicates the inclusion of sexual orientations and gender 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.²
- LGBTQIA: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual/Ally.³
- LGBTQ2S+/2SLGBTQ+: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and Two-Spirit. Some individuals and organizations choose to put two-spirit at the beginning of the acronym as a reconciliation effort to put the Indigenous expression of gender and sexual orientation at the forefront.⁴
- LGBTIQAPD: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual/Ally, Pansexual, and Demisexual.⁵
- LGBT*IQ: Lesbian, Gay, Bisexual, Trans*, Intersex, and Queer/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).⁶
- AGL: All 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.⁸
- 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.⁹
- 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.¹⁰
- SOGIESC: Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics. Similar to SOGI, it is an acronym that intends to be inclusive of all forms of the mentioned identities.¹¹
- TGNC/TGNCNB: Transgender and Gender Non-Conforming. “NB” may be added for non-binary identities.¹²
Acceptance
Approval and embracing of differences beyond simply tolerating them. Not to be confused 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.

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 improving accessibility by eliminating existing barriers.

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

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

Undue hardship
The limit of hardship where an employer can decline a proposed accommodation. Undue hardship can only be claimed in cases of excessive cost, lack of outside sources of funding (e.g., government funding), and risks to health and safety, and the employer must provide sufficient evidence of undue hardship.

Advocacy
Speaking up on behalf of a group either as a group member or as someone outside of the group.

Ally/allyship
Rooted in the term “alliance”, an 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.

Anti-oppression
Strategies and actions that actively challenge existing intersectional inequities and injustices.

Attitudes
Beliefs that influence behaviour towards and perception of an individual and/or groups.
Barrier
Obvious or subtle obstacle that prevents or restricts 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.\(^\text{30}\)

**Employment barriers**
The formal or informal policies or practices that result in the restriction or exclusion of marginalized group members on factors not related to job requirements.\(^\text{31}\)

**Systemic barriers**
Policies, practices, or behaviours in society that exclude marginalized groups.\(^\text{32}\)

Being read
Assumptions about gender identity, sex assigned at birth, or sexual orientation based on an individual’s outward appearance and/or behaviour.\(^\text{33}\)

See also: passing/to pass or blending and stealth

**Belonging**
Feeling secure, supported, accepted, and included.\(^\text{34}\)

**Bias**
A conscious (explicit) or unconscious (implicit) opinion, preference, prejudice, or inclination, formed without reasonable justification, that prevents a balanced or even-handed judgement.\(^\text{35}\)

**Affinity bias**
People’s tendency to connect with individuals most like themselves.\(^\text{36}\)

**Confirmation bias**
Only noticing or accepting information that aligns with current beliefs.\(^\text{37}\)

**Ingroup bias/ingroup favouritism**
People’s tendency to favour, prefer, and uplift the group that they are a member of.\(^\text{38}\)\(^\text{39}\)

**Outgroup bias**
The tendency to view people from outside of one’s group unfavourably.\(^\text{40}\)

**Bigot/bigotry**
Someone who has and upholds a biased attitude or opinion toward an individual or group.\(^\text{41}\)

See also: bias

**Brave space**
A term that emerged 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.\(^\text{42}\)
Bullying
Repeated behaviours that are intimidating, threatening, degrading, humiliating, or hostile and that physically or psychologically harm the victim.43 44

Bystander
A person who witnesses an incident but does not intervene or otherwise take part.45

Contrast with: upstander

Classism
Discriminatory practices and biases, for or against, based on socioeconomic status.46

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.47 48

Coded language
The use of seemingly neutral words and phrases to express an opinion – often racist, sexist, or xenophobic – in an indirect way. Examples include “urban” as code for Black people, or “at-risk youth” as code for racialized or low-income students.49 50

See also: dog whistle

Cognitive diversity
Having a variety of ideas, opinions, and perspectives within a group.51 52

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”.53 54 55

Corporate social responsibility (CSR)
Policies and practices where a business is accountable to itself, its stakeholders, and the public while aiming to positively impact the community and the environment.56
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.\textsuperscript{57, 58}

Cultural humility
Cultural humility is a commitment to self-reflection, lifelong learning, mitigating power, and institutional accountability by accepting personal limitations and increasing self-awareness of biases and misperceptions to build relationships.\textsuperscript{59, 60}

Cultural intelligence (CQ)
The extent that an individual can adapt to working with different cultures or bridge cultural understandings with empathy and without bias.\textsuperscript{61, 62}

Cultural safety
An outcome based on respectful engagement that creates a physically, socially, emotionally, and spiritually safe environment without challenge or denial of an individual’s identity or needs.\textsuperscript{63}

Dialogue
Communicating with the goal of expressing different perspectives and coming to multiple understandings without necessarily agreeing.\textsuperscript{64}

Discrimination
Intentional or unintentional denial of equal treatment, civil liberties and opportunity to individuals or groups with respect to education, housing, 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, sexual orientation, and disability.\textsuperscript{65, 66}

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

Systemic/institutional discrimination
Systemic discrimination is institutionalized. Systemic discrimination is embedded and practiced in social institutions, such as: government, policies, religion, education, and organizations. Results in the exclusion and stereotyping of the targeted groups.\textsuperscript{67}

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

**Diversity management**
Implementing policies and procedures to create a more inclusive and positive work environment that values the diversity of the workforce.

**Dog whistle**
Coded language used in political messaging that is intended to be understood only by a small target audience. These messages are often racist, xenophobic, sexist, or antisemitic.

**Dominant group**
A group with the power and privilege in society to influence systems. The dominant group can be but is not necessarily the majority (see People of the global majority).

**Economic justice**
Founded on the belief that justice intersects with the economy, economic justice is the idea that economic policies and institutions should have the ultimate goal of providing equal opportunities for individuals to thrive.

**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.

**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.

**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-deserving groups with a formal structure within the organization to support their unique needs.

**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, and visible minorities.
Environmental justice
The belief that all individuals deserve equal access to healthy living conditions. Environmental justice can be made possible by enforcing environmental regulations that protect vulnerable communities.\textsuperscript{83, 84}

Equality
Where everyone is treated the same regardless of individual differences and needs.\textsuperscript{85}

Equal pay for equal work
Refers to equal pay provisions in employment standards legislation that 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.\textsuperscript{86}

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.\textsuperscript{87}

Equity-seeking groups/equity-deserving groups
Groups of people who have been historically disadvantaged and under-represented. 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 LGBTQ2+ community/people with diverse gender identities and sexual orientations. Equity-seeking groups identify barriers and unequal access, and actively seek social justice and reparation.\textsuperscript{88, 89}

See also: marginalized groups

Erasure
The exclusion of people and cultures within history, resulting in inaccurate depiction and dismissal of the pain, achievements, and impacts of a group. Erasure can also occur through the denial of an individual or group’s identity.\textsuperscript{90}

See also: bi erasure

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.\textsuperscript{91} Other, more specific terms include gender essentialism and cultural essentialism.

Exclusion
Denying access or leaving someone out either consciously or unconsciously.\textsuperscript{92}
**Fairness**
Processes and outcomes that are impartial.\(^{93}\)

**Harassment**
Unwelcome comments or behaviours based on protected grounds that offend or humiliate the victim. Harassment is a form of discrimination.\(^{94,95}\)

**Hate crimes**
Targeted violence against a marginalized group.\(^{96}\)

**Health equity**
Health equity is achieved by providing individuals with fair opportunities to attain their full health potential regardless of social, economic, demographic, geographic, or other factors.\(^{97}\)

**Historical disadvantage**
Underrepresentation and other barriers faced by equity-deserving groups due to historic patterns of systemic and institutional discrimination.\(^{98}\)

**Human rights**
Basic rights that all people are entitled to. The Canadian Human Rights Act, the Canadian Charter of Rights and Freedoms, and provincial human rights legislation outline the rights that Canadians are entitled to.\(^{99}\) The Universal Declaration of Human Rights from the United Nations governs the national and provincial human rights legislation.\(^{100}\)

**Impostor syndrome**
Feelings of inadequacy and self-doubt despite actual achievements and success. Impostor syndrome is common in members of underrepresented groups due to awareness of biases, experiences of microaggressions, and a historical lack of representation.\(^{101,102}\)

**Inclusion**
Inclusion is creating a culture that embraces, respects, accepts, and values diversity.\(^{103}\) It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential.\(^{104}\) Where diversity occurs naturally, creating the mix in the organization, inclusion is the choice that helps the mix work well together.\(^{105,106}\)

**Inclusive design**
A design methodology that recognizes, considers, and involves the full range of human diversity. Generally used in digital and technology design, inclusive design aims to create flexible products that users can customize to meet individual needs rather than one-size-fits-all approaches. Inclusive design is facilitated through input from people with various perspectives, including a diverse range of people on the design team.\(^{107,108,109}\)

See also: universal design
**Intent vs. impact**
The distinction between someone's intent (what they meant to do) and their impact (its effect on someone else).\(^\text{110}\)

**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 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.\(^\text{111, 112}\)

**Internalized dominance**
Where individuals unconsciously believe they are superior or inferior to other groups due to systemic inequalities and social conditioning.\(^\text{113}\)

**Intersectionality**
A term coined by Dr. Kimberlé Crenshaw to describe how social identities may overlap to create compounding barriers for individuals. It is described as a framework for approaching issues from multiple perspectives and understanding how multiple groups, or individuals with multiple identities, may be affected. For example, approaching feminism with an intersectional lens would involve acknowledging and addressing the unique barriers faced by women of colour, women with disabilities, or trans women.\(^\text{114, 115, 116, 117}\)

**Marginalized groups**
Members of society that face exclusion due to societal and systemic barriers.\(^\text{118}\)

See also: equity-seeking groups/equity-deserving groups and under-represented minorities (URM)/under-represented groups (URG)

**Mentorship/mentor**
A person who guides another, often at a more junior level, to support their professional growth.\(^\text{119}\)

See also: sponsorship/sponsor

**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.\(^\text{120, 121}\) It is important to note that the “clear definition” used to measure merit is often based on criteria that is rooted in systems of power like white supremacy and patriarchy, and are often influenced by unconscious biases.

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.\(^{122}\)\(^ {123}\)

See also: merit

**Microaffirmation**
Small gesture of inclusion, caring, or kindness by being an ally and valuing or uplifting contributions by all individuals. Achieved by actively listening and providing comfort and support to marginalized individuals.\(^ {124}\)

**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 of colour, “where are you really from?” or a woman in a meeting being repeatedly spoken over or dismissed by her male colleagues.\(^ {125}\)\(^ {126}\)\(^ {127}\)\(^ {128}\)

**Multiplicity**
Having multiple social identities (e.g., being female, Black, and straight).\(^ {129}\)

**Norm**
Behaviours or characteristics of a group that are considered societal standards.\(^ {130}\)

**Othering**
Behaviour or language that makes a person or group feel inferior or like they do not belong.\(^ {131}\)

**Oppression**
The unfair treatment or control of marginalized groups to maintain status, privilege, or power.\(^ {132}\)

  **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.\(^ {133}\)

**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”.\(^ {134}\)\(^ {135}\)

See also: coming out

**Passing/to pass or blending**
Refers to an 2SLGBTQI+ person perceived as cisgender and/or heterosexual or being not visibly 2SLGBTQI+. 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.\textsuperscript{136}

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 equivalent value that are traditionally performed by men. The value of these jobs is determined by skill, effort, responsibilities, and working conditions.\textsuperscript{137}

Contrast with: equal pay for equal work

**Performative allyship**

When someone who is not a member of an equity-deserving 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-deserving group.\textsuperscript{138}

Contrast with: allyship

**Platinum rule**

Inspired by the golden rule – treat others they way you want to be treated – the platinum rule is to treat people the way they want to be treated, as everyone has different needs and preferences.\textsuperscript{139}

**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 operates between individuals, cultures, institutions, and social groups.\textsuperscript{140 141 142}

**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.\textsuperscript{143 144}

**Privilege**

Unearned access, benefits, and opportunities possessed by members of a social group with a high level of power (e.g., white privilege, socioeconomic 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.\textsuperscript{145 146}
Prohibited grounds/protected grounds
Personal characteristics defined in human rights legislation that are legally protected from discrimination. Prohibited grounds are defined in the Canadian Human Rights Act as race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

Psychological safety
The feeling of being safe to express ideas, feelings, and questions or to make mistakes without repercussions.

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

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.”

Respect
Treating someone positively through actions and words that show esteem for the individual. Respect in a diversity, equity, and inclusion context involves understanding and valuing differences.

Reverse discrimination
The belief that members of equity-deserving 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 identities and is prohibited by human rights legislation, but this term is most often used by opponents of equity initiatives.

Safe space
A “safe space” is a space where people feel psychologically safe to 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. A safe space 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.\textsuperscript{158}

See also: brave space

**Silencing**
Situations where a dominant group overpowers, dismisses, or dominates conversations or spaces over minority groups.\textsuperscript{159}

**Sizeism/size discrimination**
Discrimination based on attitudes and stereotypes related to a person’s body size.\textsuperscript{160}

**Social identity**
A person’s identity and sense of who they are in relation to the groups to which they belong and how those groups are perceived by themselves and others.\textsuperscript{161, 162}

**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 have equal value.\textsuperscript{163, 164}

**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).\textsuperscript{165}

See also: classism

**Sponsorship/sponsor**
A person who takes action to advance the career of another by advocating for them, connecting them with leadership, and amplifying their work.\textsuperscript{166}

See also: mentorship/mentor

**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.\textsuperscript{167}

**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.\textsuperscript{168, 169}
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.170

Tokenism
Focusing on limited representation of under-represented groups for the appearance of being inclusive without any action towards meaningful inclusion.171 172 173

Tolerance
Setting aside differences in culture, beliefs, or values without necessarily embracing or agreeing with them.174 175
Contrast with: acceptance

Tone policing
A tactic used in discussions or arguments to shift attention from the message's content to the way it was delivered.176 Example: “Calm down. There’s no point in engaging if you can't even have a civil conversation.”177

Trigger
Something that causes a distressing reaction and affects one’s emotional and mental state. A trigger can bring up traumatic memories and influence behaviour.178

Trigger warning
A statement that comes before presenting content that could potentially cause distress.179

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 2SLGBTQI+, First Nations, Inuit and Métis Peoples, and people with disabilities.180
See also: equity-seeking groups/equity-deserving groups and marginalized groups

Underserved populations
Groups who face systemic barriers that prevent them from accessing or receiving the same quality of services as people not facing those barriers.181

Upstander
Someone who takes action in support of another person or cause or who intervenes in situations of bullying or violence.182
Contrast with: bystander
Violence
Violence is an intentional act, behaviour, or use of power that results in or has the likelihood to cause physical, sexual, or psychological harm.\textsuperscript{183}

Institutional violence
A form of violence that uses power to cause harm and enforces structural oppression.\textsuperscript{184}
AGE

Adultism
Discrimination or exclusion of young people based on the belief that younger people are less valuable or less capable.\(^{185}\)

Ageism
Discrimination or exclusion based on age.\(^{186}\) \(^{187}\)

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, and attitudes, leading to the application of generalizations and stereotypes based on generation.\(^{188}\)
Note: The exact time frame for the generations varies, particularly with generation x, millennials, generation z, and generation alpha. Contested dates are noted with “~”.

Silent generation
People born between 1925 to ~1945. People of the silent generation were children during the Great Depression and World War II.\(^{189}\) \(^{190}\) \(^{191}\)

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.\(^{192}\) \(^{193}\) \(^{194}\)

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”.\(^{195}\) \(^{196}\) \(^{197}\)

Millennials
People born between ~1981 to ~1996. Millennials are the children of baby boomers and grew up throughout the rise of technology.\(^{198}\) \(^{199}\) \(^{200}\)

Generation Z
People born between ~1997 to ~2011. This generation is most characterized by the existence of social media throughout their lives.\(^{201}\) \(^{202}\) \(^{203}\)

Generation alpha
People born between ~2010 to 2025. Generation alpha is the most recent cohort and are the children of millennials.\(^{204}\) \(^{205}\)
DISABILITY, ACCESSIBILITY, AND NEURODIVERSITY

Note: It is generally accepted in disability communities that disabled and disability are not bad words, and euphemisms for these words should be avoided unless requested. 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. 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.,

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.

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.

Accessibility/accessible
See Accessibility/accessible

Accommodation
See Accommodation

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

Alt attribute
Alternative text provided along with an image that improves accessibility of digital information. Alt attributes are useful for people who are blind or have low vision who use screen readers, or someone with a slow internet connection where images may fail to load. Also commonly referred to as “alt text”.

Assistive technology/adaptive technology (AT)
Devices, equipment, software, and hardware 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.\textsuperscript{213 214 215 216}

**Augmentative and alternative communication (AAC)**
Tools and strategies for people with communication disabilities or who are non-speaking to communicate 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).\textsuperscript{217 218}

**Blind/blindness**
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.\textsuperscript{219}

**Braille**
A reading and writing system for people who are blind or have low vision made up of raised dots that are read through touch.\textsuperscript{220 221}

**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.\textsuperscript{222 223}

**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".\textsuperscript{224 225}

See also: hard of hearing and hearing loss

**“Big-D” Deaf**
People who are deaf may refer to themselves as “Deaf” with a capital “D” (colloquially referred to as “big-D Deaf”). When capitalized, Deaf is “a sociological term referring to those individuals who are medically deaf or hard of hearing who identify with and participate in the culture, society, and language of Deaf people, which is based on Sign language.”

See also: “small-d” deaf

**“Small-d” deaf**
People who are deaf may refer to themselves as “deaf” with a lower-case D (colloquially referred to as “small-d deaf”). When lower-case, deaf refers to “people who are medically deaf but who do not necessarily identify with the Deaf community.”\textsuperscript{226}

See also: “big-D” Deaf

**D/deaf**
A collective noun that refers to “Deaf” people (see “Big-D” Deaf) and “deaf” people (see “small-d” deaf).\textsuperscript{227}
Deaf blindness/dual sensory impairment/multi-sensory impairment (MSI)
A combined visual and hearing disability.²²８

Design equity
The concept that products, technology, buildings, etc. should be designed with all abilities in mind.²²⁹

See also: universal design and inclusive design

Diagnostic and Statistical Manual of Mental Disorders (DSM)
A psychiatric diagnostic manual containing standardized criteria for the diagnosis of mental illnesses. The manual is currently on version 5.²³⁰

Differently abled
A term coined in the 1990s as an alternative to disabled and other terms. This term should be avoided as it may be considered offensive and condescending to some individuals.²³¹

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.²³² ²³³

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.²³⁴ Disability can also be described as a broad range of functional or social limitations that impact an individual’s ability to perform an activity.²³⁵ These two definitions reflect two perspectives on disability: the medical model and the social model. Disabilities can be visible or invisible, permanent, temporary, or episodic, and can include, but are not limited to:

- Addiction (e.g., alcohol, drugs, gambling)
- Developmental disability (e.g., autism, ADHD, Down syndrome)
- Health disability/chronic conditions (e.g., diabetes, cancer, asthma)
- Learning disability (e.g., dyslexia, dysnomia)
- Mental health condition/mental illness (e.g., schizophrenia, depression, anxiety disorder)
- 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.²³⁶
**Disability etiquette**
Recommendations on physical contact and language/terminology use when non-disabled people interact or engage with people with disabilities.\(^{237}\)

**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.\(^{238}\)

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.\(^{239} 240\)

See also: *self-identification*

**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 using the term in such a way.\(^{241} 242\)

**Environmental barrier**
An obstacle that prevents buildings or other locations from being readily accessible to people with disabilities. (e.g., stairs).\(^{243}\)

See also: *barrier*

**Episodic disability**
Lifelong conditions that result in “episodes” of disability, or fluctuating degrees of wellness and disability.\(^{244} 245\) For a comprehensive list of episodic disabilities, see What is Episodic Disability? from Realize Canada.

**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.\(^{246} 247 248\)

**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.\(^{249}\)
**Hearing impaired**
Having partial to total inability to hear.\(^{250}\)

*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.\(^{251}\)

**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 (see Social model of disability). However, it is best to only use this type of language if you know that it is what the person prefers.\(^{252}\)

*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.\(^{253}\)

**Inspiration porn**
Used as a disparaging term within disability culture to describe the tokenization of someone with a disability as a portrait of success.\(^{254}\)

**Integration**
The full inclusion and acceptance of people with disabilities in society.\(^{255}\)

**Invisible disability/hidden disability**
An umbrella term for disabilities that are not easily seen or noticed. Examples include, but are not limited to, chronic pain or fatigue, mental illness, learning disabilities, developmental disabilities, and chronic illnesses. Invisible disabilities tend to be taken less seriously or denied altogether, making it challenging for people with invisible disabilities to get the support or accommodations they require.\(^{256}\)\(^{257}\)

**Lip-reading/visual hearing/speechreading**
Understanding speech by watching someone’s mouth movements.\(^{258}\)

**Low vision**
Permanent vision loss that cannot be corrected and interferes with activities.\(^{259}\)
Mainstreaming disability
Involving the concerns and experiences of people with disabilities in all aspects of policy and program development.  

Medical model of disability
The medical model suggests that disability is caused by a condition, impairment, or difference. This model sees disability as a deficiency or abnormality and implies that disability is addressed by medical or other treatments. Under the medical model, medical professionals are the experts on disability, and it is the responsibility of the disabled person to “fix” their disability.  

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.  

See also: assistive technology/adaptive technology (AT)  

Neurodivergence/neurodivergent
Having a style of neurocognitive functioning that is significantly different from what is considered “normal” by societal standards. That is, thinking, behaving, or learning differently than these norms. Examples of cognitive differences that fall under neurodivergence include autism, ADHD, and dyslexia.  

See also: neurotypical  

Neurodiversity/neurodiverse
The idea that different brains function differently, that neurological differences are normal variations, and that these variations add value to society and the workplace. Please note, neurodiverse and neurodiversity refer to groups. When referring to individuals, the correct term is neurodivergent. Neurodiversity includes people who are neurotypical.  

Neurotypical
Having a style of neurocognitive functioning that falls within what is considered “normal” by societal standards. That is, thinking, behaving, or learning in ways that are in line with these norms.  

See also: neurodivergence/neurodivergent  

Non-disabled
Someone without a disability.  

See also: assistive technology/adaptive technology (AT)
Non-speaking
Individuals who communicate in ways other than speech. This term is increasingly being used instead of “non-verbal” to emphasize that many non-speaking people communicate with words, such as through AAC, even if they cannot speak them.274 275

Participation restrictions
Limitations to an individual’s involvement in a task or activity.276

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.277 278

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.).279

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.280

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.281

See also: disclosure of disability

Sign language/signing
A visual-spatial language with its own distinct grammar, syntax, and vocabulary comprising hand gestures, body movement, and facial expressions. Sign language is commonly used by people who are deaf and can also be used by people with other disabilities that affect verbal communication. There are many different sign languages, with American Sign Language (ASL) and la Langue des Signes Quebecoise (LSQ) as the only two languages recognized in Canada. Maritimes Sign Language (MSL) is a regional and endangered dialect used in Atlantic Canada.282 283 284

Social model of disability
The social model suggests that disability is caused by the design and structure of society and the environment, both physical and social. That is, disability is socially constructed. This model sees disability as an aspect of someone’s identity, just like race or gender, and implies that disability is
addressed by removing societal and environmental barriers. The social model also addresses the diversity of experiences of people with disabilities. Different people, even if they share a diagnosis, experience disability differently and have different needs. Under the social model, people with disabilities are the experts on disability, and it is everyone’s responsibility to listen and remove the barriers that cause disability.

**Spoon theory/'spoons'**
Created by Christine Miserandino, an award-winning writer, blogger, speaker and lupus patient advocate, as a way of describing the impact of her lupus to her friends. The theory aims to explain how 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. For each task, a spoon is removed, 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. To read Christine Miserandino’s story, see The Spoon Theory written by Christine Miserandino on ButYouDontLookSick.com.

**Stimming**
Stimming, or “self-stimulatory behaviour”, describes specific repetitive behaviours, including hand-flapping, finger-flicking, rocking, jumping, repeatedly touching a particular texture, or using an object, such as a sensory tool. Stimming may be done to gain sensory input, reduce sensory input (related to sensory overload), relieve stress and anxiety, for enjoyment, or many other reasons depending on the individual. While stimming is most often associated with autism, it is also connected to other forms of neurodivergence, such as ADHD and obsessive-compulsive disorder. Neurotypical people also engage in stimming, although to a lesser extent.

**Suffers**
Terms like “suffers from depression” are not preferred, and terms like “living with depression” should be used instead.

**Universal design**
Products, technology, buildings, etc. that are designed, as much as possible, to be usable by all people regardless of disability. See also: design equity and inclusive design
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. Other terms include gender neutrois, gender-neutral, or genderless.

Androgynous
Someone who identifies outside of the gender binary, whose 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.

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.

Bigender
Someone who identifies with two genders. Someone who is bigender may experience two genders at once, move between the two, or identify with parts of each. They may identify with both binary genders, or one or more non-binary genders.

Butch
A term used within the 2SLGBTQI+ community to describe masculine gender expression or behaviour. This term is generally offensive and has been reclaimed by the community.

Ciscentrism/cisnormativity
The assumption by individuals or society that everyone is cisgender, that cisgender is the default, “normal”, or superior.
See also: cissexism

Cisgender
A term that describes someone whose gender identity aligns with the sex assigned to them at birth. The term is often shortened to “cis”.
**Cissexism**
Actions that [discriminate](#) against or [exclude](#) [transgender](#) people based on the belief that being [cisgender](#) is what is “normal” or superior.  
See also: [ciscentrism/cisnormativity](#)

**Cissexual**
Someone who identifies with the same [sex assigned to them at birth](#). Not commonly used.  
See also: [cisgender](#)

**Congruence**
A feeling of harmony with all dimensions of one’s [gender](#).  
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 may still be considered offensive.  

**Dead name**
The name that a person, usually a [trans](#) or [non-binary](#) person, was given when they were born but they no longer use. 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.  

**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.  

**Demigender**
Someone who identifies in part with a specific [gender](#).  

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

**Female-to-male spectrum (FTM)**
Someone who was [assigned female at birth](#) and whose [gender identity](#) or [expression](#) falls somewhere on the broad spectrum of masculinity.
**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.\(^{320}\)

See also: *gender expression*

**Feminism**
An ideology, social movement, or political movement advocating for women’s rights and the social, economic, and political equality of all genders.\(^{321}\)\(^{322}\) It is important to note that feminism is not "anti-men", and that patriarchal structures harm everyone.\(^a\)

See also: *radical feminism*

**Femme**
Someone who identifies in a feminine way, or who is feminine-presenting, through behaviour, gender roles, relationship roles, appearance, or social identity.\(^{323}\)\(^{324}\)

**Gender**
The socially constructed ideas about the behaviour, actions, and roles performed by a particular sex. Gender is fundamentally different from biological sex.\(^{325}\)

**Gender affirming**
A broad description of actions or behaviours that validate someone’s gender, such as using someone’s correct pronouns (gender-affirming language).\(^{326}\)

**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.\(^{327}\)

**Gender attribution/gender perception**
Assumptions about gender based on an individual’s outward appearance and/or behaviour.\(^{328}\)

See also: *being read* and *passing/to pass or blending*

**Gender-based violence**
Violence and oppression based on one’s gender identity or gender expression.\(^{329}\)

**Gender bending**
Dressing or behaving in a way that counters traditional masculine or feminine characteristics.\(^{330}\)

---

\(^a\) For more information about how patriarchal structures harm everyone, please see *How Patriarchy Hurts Men Too* from Next Gen Men and *What Is Patriarchy (And How Does It Hurt Us All)?* from Everyday Feminism.
**Gender binary**
The concept that there are only two genders, that those genders are opposite and distinct, and that everyone belongs to one of the two.  

**Gender confirming surgery/gender affirming surgery**
Procedures that help transgender people or people with non-normative gender identities affirm their true gender identity. There are multiple surgeries that fall under this term, including facial surgeries, “top surgery”, and “bottom surgery”. The latter two terms are often used to avoid having to go into detail. “Sex reassignment surgery” was previously used in medicine to describe these procedures but is falling out of use.

**Gender dysphoria**
A medical term in the DSM-5 that replaced gender identity disorder (GID). The term describes internal feelings of conflict in a person whose gender identity does not align with the sex or 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.

See also: gender euphoria

**Gender euphoria**
Validation, comfort, confidence, certainty, satisfaction, or joy felt by a trans or non-binary person when their mind, body and/or gender expression are aligned with their gender identity, or when their gender identity is affirmed. Feelings of gender euphoria result in a certain kind of freedom or liberation, which can be external, internal, and/or social. The concept of gender euphoria emerged from the transgender community in opposition of the common assumption that transgender people experience only gender dysphoria.

See also: gender dysphoria

**Gender expansive**
Someone who identifies with a broader and more flexible concept of gender. Can be an umbrella term for those who are exploring their gender expression and/or gender identity.

**Gender expression**
How someone publicly shows or presents their gender through their appearance, name, pronouns, speech, and behaviour. Gender expression can align with gender identity but is a separate concept.

**Gender gifted**
A term that celebrates having a non-normative gender identity by describing it as a gift.
**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.

See also: gender expression

**Gender-neutral language**
Language that does not assume or assign a gender.
For example:
- “Thanks, friends” instead of “thanks, guys”
- “Partner” instead of “husband” or “wife”
- Gender-neutral pronouns like “they” instead of “he” or “she”

**Gender non-conforming (GNC)**
An umbrella term for someone who identifies or expresses themselves outside of the gender binary. The term may refer to someone who identifies as trans or it may not.

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

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

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.

**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.
Genderqueer
An umbrella term for someone who identifies or expresses themselves outside of the gender binary or who does not follow gender stereotypes. See also: gender non-conforming (GNC), non-binary (NB) and non-normative gender identities

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 was created by Cree filmmaker Thirza Cuthand in 2004. Joshua Whitehead, a Two-Spirit, Oji-nêhiyaw Indigiqueer scholar who popularized the term, describes it as “a braiding of two bridges” and “the forward moving momentum for two-spiritness”. Someone who identifies as Indigiqueer may or may not also identify as Two-Spirit.

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 binary gender and sex 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.

Male-to-female spectrum (MTF)
Someone who was assigned male at birth and whose gender identity or expression falls somewhere on the broad spectrum of femininity.

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

Misandry
Misandry is prejudice or hatred towards men. This term is controversial and is often used in retaliation against feminism and women who outwardly condemn patriarchal systems and toxic masculinity.

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 transgender person’s dead name, or using an incorrect gendered term (sir or ma’am, husband or wife, etc.).
Misogynoir
A term coined by queer Black feminist Moya Bailey that describes misogyny directed towards Black women. Misogynoir is a unique form of anti-Black racism, and the term highlights the intersection of race and gender and how they both contribute to bias. 369 370

Misogyny
Misogyny is prejudice or hatred towards women. It is based in the belief that masculinity and maleness are more desirable, superior, more powerful, and/or dominant. 371

See also: misogynoir

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”. 372

Neo-pronouns
Pronouns that are gender-neutral. These pronouns are preferred by some people with non-normative gender identities and may be used by those who are not comfortable using “they/them” as gender-neutral pronouns. Examples include “ze/zir” and “ey/em”. Pronunciation varies, so it is best to ask the person who is using them. 373

Nibling
A gender-neutral term for niece or nephew. 374

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. 375

Non-normative gender identities
Gender identities that fall outside the gender binary or may conflict with societal cisnormativity. 376

See also: gender non-conforming (GNC), genderqueer, and non-binary (NB)

Pangender
A gender identity term that a person may use if they don’t identify with just one gender. 377

Patriarchy
Societal structures that exist where men hold the majority of the power and control, and masculinity and maleness are perceived as superior. 378
**Preferred gender pronouns (PGPs)**

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

**Pride**

*In reference to 2SLGBTQI+ pride.*

Being comfortable and unashamed about one’s sexual orientation or gender identity.

**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.

See also: gender-neutral language

**Radical feminism**

Where feminism aims for shifts in policy towards social, economic, and political gender equality, radical feminism aims to completely dismantle patriarchal structures. Radical feminists believe that societal structures and systems have been built to oppress women and give men more power, and that gender equality cannot be achieved without removing them entirely.

**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.

See also: sex assigned at birth

**Sexism**

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

- **Benevolent sexism**
  A subtle form of sexism where one’s actions or attitudes are positive on the surface, but still perpetuate harmful gender roles and stereotypes.

- **Internalized sexism**
  Where an individual perpetuates sexism, gender roles, and gender stereotypes by accepting, believing, and enacting them towards themselves and others of the same gender. For example, women and girls affected by internalized sexism may value themselves less because of sexism they have experienced.

See also: internalized oppression and internalized dominance

- **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.
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).394 395

Stealth
Someone who is transgender but who is not out.396
See also: passing/to pass or blending

TERF
An acronym for “Trans-Exclusionary Radical Feminist”. Refers to radical feministsb who exclude trans women’s rights from their advocacy of women’s rights, stemming from the false belief that transgender women are not women.397

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).398 399

Toxic masculinity
Expectations placed on men to conform to stereotypes of masculinity or prove their “manliness” through the expression of strength, dominance, assertiveness, and power. Toxic masculinity does not imply that all men are toxic or that masculinity is toxic. Instead, the term describes the harm these expectations can cause to people of all genders.400 401

Trans*
An umbrella term for people who do not identify within the gender binary, that includes non-binary, gender non-conforming, and transgender individuals. The asterisk is used in written communication to indicate inclusivity.402

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.403

---

b Use of the term should be done with careful consideration, as many radical feminists are not trans-exclusionary and not all trans-exclusionary feminists are radical feminists. For further explanation on the use of this term, see Why the words we use matter when describing anti-trans activists from The Conversation.
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.404

Transantagonism
Active hatred or violence towards trans* people or people who do not fit into the gender binary. This term is used as an alternative to transphobia to more accurately describe the perpetration of violence as more than just feelings of fear or discomfort.405

See also: transphobia

Transfeminine
Someone who is transgender and identifies or presents as feminine.406

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”.407 408 409

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

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

It is important to understand that the transition process can vary greatly from person to person, there is no set start or end point, and a person does not need to do all four steps to transition. The term transition can also be misleading as a person is not changing their gender, they are changing their bodies and appearance to align with their already existing gender identity.410 411 412

Transmasculine
Someone who is transgender and identifies or presents as masculine.413

Transmisogyny
Transphobia that is based in misogyny, or the idea that masculinity and maleness is superior, targeted at trans women and transfeminine people.414
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.\(^{415}\)\(^{416}\)

See also: transantagonism

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.\(^{417}\)\(^{418}\)\(^{419}\)

Transvestite
An outdated medical term used to associate cross-dressing with mental illness and sexual perversion. This is generally an offensive term.\(^{420}\)\(^{421}\)

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.\(^{422}\) 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.”\(^{423}\) The teachings, roles, and responsibilities for a Two-Spirit person differ 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.\(^{424}\) For more information, see the Two Spirit information sheet from OUT Saskatoon.

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.\(^{425}\) Further reading is recommended before using these terms. For more information, see What You Need To Know About the Letter ‘X’ in Words Like Folx, Womxn, and Latinx from Well + Good, and Is 'Latinx' elitist? From NBC News.

Wimmin/womyn
Alternative spellings of the words “woman” and “women”. Both words have roots in early feminism and were coined to avoid the suffix “man” and “men” in the traditional spellings.
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 often prefer Indigenous Peoples over Aboriginal Peoples, or more specific terminology like First Nations Inuit, or Métis. 426

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. Using this term outside of the legislative context should be avoided and First Nation, Inuit, or Métis should be used instead. There are over 600 recognized bands in Canada. 427 428

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. This term should only be used to describe leadership operating under the Indian Act. 429 430

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. 431

Blood memory
A term used by Indigenous communities to refer to memories and experiences that are stored in one’s body and passed down through generations. Blood memories can be described as an ancestral or genetic connection to language, songs, ceremonies, land, and teachings. 432

Elders
Recognized and respected members of the First Nations community who pass down traditional teachings. 433 Elder, as a title, should be capitalized to indicate honour. 434

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. 435

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 over 630 First Nation communities and over 50 languages. 436 437
Indian
A term that was used to legally identify the Indigenous Peoples of Canada under the Indian Act. This term should not be used unless required for clarity, in legal discussions around the Indian Act, or when referring to Indian status.438

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.439

Indian status
The legal status of a person under the Indian Act. Using this term outside of the legislative context should be avoided.440 441

- **Non-status Indian**
  - Indigenous individuals who either do not have status under the Indian Act or who have lost their status either themselves or through their ancestors.442

- **Status Indian**
  - People registered under the Indian Act.443

- **Treaty Indian**
  - Individuals to whom a treaty applies due to their lineage, and who qualify for the benefits of that treaty.444

Indigenization
The process of normalizing and merging the Indigenous knowledge systems (connected to Indigenous land, culture, and community) with Western knowledge.445

Indigenous
An umbrella term that encompasses the First Nations, Inuit, and Métis Peoples of Canada.446
Globally, Indigenous Peoples refers to the people who have occupied specific lands since time immemorial.447

Inuit
Indigenous people that reside primarily in Inuit Nunangat, the Inuit homeland, which is comprised of four regions in Canada: the Inuvialuit Settlement Regions (Northwest Territories), Nunavut, Nunavik (Northern Québec), and Nunatsiavut (Northern Labrador). In Inuktut, the Inuit language, “Inuit” 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.448
Land claims
The recognition of territorial ownership to address wrongs made against Indigenous Peoples by the federal and provincial or territorial governments. Land claim negotiations are ongoing across Canada. See also: Modern treaties

Comprehensive claims
A type of land claim that is specific to the traditional use and occupancy of land by First Nations, Métis and Inuit whose rights and title have not been addressed through treaties.

Specific claims
A type of land claim where the Government of Canada failed to meet its obligations under treaties, the Indian Act, or other agreements.

Medicine Wheel
The medicine wheel is a symbol of Indigenous North American culture and religion and are used for religious, healing, and teaching purposes. Interpretations and uses vary across communities and cultures.

Métis
Broadly described as people with European and Indigenous ancestry, the Métis Peoples are recognized under the Indian Act as a distinct nation in Canada. Officially, 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”.

Missing and Murdered Indigenous Women and Girls
A human rights crisis and call to action regarding the disproportionate rates of violence towards Indigenous women and girls and numbers of missing and murdered Indigenous women and girls in Canada. “Missing and Murdered Indigenous Women, Girls & Gender Diverse People” may also be used to reflect that Two Spirit and gender-diverse Indigenous people also experience disproportionate rates of violence.

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

Oral tradition
The verbal passing down of history and stories from generation to generation.

For more information on the medicine wheel, the following resources provide further reading: Four Directions Teachings, The seven lessons of the medicine wheel, The Medicine Wheel, and The Seven Teachings.
Peoples
Peoples is a term used when referring to more than one cultural, ethnic, or racial group, as opposed to the term “People”, which refers to a single group. For example, “Indigenous Peoples” refers to the multiple groups that fall under the umbrella term of Indigenous. Similarly, “First Peoples” refers to the many cultural and ethnic groups that were the original inhabitants of Turtle Island. 463 464

Powwow
A modern powwow is a social event or celebration where people meet to dance, sing, visit family and friends, and celebrate Indigenous communities and culture. 465 466 Use of the word powwow to describe meetings in general, like in business settings, should be avoided.

Reconciliation
In reference to Indigenous reconciliation.
The effort made by individuals, groups, institutions, and government to acknowledge past and ongoing effects of colonization on Indigenous Peoples and action to establish and maintain respectful relationships between Indigenous and non-Indigenous communities. 467 Reconciliation in Canada is an ongoing process that involves addressing past harms and giving power back to First Nations, Métis, and Inuit communities. 468
See also: racial reconciliation

Regalia
Traditional and often sacred clothing, accessories and artifacts worn or carried during ceremonies such as powwows, celebrations, and pan-national gatherings. 469 Regalia is diverse and reflects the wearer’s life, interests, and family history. Garments may be passed down through generations or crafted by the wearer or their family members. 470

Reserve
Reserves are land areas governed by the Indian Act for exclusive use by specific First Nations. While reserves may serve as spiritual and physical homelands for Indigenous communities, the regulations in place through the Indian Act continue to oppress those living on reserve. 471 472

Residential schools
Government-sponsored and church-run schools established to convert Indigenous youth and assimilate them into Canadian society. First Nations, Inuit, and Métis children were forced away from their families, traditions, cultures, and languages, causing long-term harm. An estimated 150,000 Indigenous children were placed in the residential school system, and thousands never returned home. 473 474

---

4 The National Centre for Truth and Reconciliation Memorial Register is an ongoing project intended to honour and remember the children lost as a result of residential schools.
**Smudging**
A First Nations tradition with medicinal and ceremonial purposes. The traditions and meanings behind smudging vary across communities and cultures. Generally, the practice involves burning a bundle of dried herbs, often sweetgrass, sage, or cedar. Smudging may be used as a healing practice for the mind, body, and spirit or to cleanse and protect oneself or one’s environment from negative thoughts and actions.475 476 477

**Time immemorial**
A phrase used by Indigenous people to describe their connection with ancestral lands that is not defined by historical dates.478 479

**Traditional territory**
The geographic area that Indigenous Peoples or their ancestors traditionally occupied and used prior to colonization.480

- **Ceded territory**
  Lands that Indigenous Peoples surrendered or legally signed away to the Crown or to Canada through military or political pressure.481 482

- **Unceded territory**
  Lands that Indigenous Peoples never surrendered or legally signed away to the Crown or to Canada.483 484

**Treaty**
An agreement between Indigenous Peoples and the British Crown/Canadian government. Treaties aim to establish peaceful relations and ongoing obligations regarding land, resources, and governance rights. Treaty rights vary greatly between treaties but may include fishing and hunting, land occupation, and the extent of self-governance.485 Many of the rights and obligations established in historic treaties have not been upheld by the Crown and the Canadian government, leading to the creation of modern treaties and land claims.

- **Historic treaties**
  70 treaties signed between 1701 and 1923 between First Nations and the British Crown and Canadian Government.486 The historic treaties include the Treaties of Peace and Neutrality, Peace and Friendship Treaties, Upper Canada Land Surrenders and the Williams Treaties, Robinson Treaties and Douglas Treaties, and the Numbered Treaties.487

- **Modern treaties**
  Treaties negotiated between Indigenous groups and the Office of Native Claims from 1975 to the present. Modern treaties address government failures to meet treaty obligations and rights that were not addressed by historic treaties.488 489

See also: land claims

**Numbered treaties**
11 treaties signed by the Canadian government and First Nations between 1871 and 1921. These treaties covered a large area of Canada, from northeastern British Columbia,
north into parts of the Yukon and Northwest Territories, through the prairie provinces, and into parts of northern Ontario. The earlier of these treaties – Treaties 1 to 7 – facilitated existing and future assimilation policies, and the remaining treaties provided access to natural resources.490 491 492

Douglas Treaties
14 land purchases made between 1850 and 1854 by James Douglas, governor of the British colony of Vancouver Island. These treaties have been historically disputed as they were not signed in good faith, and additional clauses were inserted after signing. Also called the Fort Victoria Treaties.493 494

Peace and Friendship Treaties
Treaties signed in the Maritimes between 1725 and 1779 with the intention to end hostilities and encourage cooperation between the British and the Mi'kmaq, Maliseet and Passamaquoddy First Nations.495 496 Unlike the treaties signed later in other parts of Canada, the Peace and Friendship Treaties did not involve the surrender of land and resources.497

Robinson Treaties
Two treaties signed in 1850 between William Robinson, former fur trader in the Muskokas and member of the colonial legislature, and Indigenous communities, mainly Ojibwa, in the northern Great Lakes region.498

Treaties of Peace and Neutrality
Treaties signed between 1701 and 1760 that formed military alliances between Indigenous groups and the British and the French. These treaties include the Albany Deed, 1701; the Treaty of Swegatchy (Oswegatchie), 1760; and the Huron-British Treaty, 1760.499

Upper Canada Land Surrenders
Over 30 land cessions in the Great Lakes region, negotiated by agents of the Indian Department and Indigenous Peoples between 1764 and 1862. These land surrenders consisted of one-time cash payments, little to no reserves, and the surrender of all rights associated with the use of the land.500

Williams Treaties
The 1923 Williams Treaties ceded all lands, including hunting and fishing rights, in the region between Georgian Bay, the Ottawa River, Lake Simcoe and the lands west of the Bay of Quinte to the Crown for a fixed one-time cash payment.501 These treaties addressed discrepancies and issues with documentation found in the previous Upper Canada Land Surrenders.502

Tribe
A term that was used to refer to Indigenous communities or nations. While this term is still commonly used in the United States, it has become outdated in Canada and replaced by the term
“nation”. Use of the word tribe to describe groups of people in general (e.g., a group of friends or a group of colleagues) should be avoided.

See also: band and first nation

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.

Turtle Island
Turtle Island is the name used by some Indigenous people to refer to the continent of North America. This name is based on creation stories, passed down through oral tradition, that describe the role of a turtle in the formation of the land. Many versions of this story exist, and not all include a turtle.
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. 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. Other terms that individuals may use to describe themselves include Afro-Hispanic, Black Hispanic, or Black Latino.

Ancestry
Lineage; family or ethnic origins.

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.

See also: racism

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.

See also: racism

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.

See also: racism

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.

See also: racism
**Anti-racism**
An active effort to eliminate all forms of racism.\textsuperscript{519}

See also: *racism*

**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.\textsuperscript{520}

**Asian**
People whose origin, ancestry, or ethnic identity is tied to any of the Asian regions: Central Asia, East Asia, South Asia, Southeast Asia, or West Asia.\textsuperscript{521}

**Biracial**
A person who has two racial ancestry groups.\textsuperscript{522}

See also: *multiracial/multiethnic*

**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 is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and incidents of racially motivated violence against Black people. By combating and countering acts of violence, the movement intends to create space for Black imagination and innovation.\textsuperscript{523} BLM gained global prominence in 2020 following George Floyd’s murder, and to this day BLM continues to advocate for Black Lives.\textsuperscript{524 525}

**Canadian Multiculturalism Act**
A federal policy that acknowledges, promotes, and protects cultural pluralism.\textsuperscript{526 527}

**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”.\textsuperscript{528 529}

**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.\textsuperscript{530 531 532 533}

*Anti-colonialism*
Action to dismantle systemic power structures with the goal of justice for people oppressed by colonialism.\textsuperscript{534}
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.  

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.  

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 within racial and ethnic groups.

Covert racism
Racist attitudes or actions that are subtle or indirect in nature. Covert racism can occur through implicit biases, microaggressions, racial colourblindness, racially coded language, and more.

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.

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

Cultural assimilation
Giving up or being forced to give up one’s culture, values, and behaviors, to adapt to or blend into the dominant culture’s social and cultural practices.

Cultural pluralism
The ability of minority groups to maintain their cultural uniqueness and within a larger society.

---

* Note: There are many types of colonialism that impact people all over the world. For more detail on other forms of colonialism, see What Is Colonialism? Definition and Examples from Thought Co.

† For a more comprehensive list of covert racism examples, see Overt and Covert Racism from R-Squared.
**Cultural racism**
The portrayal and association of minority cultures with negative *stereotypes* that perpetuate the belief that the dominant culture is superior.⁵⁴⁸

**Culture**
Shared norms, values, and behaviors developed consciously and unconsciously within a group of people. Culture can be observed through language, traditions, food, religion, arts, and more.⁵⁴⁹

**Diaspora**
Community members of the past or current generation that voluntarily or forcibly left their ancestral homelands and are living in a host country.⁵⁵⁰

**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.⁵⁵¹ ⁵⁵²

**Ethnicity**
A socially defined category describing a group of people that share a common culture, tradition, language, history, geography, religion, and racial identity.⁵⁵³ ⁵⁵⁴

**Ethnocentrism**
The view that your own cultural group is superior and to judge other cultures based on that standard.⁵⁵⁵

**Eurocentrism**
A cultural phenomenon that considers European or Western nations as being more civilized and superior. Eurocentrism evaluates non-Western societies from a Western perspective.⁵⁵⁶

**Global majority/people of the global majority (PGM)**
A term used to refer to *racialized* and *Indigenous* communities in place of “visible minority”. This term is seen by many as more empowering and accurate, as racialized and Indigenous people represent over 80% of the global population.⁵⁵⁷ ⁵⁵⁸

**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.⁵⁵⁹ ⁵⁶⁰

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.561 562

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.563 564

Latino/Latina
People whose origin, ancestry, or ethnic identity is tied to Latin America.565

Model minority
A term based on stereotypes of people of Asian descent that portray them as polite, law-abiding, intelligent, and upwardly mobile. The model minority myth ignores differences within and between Asian communities, is used against other minority groups, and erases the discrimination experienced by Asian people.566 567 568

Multiculturalism
A theory and practice that encourages people to coexist in a culturally diverse environment by acknowledging and respecting differences.569

Multiracial/multiethnic
An individual with two or more racial/ethnic identities.570

Nationality
The state of belonging to a particular country or being a citizen of a particular nation.571

Nationalism
An ideology that places an individual’s loyalty to and identification with a nation or country above other interests.572

Nativism
An ideology that prioritizes the interests of “native” inhabitants. This concept is almost exclusively discussed within USA politics, and primarily refers to an opposition to immigration and support for immigrants.573 574
**Person of colour/people of colour (POC)**
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.575

**Race**
A method of categorizing individuals based on physical characteristics such as skin tone, hair texture, and facial features. Race is a social construct, rather than an intrinsic biological fact, created to establish meaning and social hierarchies.576 577

**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.578

**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.579 580

**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.581

**Racial inequity**
When different racial groups have different levels of power and privilege in a society.582

**Racial justice**
Reinforcement of equitable policies and practices with an aim to create a fair and equal system for all races.583

**Racial profiling**
Differential treatment of a member of a racialized 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.584 585

**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, and working towards restorative justice.586 587
**Racialization**
The social categorization of people as part of a particular race and the unequal treatment of that racial group. Racialization relies on social markers such as a person’s skin colour, language, cultural habits, religion, etc. to label and stereotype them.  

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

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

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

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

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

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

**Redlining**
Shorthand for race-based exclusionary real estate practices. The term originated from the use of red markings on maps to indicate mixed-race or primarily Black neighbourhoods, and now refers to a number of systemic discriminatory practices that primarily target racialized people, including the denial of real estate financial services based on location and unfair and abusive loan terms.
The most notable Canadian example of redlining is the history of Africville, but the practice still occurs today. Historically and in the present, redlining has lasting impacts on wealth inequality between racial groups.606 607 608

**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.609

See also: *racism*

**Scientific racism**
Scientific techniques or theories used to justify and perpetuate racial inequality.610

**Segregation**
The institutional act or practice of separating people along protected grounds: ethnic, racial, or religious identity. This practice results in economic, social, and political inequality between the segregated and non-segregated people.611

**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.612

**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.613

**White passing**
When a non-white person lacks certain physical characteristics tied to their racial or ethnic group in a way that makes them appear to be white. People who are white passing may experience privileges in society that someone with darker skin or other features would not experience. Being “white passing” may also cause someone to struggle with their identity.614

See also: White privilege

**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.615 616
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 neo-Nazis.\textsuperscript{617 618}

Xenophobia
The fear or dislike of things that are perceived to be “foreign”, including people from other countries.\textsuperscript{619}
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 Learning the Lingo from More than Two or the Polyamory Glossary from Ready for Polyamory.

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. Adoption can also be open or closed.

Closed adoption
Adoption where there is no contact between the child and their birth parents or other biological family members.

International adoptions
Adoption of a child from another country, whether through an agency or the adoption of a family member.

Open adoption
Adoption where the child maintains contact with their birth parents or other biological family members. Open adoptions can involve various levels of contact and do not necessarily involve visitation. Both private and public adoptions can be open adoptions.

Private adoptions
Adoption of a child through a private agency.

Public adoptions
Adoption of a child who is in the care of a government children’s aid agency (foster care).

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. There are diverse ways in which families may approach arranged marriages.

Cooperative traditional arranged marriage
Potential partners are selected by the person getting married and other involved parties, and a selection is made together.

Forced marriage
An arranged marriage without the consent of the bride and groom. Illegal in many countries.
**Modified traditional arranged marriage**
Potential partners are selected by others, but the person getting married has the final say in who they marry.630

**Traditional arranged marriage**
The bride and groom consent to the marriage but have no say in the final selection of a partner.631

**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.632 633

See also: [polygamy](#)

**Blended family**
A family where both partners have children from previous relationships.634

**Caregiver**
Someone who provides care to family or friends with health conditions, disabilities, or age-related challenges.635 636

**Closed relationship**
A [monogamous](#) or [polyamorous](#) relationship where the people involved have agreed to not seek out any additional partners.637

**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, depending on province of residence. 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 (Nova Scotia), adult interdependent partners (Alberta), and de facto unions (Québec).638 639 640

**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.641

See also: [mommy track](#) and [daddy track](#)

**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.642 643
Hierarchical relationships

Polyamorous relationships where partnerships are categorized in terms of priority and may have different “rules” or boundaries.644 645

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.646 647

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.648 649

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.650

Intended parents
Intended Parents are people who cannot conceive on their own and choose to build their family using third-party reproduction, which can include egg, sperm or embryo donation and surrogacy arrangements. The intended parents become the child’s legal parents once the child is born.651

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.652

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.653

See also: daddy track and parent track

Monogamy
Having one romantic and/or sexual relationship at any given time.654

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).655 656
**Non-monogamy**
An umbrella term that describes having more than one romantic and/or sexual relationship at the same time.\(^{657}\)

**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.\(^{658\ 659\ 660}\)

**Parent track**
A term referring to the stereotype that parents who are committed to their children are less committed to their careers, resulting in these parents being overlooked for promotions or raises.\(^{661}\)

See also: *mommy track* and *daddy track*

**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.\(^{662}\)

**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.\(^{663}\)

See also: *significant other (SO)* and *spouse*

**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”.\(^{664\ 665}\)
Polycule
A network of interconnected non-monogamous relationships; named as such because when these relationships are drawn as a diagram, they often resemble drawings of molecules.\(^{666\;667}\)

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.\(^{668\;669\;670}\)

See also: bigamy

Relationship orientation
A term used to describe the type of relationships that someone engages in (e.g., monogamous, non-monogamous, polyamorous, etc.).\(^{671}\)

Significant other (SO)
A gender-neutral term for someone with whom a person is in a relationship.\(^{672}\)

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.\(^{673}\)

Spouse
A gender-neutral term for someone with whom a person is in a relationship with. Usually refers specifically to a legally married partner.\(^{674}\)

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.\(^{675}\)

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.\(^{676}\)
**RELIGION & FAITH**

**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.\(^{677}\)

**Antisemitism**
“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”\(^{678}\)
Some other resources to explore include: Government of Canada: News Release and The Stain of Antisemitism in Canada from the Canadian Museum for Human Rights.
See also: Judaism

**Atheism**
The absence of belief in any God.\(^{679}\)

**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”.\(^{680}\)

**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.\(^{681}\)

**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.\(^{682}\)

**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.\(^{683}\)

**Creed**
Someone’s religion or spiritual beliefs.\(^{684}\)
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.  

Faithism
Discrimination or exclusion based on religious beliefs or lack of religious beliefs.  

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 deity (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.  

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. For more information on Indigenous religions in Canada, see Religion and Spirituality of Indigenous Peoples in Canada from The Canadian Encyclopedia.  

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.  

See also: islamophobia  

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

See also: Islam  

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.  

See also: religious discrimination, Indigenous religions in Canada
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. See also: antisemitism

Non-religiousness
A person that is not involved or affiliated with any religion or religious activity.

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 includes wearing hair in natural dreadlocks, wearing red, green, gold, and black (representing blood, herbs, royalty, and Africanness), and a natural, vegetarian diet.

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

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

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.

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.

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”).
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”.

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.
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.\textsuperscript{704,705}

See also: romantic orientation

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.\textsuperscript{706,707}

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.\textsuperscript{708}

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 2SLGBTQI+ community.\textsuperscript{709,710}

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”.\textsuperscript{711}

Cross orientation
A term coined by the asexual community to describe when an individual’s romantic orientation is different than their sexual orientation. For example, a woman who is sexually attracted to men and romantically attracted to women is both heterosexual and homoromantic.\textsuperscript{712}

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.\textsuperscript{713}

See also: romantic orientation
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.\textsuperscript{714} 715

Dyke
Someone who is lesbian and generally masculine-presenting. This is a reclaimed term within the community but is still used offensively.\textsuperscript{716} 717

Faggot/fag
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 2SLGBTQI+.\textsuperscript{718} 719

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.\textsuperscript{720}

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.\textsuperscript{721}

Heteronormative/heteronormativity
The assumption by individuals or society that everyone is heterosexual, that heterosexuality is the default, “normal”, or superior.\textsuperscript{722}

See also: heterosexism

Heterosexism
Actions that discriminate against or exclude people who are not heterosexual based on the belief that heterosexuality is what is “normal” or superior.\textsuperscript{723}

See also: heteronormativity

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.\textsuperscript{724} 725

Homoantagonism
Active hatred or violence towards those with sexuality that is not heteronormative. This term is used as an alternative to homophobia to describe the perpetration of violence more accurately as more than just feelings of fear or discomfort.\textsuperscript{726}

Contrast with: homophobia
Homophobia
Fear, dislike, or hatred of and discrimination against 2SLGBTQI+ people. Homophobia presents in many forms, and can be structural/systemic, interpersonal, or internalized.\textsuperscript{727, 728} 

Contrast with: homoantagonism

Internalized homophobia
Shame, guilt, or self-hatred someone feels towards themselves based on their sexual orientation.\textsuperscript{729} 

See also: internalized oppression and internalized dominance

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.\textsuperscript{730}

Indigiqueer
See Indigiqueer

Lesbian
A woman whose emotional, romantic, and/or physical attraction is to women. Non-binary people may also use the term.\textsuperscript{731}

Lesbophobia
Fear, dislike, or hatred of and discrimination against lesbians. Lesbophobia often stems from stereotypes or misogyny.\textsuperscript{732}

Panphobia
In reference to pansexuality. 
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 2SLGBTQI+ community.\textsuperscript{733}

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”.\textsuperscript{734, 735} 

See also: romantic orientation

Pride
See Pride
**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.736 737

**Queerbaiting**
A marketing tactic used in entertainment and media where content hints at 2SLGBTQI+ representation but does not outwardly depict it. This tactic is used in an attempt to appeal to an 2SLGBTQI+ audience without the risk of losing non-2SLGBTQI+ viewers who may object to actual representation.738 739

**Queerphobia**
An umbrella term that includes homophobia, lesbophobia, panphobia, biphobia, and transphobia.740

**Romantic orientation**
Describes an individual’s romantic attraction or lack of romantic attraction to others (e.g., asexual). Romantic attraction is often aligned with sexual attraction, but not always (see Cross orientation). 741 742

See also: sexual orientation

**Sexual orientation**
Describes an individual’s sexual attraction or lack of sexual attraction to others (e.g., asexual). Sexual attraction is often aligned with romantic attraction, but not always (see Cross orientation).743

See also: romantic orientation

**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.744

**Sexual prejudice**
A broad term referring to all negative attitudes that are based on sexual orientation.745

**Two-spirit (2-spirit)**
See Two-Spirit (2-Spirit)
### INDEX

<table>
<thead>
<tr>
<th>2SLGBTQI+ and other acronyms</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGL</td>
<td>4</td>
</tr>
<tr>
<td>LGBT</td>
<td>4</td>
</tr>
<tr>
<td>LGBT*IQ</td>
<td>4</td>
</tr>
<tr>
<td>LGBTIQAPD</td>
<td>4</td>
</tr>
<tr>
<td>LGBTQ2S+/2SLGBTQ+</td>
<td>4</td>
</tr>
<tr>
<td>LGBTQIA</td>
<td>4</td>
</tr>
<tr>
<td>QPOC</td>
<td>4</td>
</tr>
<tr>
<td>QTIBIPOC</td>
<td>4</td>
</tr>
<tr>
<td>QTIPOC</td>
<td>4</td>
</tr>
<tr>
<td>QTPOC</td>
<td>4</td>
</tr>
<tr>
<td>QUILT BAG</td>
<td>4</td>
</tr>
<tr>
<td>SGL</td>
<td>4</td>
</tr>
<tr>
<td>SOGI</td>
<td>4</td>
</tr>
<tr>
<td>SOGIESC</td>
<td>4</td>
</tr>
<tr>
<td>TGNC</td>
<td>4</td>
</tr>
<tr>
<td>TGNCNB</td>
<td>4</td>
</tr>
<tr>
<td>2-Spirit</td>
<td>38</td>
</tr>
<tr>
<td>AAC</td>
<td>See Augmentative and alternative communication</td>
</tr>
<tr>
<td>Ability</td>
<td>20</td>
</tr>
<tr>
<td>Able-bodied</td>
<td>20</td>
</tr>
<tr>
<td>Ableism</td>
<td>20</td>
</tr>
<tr>
<td>Aboriginal Peoples</td>
<td>39</td>
</tr>
<tr>
<td>Acceptance</td>
<td>5</td>
</tr>
<tr>
<td>Accessibility</td>
<td>5</td>
</tr>
<tr>
<td>Accessible</td>
<td>5</td>
</tr>
<tr>
<td>Accommodation</td>
<td>5</td>
</tr>
<tr>
<td>Duty to accommodate</td>
<td>5</td>
</tr>
<tr>
<td>Reasonable accommodation</td>
<td>5</td>
</tr>
<tr>
<td>Undue hardship</td>
<td>5</td>
</tr>
<tr>
<td>Ace</td>
<td>See Asexual</td>
</tr>
<tr>
<td>Adaptability</td>
<td>20</td>
</tr>
<tr>
<td>Adaptive technology</td>
<td>20</td>
</tr>
<tr>
<td>Adoption</td>
<td>55</td>
</tr>
<tr>
<td>Closed</td>
<td>55</td>
</tr>
<tr>
<td>International</td>
<td>55</td>
</tr>
<tr>
<td>Open</td>
<td>55</td>
</tr>
<tr>
<td>Private</td>
<td>55</td>
</tr>
<tr>
<td>Public</td>
<td>55</td>
</tr>
<tr>
<td>Relative or kinship</td>
<td>55</td>
</tr>
<tr>
<td>Adult interdependent partners</td>
<td>See Common-law partners</td>
</tr>
<tr>
<td>Adultism</td>
<td>19</td>
</tr>
<tr>
<td>Advocacy</td>
<td>5</td>
</tr>
<tr>
<td>AFAB</td>
<td>See Assigned female at birth</td>
</tr>
<tr>
<td>Affinity bias</td>
<td>6</td>
</tr>
<tr>
<td>Affirmative action</td>
<td>9</td>
</tr>
<tr>
<td>Afro-Hispanic</td>
<td>46</td>
</tr>
<tr>
<td>Afro-Latino</td>
<td>46</td>
</tr>
<tr>
<td>Ageism</td>
<td>19</td>
</tr>
<tr>
<td>Agender</td>
<td>28</td>
</tr>
<tr>
<td>Agnosticism</td>
<td>60</td>
</tr>
<tr>
<td>All Gender Loving</td>
<td>4</td>
</tr>
<tr>
<td>Ally</td>
<td>5</td>
</tr>
<tr>
<td>Allyship</td>
<td>5</td>
</tr>
<tr>
<td>Alt attribute</td>
<td>20</td>
</tr>
<tr>
<td>AMAB</td>
<td>See Assigned male at birth</td>
</tr>
<tr>
<td>Ancestry</td>
<td>46</td>
</tr>
<tr>
<td>Anchor partner</td>
<td>57</td>
</tr>
<tr>
<td>Androgynous</td>
<td>28</td>
</tr>
<tr>
<td>Anti-oppression</td>
<td>5</td>
</tr>
<tr>
<td>Anti-racism</td>
<td>47</td>
</tr>
<tr>
<td>Anti-Semitism</td>
<td>60</td>
</tr>
<tr>
<td>Apartheid</td>
<td>47</td>
</tr>
<tr>
<td>Aro</td>
<td>See Aromatic</td>
</tr>
<tr>
<td>Aromantic</td>
<td>64</td>
</tr>
<tr>
<td>Arranged marriage</td>
<td>55</td>
</tr>
<tr>
<td>Cooperative traditional</td>
<td>55</td>
</tr>
<tr>
<td>Forced marriage</td>
<td>55</td>
</tr>
<tr>
<td>Modified traditional</td>
<td>56</td>
</tr>
<tr>
<td>Traditional</td>
<td>56</td>
</tr>
<tr>
<td>Asexual</td>
<td>64</td>
</tr>
<tr>
<td>Asian</td>
<td>47</td>
</tr>
<tr>
<td>Assigned female at birth</td>
<td>28</td>
</tr>
<tr>
<td>Assigned male at birth</td>
<td>28</td>
</tr>
<tr>
<td>Assistive technology</td>
<td>20</td>
</tr>
<tr>
<td>AT</td>
<td>See Assistive technology</td>
</tr>
<tr>
<td>Atheism</td>
<td>60</td>
</tr>
<tr>
<td>Attitudes</td>
<td>5</td>
</tr>
<tr>
<td>Augmentative communication</td>
<td>21</td>
</tr>
<tr>
<td>Bahá’í Faith, The</td>
<td>60</td>
</tr>
<tr>
<td>Band</td>
<td>39</td>
</tr>
<tr>
<td>Design equity .......................................................... 22</td>
<td></td>
</tr>
<tr>
<td>Designated sex at birth...... See Sex assigned at birth</td>
<td></td>
</tr>
<tr>
<td>Diagnostic and Statistical Manual of Mental Disorders .................................................. 22</td>
<td></td>
</tr>
<tr>
<td>Dialogue .................................................................. 8</td>
<td></td>
</tr>
<tr>
<td>Diaspora .................................................................... 49</td>
<td></td>
</tr>
<tr>
<td>Differently abled ...................................................... 22</td>
<td></td>
</tr>
<tr>
<td>Digital divide .......................................................... 22</td>
<td></td>
</tr>
<tr>
<td>Dimensions of gender ............................................. 29</td>
<td></td>
</tr>
<tr>
<td>Disability .................................................................. 22</td>
<td></td>
</tr>
<tr>
<td>Episodic disability .................................................... 23</td>
<td></td>
</tr>
<tr>
<td>Hidden disability ...................................................... 24</td>
<td></td>
</tr>
<tr>
<td>Invisible disability .................................................... 24</td>
<td></td>
</tr>
<tr>
<td>Medical model of disability ....................................... 25</td>
<td></td>
</tr>
<tr>
<td>Social model of disability ......................................... 26</td>
<td></td>
</tr>
<tr>
<td>Disability culture ..................................................... 22</td>
<td></td>
</tr>
<tr>
<td>Disability etiquette .................................................... 23</td>
<td></td>
</tr>
<tr>
<td>Disabled .................................................................. 23</td>
<td></td>
</tr>
<tr>
<td>Disclosure of disability ............................................. 23</td>
<td></td>
</tr>
<tr>
<td>Discrimination .......................................................... 8</td>
<td></td>
</tr>
<tr>
<td>Individual .................................................................. 8</td>
<td></td>
</tr>
<tr>
<td>Institutional ................................................................ 8</td>
<td></td>
</tr>
<tr>
<td>Systemic .................................................................... 8</td>
<td></td>
</tr>
<tr>
<td>Diversability ............................................................. 23</td>
<td></td>
</tr>
<tr>
<td>Diversity .................................................................... 8</td>
<td></td>
</tr>
<tr>
<td>Diversity management ............................................... 9</td>
<td></td>
</tr>
<tr>
<td>Dog whistle .............................................................. 9</td>
<td></td>
</tr>
<tr>
<td>Domestic partner .... See Common-law partners</td>
<td></td>
</tr>
<tr>
<td>Dominance</td>
<td></td>
</tr>
<tr>
<td>Internalized dominance ............................................. 12</td>
<td></td>
</tr>
<tr>
<td>Dominant group ........................................................ 9</td>
<td></td>
</tr>
<tr>
<td>Drag King ................................................................. See Drag performers</td>
<td></td>
</tr>
<tr>
<td>Drag performers ........................................................ 29</td>
<td></td>
</tr>
<tr>
<td>Drag Queen ............................................................... See Drag performers</td>
<td></td>
</tr>
<tr>
<td>Druze ......................................................................... 61</td>
<td></td>
</tr>
<tr>
<td>DSAB ................................................................. See Designated sex at birth</td>
<td></td>
</tr>
<tr>
<td>DSM-5 ............................................................. See Diagnostic and Statistical Manual of Mental Disorders</td>
<td></td>
</tr>
<tr>
<td>Dual sensory impairment ........................................... 22</td>
<td></td>
</tr>
<tr>
<td>Dyke ......................................................................... 65</td>
<td></td>
</tr>
<tr>
<td>Eastern Orthodox ...................................................... See Christianity</td>
<td></td>
</tr>
<tr>
<td>Economic justice ....................................................... 9</td>
<td></td>
</tr>
<tr>
<td>Elders ....................................................................... 39</td>
<td></td>
</tr>
<tr>
<td>Emotional labour ...................................................... 9</td>
<td></td>
</tr>
<tr>
<td>Emotional tax ............................................................ 9</td>
<td></td>
</tr>
<tr>
<td>Employee resource group ........................................ 9</td>
<td></td>
</tr>
<tr>
<td>Employment barriers ............................................... 6</td>
<td></td>
</tr>
<tr>
<td>Employment equity .................................................. 9</td>
<td></td>
</tr>
<tr>
<td>Enfranchisement ...................................................... 39</td>
<td></td>
</tr>
<tr>
<td>Environmental barrier .............................................. 23</td>
<td></td>
</tr>
<tr>
<td>Environmental justice ............................................... 10</td>
<td></td>
</tr>
<tr>
<td>Equal pay for equal work .......................................... 10</td>
<td></td>
</tr>
<tr>
<td>Equality .................................................................... 10</td>
<td></td>
</tr>
<tr>
<td>Equity ...................................................................... 10</td>
<td></td>
</tr>
<tr>
<td>Equity-deserving groups .......................................... 10</td>
<td></td>
</tr>
<tr>
<td>Equity-seeking groups ............................................. 10</td>
<td></td>
</tr>
<tr>
<td>Erasure ...................................................................... 10</td>
<td></td>
</tr>
<tr>
<td>ERG .............................................................. See Employee resource group</td>
<td></td>
</tr>
<tr>
<td>Eskimo ................................................................. See Inuit</td>
<td></td>
</tr>
<tr>
<td>Essentialism ............................................................. 10</td>
<td></td>
</tr>
<tr>
<td>Ethical non-monogamy ............................................ 56</td>
<td></td>
</tr>
<tr>
<td>Ethnic identity .......................................................... 51</td>
<td></td>
</tr>
<tr>
<td>Ethnicity .................................................................... 49</td>
<td></td>
</tr>
<tr>
<td>Ethnocentrism .......................................................... 49</td>
<td></td>
</tr>
<tr>
<td>Eurocentrism ............................................................ 49</td>
<td></td>
</tr>
<tr>
<td>Exclusion .................................................................... 10</td>
<td></td>
</tr>
<tr>
<td>Ey/em ................................................................. See Neo-pronouns</td>
<td></td>
</tr>
<tr>
<td>Fag ................................................................. See Faggot</td>
<td></td>
</tr>
<tr>
<td>Faggot ................................................................. 65</td>
<td></td>
</tr>
<tr>
<td>Fairness .................................................................... 11</td>
<td></td>
</tr>
<tr>
<td>Faithism .................................................................... 61</td>
<td></td>
</tr>
<tr>
<td>Faux queens ............................................................. 29</td>
<td></td>
</tr>
<tr>
<td>Female-to-male spectrum ......................................... 29</td>
<td></td>
</tr>
<tr>
<td>Feminine-presenting ................................................ 30</td>
<td></td>
</tr>
<tr>
<td>Feminism .................................................................... 30</td>
<td></td>
</tr>
<tr>
<td>Geme .......................................................................... 30</td>
<td></td>
</tr>
<tr>
<td>First Nation .............................................................. 39</td>
<td></td>
</tr>
<tr>
<td>First Nation council .................................................. 39</td>
<td></td>
</tr>
<tr>
<td>Folx ................................................................. See Using &quot;x&quot;</td>
<td></td>
</tr>
<tr>
<td>FTM ................................................................. See Female-to-male spectrum</td>
<td></td>
</tr>
<tr>
<td>Gay .......................................................................... 65</td>
<td></td>
</tr>
<tr>
<td>Gender ................................................................. 30</td>
<td></td>
</tr>
<tr>
<td>Gender affirming .................................................... 30</td>
<td></td>
</tr>
<tr>
<td>Garments ................................................................. 30</td>
<td></td>
</tr>
<tr>
<td>Gender affirming surgery ........................................ 31</td>
<td></td>
</tr>
<tr>
<td>Gender attribution ................................................... 30</td>
<td></td>
</tr>
<tr>
<td>Gender bending ....................................................... 30</td>
<td></td>
</tr>
<tr>
<td>Gender binary .......................................................... 31</td>
<td></td>
</tr>
<tr>
<td>Gender confirming surgery ..................................... 31</td>
<td></td>
</tr>
</tbody>
</table>

---

**CCDI | Glossary of IDEA terms**
<table>
<thead>
<tr>
<th>Term</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land claims</td>
<td>41</td>
</tr>
<tr>
<td>Comprehensive claims</td>
<td>41</td>
</tr>
<tr>
<td>Specific claims</td>
<td>41</td>
</tr>
<tr>
<td>Latina</td>
<td>50</td>
</tr>
<tr>
<td>Latino</td>
<td>50</td>
</tr>
<tr>
<td>Latinx</td>
<td></td>
</tr>
<tr>
<td>See Using &quot;x&quot;</td>
<td></td>
</tr>
<tr>
<td>Lesbian</td>
<td>66</td>
</tr>
<tr>
<td>Lesbophobia</td>
<td>66</td>
</tr>
<tr>
<td>Lip-reading</td>
<td>24</td>
</tr>
<tr>
<td>Low vision</td>
<td>24</td>
</tr>
<tr>
<td>Mainstreaming disability</td>
<td>25</td>
</tr>
<tr>
<td>Male-to-female spectrum</td>
<td>33</td>
</tr>
<tr>
<td>Marginalized groups</td>
<td>12</td>
</tr>
<tr>
<td>Masc</td>
<td>33</td>
</tr>
<tr>
<td>Masculine-presenting</td>
<td>30</td>
</tr>
<tr>
<td>Medicine Wheel</td>
<td>41</td>
</tr>
<tr>
<td>Mentor</td>
<td>12</td>
</tr>
<tr>
<td>Mentorship</td>
<td>12</td>
</tr>
<tr>
<td>Merit</td>
<td>12</td>
</tr>
<tr>
<td>Meritocracy</td>
<td>13</td>
</tr>
<tr>
<td>Métis</td>
<td>41</td>
</tr>
<tr>
<td>Microaffirmation</td>
<td>13</td>
</tr>
<tr>
<td>Microaggression</td>
<td>13</td>
</tr>
<tr>
<td>Misandry</td>
<td>33</td>
</tr>
<tr>
<td>Misgender</td>
<td>33</td>
</tr>
<tr>
<td>Misogynoir</td>
<td>34</td>
</tr>
<tr>
<td>Misogyny</td>
<td>34</td>
</tr>
<tr>
<td>Missing and Murdered Indigenous Women and Girls</td>
<td>41</td>
</tr>
<tr>
<td>Missing and Murdered Indigenous Women, Girls &amp; Gender Diverse People</td>
<td>41</td>
</tr>
<tr>
<td>Mobility aid</td>
<td>25</td>
</tr>
<tr>
<td>Model minority</td>
<td>50</td>
</tr>
<tr>
<td>Mommy tax</td>
<td>57</td>
</tr>
<tr>
<td>Mommy track</td>
<td>57</td>
</tr>
<tr>
<td>Monogamy</td>
<td>57</td>
</tr>
<tr>
<td>Monotheistic</td>
<td></td>
</tr>
<tr>
<td>See Theism</td>
<td></td>
</tr>
<tr>
<td>MSI</td>
<td></td>
</tr>
<tr>
<td>See Multi-sensory impairment</td>
<td></td>
</tr>
<tr>
<td>MTF</td>
<td></td>
</tr>
<tr>
<td>See Male-to-female spectrum</td>
<td></td>
</tr>
<tr>
<td>Multiculturalism</td>
<td>50</td>
</tr>
<tr>
<td>Multiethnic</td>
<td>50</td>
</tr>
<tr>
<td>Multiplicity</td>
<td>13</td>
</tr>
<tr>
<td>Multiracial</td>
<td>50</td>
</tr>
<tr>
<td>Multi-sensory impairment</td>
<td>22</td>
</tr>
<tr>
<td>Muslim</td>
<td></td>
</tr>
<tr>
<td>See Islam</td>
<td></td>
</tr>
<tr>
<td>Mx.</td>
<td>34</td>
</tr>
<tr>
<td>Nationalism</td>
<td>50</td>
</tr>
<tr>
<td>Nationality</td>
<td>50</td>
</tr>
<tr>
<td>Native</td>
<td>41</td>
</tr>
<tr>
<td>Nativism</td>
<td>50</td>
</tr>
<tr>
<td>NB</td>
<td></td>
</tr>
<tr>
<td>See Non-binary</td>
<td>34</td>
</tr>
<tr>
<td>Neo-pronouns</td>
<td>34</td>
</tr>
<tr>
<td>Nesting partner</td>
<td>57</td>
</tr>
<tr>
<td>Neurodivergence</td>
<td>25</td>
</tr>
<tr>
<td>Neurodivergent</td>
<td>25</td>
</tr>
<tr>
<td>Neurodiverse</td>
<td>25</td>
</tr>
<tr>
<td>Neurodiversity</td>
<td>25</td>
</tr>
<tr>
<td>Neurotypical</td>
<td>25</td>
</tr>
<tr>
<td>Nibling</td>
<td>34</td>
</tr>
<tr>
<td>Non-binary</td>
<td>34</td>
</tr>
<tr>
<td>Non-disabled</td>
<td>25</td>
</tr>
<tr>
<td>Non-monogamy</td>
<td>58</td>
</tr>
<tr>
<td>Non-normative gender identities</td>
<td>34</td>
</tr>
<tr>
<td>Non-religiousness</td>
<td>62</td>
</tr>
<tr>
<td>Non-speaking</td>
<td>26</td>
</tr>
<tr>
<td>Non-verbal</td>
<td></td>
</tr>
<tr>
<td>See Non-speaking</td>
<td></td>
</tr>
<tr>
<td>Norm</td>
<td>13</td>
</tr>
<tr>
<td>Open relationship</td>
<td>58</td>
</tr>
<tr>
<td>Oppression</td>
<td>13</td>
</tr>
<tr>
<td>Internalized oppression</td>
<td>13</td>
</tr>
<tr>
<td>Oral tradition</td>
<td>41</td>
</tr>
<tr>
<td>Othering</td>
<td>13</td>
</tr>
<tr>
<td>Outgroup bias</td>
<td>6</td>
</tr>
<tr>
<td>Outing someone</td>
<td>13</td>
</tr>
<tr>
<td>Pan</td>
<td></td>
</tr>
<tr>
<td>See Pansexual</td>
<td></td>
</tr>
<tr>
<td>Pangender</td>
<td>34</td>
</tr>
<tr>
<td>Panphobia</td>
<td>66</td>
</tr>
<tr>
<td>Panromantic</td>
<td>66</td>
</tr>
<tr>
<td>Pansexual</td>
<td>66</td>
</tr>
<tr>
<td>Parenting arrangements</td>
<td>58</td>
</tr>
<tr>
<td>Child access</td>
<td>58</td>
</tr>
<tr>
<td>Contact</td>
<td>58</td>
</tr>
<tr>
<td>Custody</td>
<td>58</td>
</tr>
<tr>
<td>Decision making responsibility</td>
<td></td>
</tr>
<tr>
<td>See Custody</td>
<td></td>
</tr>
<tr>
<td>Parenting time</td>
<td>58</td>
</tr>
<tr>
<td>Participation restrictions</td>
<td>26</td>
</tr>
<tr>
<td>Partner</td>
<td>58</td>
</tr>
<tr>
<td>Pass</td>
<td></td>
</tr>
<tr>
<td>See Passing</td>
<td></td>
</tr>
<tr>
<td>Passing</td>
<td>13</td>
</tr>
<tr>
<td>Patriarchy</td>
<td>34</td>
</tr>
<tr>
<td>Term</td>
<td>Page</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Pay equity</td>
<td>14</td>
</tr>
<tr>
<td>People of colour</td>
<td>51</td>
</tr>
<tr>
<td>People of the global majority</td>
<td>49</td>
</tr>
<tr>
<td>Peoples</td>
<td>42</td>
</tr>
<tr>
<td>Performative allyship</td>
<td>14</td>
</tr>
<tr>
<td>Person of colour</td>
<td>51</td>
</tr>
<tr>
<td>Person-first language</td>
<td>26</td>
</tr>
<tr>
<td>PGM</td>
<td>51</td>
</tr>
<tr>
<td>PGPs</td>
<td>51</td>
</tr>
<tr>
<td>Physical accessibility</td>
<td>26</td>
</tr>
<tr>
<td>Platinum rule</td>
<td>14</td>
</tr>
<tr>
<td>POC</td>
<td>51</td>
</tr>
<tr>
<td>Poly</td>
<td>51</td>
</tr>
<tr>
<td>Polyam</td>
<td>51</td>
</tr>
<tr>
<td>Polyamorous</td>
<td>58</td>
</tr>
<tr>
<td>Polyamory</td>
<td>58</td>
</tr>
<tr>
<td>Polyandry</td>
<td>59</td>
</tr>
<tr>
<td>Polycule</td>
<td>59</td>
</tr>
<tr>
<td>Polygamy</td>
<td>59</td>
</tr>
<tr>
<td>Polygyny</td>
<td>59</td>
</tr>
<tr>
<td>Polytheistic</td>
<td>14</td>
</tr>
<tr>
<td>Power</td>
<td>14</td>
</tr>
<tr>
<td>Powwow</td>
<td>42</td>
</tr>
<tr>
<td>Preferred gender pronouns</td>
<td>35</td>
</tr>
<tr>
<td>Prejudice</td>
<td>14</td>
</tr>
<tr>
<td>Pride</td>
<td>35</td>
</tr>
<tr>
<td>Privilege</td>
<td>14</td>
</tr>
<tr>
<td>Prohibited grounds</td>
<td>15</td>
</tr>
<tr>
<td>Pronouns</td>
<td>35</td>
</tr>
<tr>
<td>Protected grounds</td>
<td>15</td>
</tr>
<tr>
<td>Protestantism</td>
<td>15</td>
</tr>
<tr>
<td>Psychological safety</td>
<td>15</td>
</tr>
<tr>
<td>Queer</td>
<td>67</td>
</tr>
<tr>
<td>Queerbaiting</td>
<td>67</td>
</tr>
<tr>
<td>Queerphobia</td>
<td>67</td>
</tr>
<tr>
<td>Questioning</td>
<td>15</td>
</tr>
<tr>
<td>Race</td>
<td>51</td>
</tr>
<tr>
<td>Race relations</td>
<td>51</td>
</tr>
<tr>
<td>Racial colourblindness</td>
<td>51</td>
</tr>
<tr>
<td>Racial identity</td>
<td>51</td>
</tr>
<tr>
<td>Racial inequality</td>
<td>51</td>
</tr>
<tr>
<td>Racial justice</td>
<td>51</td>
</tr>
<tr>
<td>Racial profiling</td>
<td>51</td>
</tr>
<tr>
<td>Racial reconciliation</td>
<td>51</td>
</tr>
<tr>
<td>Racialization</td>
<td>52</td>
</tr>
<tr>
<td>Racialized group</td>
<td>52</td>
</tr>
<tr>
<td>Racialized persons</td>
<td>52</td>
</tr>
<tr>
<td>Racism</td>
<td>52</td>
</tr>
<tr>
<td>Anti-Arab</td>
<td>46</td>
</tr>
<tr>
<td>Anti-Asian</td>
<td>46</td>
</tr>
<tr>
<td>Anti-Black</td>
<td>46</td>
</tr>
<tr>
<td>Anti-Indigenous</td>
<td>46</td>
</tr>
<tr>
<td>Covert</td>
<td>48</td>
</tr>
<tr>
<td>Cultural</td>
<td>49</td>
</tr>
<tr>
<td>Environmental</td>
<td>49</td>
</tr>
<tr>
<td>Individual</td>
<td>52</td>
</tr>
<tr>
<td>Institutional</td>
<td>52</td>
</tr>
<tr>
<td>Internalized</td>
<td>50</td>
</tr>
<tr>
<td>Reverse racism</td>
<td>53</td>
</tr>
<tr>
<td>Scientific</td>
<td>53</td>
</tr>
<tr>
<td>Structural</td>
<td>52</td>
</tr>
<tr>
<td>Systemic</td>
<td>52</td>
</tr>
<tr>
<td>Racist</td>
<td>52</td>
</tr>
<tr>
<td>Radical feminism</td>
<td>35</td>
</tr>
<tr>
<td>Rastafari</td>
<td>62</td>
</tr>
<tr>
<td>Rastafarianism</td>
<td>62</td>
</tr>
<tr>
<td>Reclaimed language</td>
<td>15</td>
</tr>
<tr>
<td>Reconciliation</td>
<td>42</td>
</tr>
<tr>
<td>Redlining</td>
<td>52</td>
</tr>
<tr>
<td>Regalia</td>
<td>42</td>
</tr>
<tr>
<td>Relationship orientation</td>
<td>59</td>
</tr>
<tr>
<td>Religion</td>
<td>62</td>
</tr>
<tr>
<td>Reserve</td>
<td>42</td>
</tr>
<tr>
<td>Residential school</td>
<td>42</td>
</tr>
<tr>
<td>Respect</td>
<td>15</td>
</tr>
<tr>
<td>Reverse discrimination</td>
<td>15</td>
</tr>
<tr>
<td>Roman Catholicism</td>
<td>67</td>
</tr>
<tr>
<td>Romantic orientation</td>
<td>67</td>
</tr>
<tr>
<td>SAAB</td>
<td>63</td>
</tr>
<tr>
<td>Safe space</td>
<td>15</td>
</tr>
<tr>
<td>Same Gender Loving</td>
<td>4</td>
</tr>
<tr>
<td>SCAB</td>
<td>4</td>
</tr>
<tr>
<td>Secularism</td>
<td>62</td>
</tr>
<tr>
<td>Segregation</td>
<td>53</td>
</tr>
<tr>
<td>Self-identification</td>
<td>26</td>
</tr>
<tr>
<td>Self-stimulatory behaviour</td>
<td>26</td>
</tr>
<tr>
<td>Service animal</td>
<td>26</td>
</tr>
<tr>
<td>Sex</td>
<td>35</td>
</tr>
<tr>
<td>Sex assigned at birth</td>
<td>36</td>
</tr>
</tbody>
</table>
REFERENCES

1. Queer 101: An Intro To The 2SLGBTQIA+ Community, Queer Events, n.d.
6. Queer Terminology from A to Q (PDF), QMUNITY, 2018
13. CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.
24. Equity, Diversity & Inclusion Glossary of Terms, Pacific University Oregon, n.d.
28. CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.
29. CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.
33. Queer Terminology from A to Q (PDF), QMUNITY, 2018
35. CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.
38. Equity, Diversity & Inclusion Glossary of Terms, Pacific University Oregon, n.d.
41. CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.
42. Do We Need Safe or Brave Spaces?, Break Away, 2017.
43. Bullying, American Psychological Association, 2022.
44. Bullying in the Workplace, Canadian Centre for Occupational Health and Safety, 2020.

Disability Language Style Guide, National Center on Disability and Journalism, 2021.


Disability culture, Britannica, 2015.

What is Disability Etiquette? American Association on Health and Disability, n.d.

Words Matter, Invisible Disability Project, n.d.

Disability inclusion glossary, Understood, n.d.


Disability Language Style Guide, National Center on Disability and Journalism, 2021.

Disability is Not a Bad Word, Diversabilility, n.d.


What is Episodic Disability? Realize Canada, n.d.


Do the words disability and handicapped mean the same thing?, Disability Resource Community, n.d.

Disability Language Style Guide, National Center on Disability and Journalism, 2021.


Glossary of Disability-Related Terms, DO-IT, University of Washington, n.d.


Medical Model of Disability versus Social Model of Disability, Citizens for Accessible Neighbourhoods, 2017.

Social Model vs Medical Model of disability, Disability Nottinghamshire, n.d.


Disability inclusion glossary, Understood, n.d.

Glossary of Disability-Related Terms, DO-IT, University of Washington, n.d.


Words Matter, Invisible Disability Project, n.d.

What is Episodic Disability? Realize Canada, n.d.


Disability inclusion glossary, Understood, n.d.


Disability inclusion glossary, Understood, n.d.


On Using NonSpeaking, Minimally Speaking, Or Unreliably Speaking Over "Non-Verbal": NonSpeakers Weigh In, NeuroClastic, 2021.


Glossary of IDEA terms

277 Words Matter, Invisible Disability Project, n.d.
278 Disability inclusion glossary, Understood, n.d.
279 Disability inclusion glossary, Understood, n.d.
280 Understanding Service Animals, Accessibility for Ontarians with Disabilities Act, 2019.
281 Disability inclusion glossary, Understood, n.d.
283 Glossary of Disability-Related Terms, DO-IT, University of Washington, n.d.
287 Medical Model of Disability versus Social Model of Disability, Citizens for Accessible Neighbourhoods, 2017.
288 Social Model vs Medical Model of disability, Disability Nottinghamshire, n.d.
290 Words Matter, Invisible Disability Project, n.d.
292 Stimming, therapeutic for autistic people, deserves acceptance, Spectrum, 2019.
293 Stimming, National Autistic Society, n.d.
295 Glossary of Disability-Related Terms, DO-IT, University of Washington, n.d.
296 Queer Terminology from A to Q (PDF), QMUNITY, 2018
297 The Language of Gender, Gender Spectrum, n.d.
298 Comprehensive* List of LGBTQ+ Vocabulary Definitions, It’s Pronounced Metrosexual, n.d.
299 Queer Terminology from A to Q (PDF), QMUNITY, 2018
300 Queer Terminology from A to Q (PDF), QMUNITY, 2018
301 Comprehensive* List of LGBTQ+ Vocabulary Definitions, It’s Pronounced Metrosexual, n.d.
302 PFLAG National Glossary of Terms, PFLAG, 2022.
303 Queer Terminology from A to Q (PDF), QMUNITY, 2018
304 Queer Terminology from A to Q (PDF), QMUNITY, 2018
305 Comprehensive* List of LGBTQ+ Vocabulary Definitions, It’s Pronounced Metrosexual, n.d.
306 Queer Terminology from A to Q (PDF), QMUNITY, 2018
308 Comprehensive* List of LGBTQ+ Vocabulary Definitions, It’s Pronounced Metrosexual, n.d.
309 Queer Terminology from A to Q (PDF), QMUNITY, 2018
310 Queer Terminology from A to Q (PDF), QMUNITY, 2018
311 Comprehensive* List of LGBTQ+ Vocabulary Definitions, It’s Pronounced Metrosexual, n.d.
312 Queer Terminology from A to Q (PDF), QMUNITY, 2018
313 The Language of Gender, Gender Spectrum, n.d.
314 Queer Terminology from A to Q (PDF), QMUNITY, 2018
315 Queer Terminology from A to Q (PDF), QMUNITY, 2018
316 The Language of Gender, Gender Spectrum, n.d.
318 Queer Terminology from A to Q (PDF), QMUNITY, 2018
320 Queer Terminology from A to Q (PDF), QMUNITY, 2018
321 Comprehensive* List of LGBTQ+ Vocabulary Definitions, It’s Pronounced Metrosexual, n.d.
322 Feminism, Britannica, n.d.
324 Queer Terminology from A to Q (PDF), QMUNITY, 2018
325 Comprehensive* List of LGBTQ+ Vocabulary Definitions, It’s Pronounced Metrosexual, n.d.
Blackness and Latinidad are not mutually exclusive. Here’s what it means to be Afro-Latino in America, CNN, 2021.


CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.


Racialized People (PDF), City of Ottawa, City for All Women Initiative, 2016.


CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.

Definitions Listed Alphabetically, Toronto District School Board, n.d.


CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.

Inclusive Language Guide (PDF), University of South Carolina Aiken, n.d.


Race Terminology (PDF), University of Central Arkansas, 2020.


About, Black Lives Matter, n.d.


What is the difference between white and Caucasian?, World Atlas, n.d.

Caucasus, Britannica, 2022.

What is colonialism?, National Geographic, 2019.


CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.

Western colonialism, Britannica, n.d.


Decolonization and Indigenization, BCcampus, n.d.

CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.

Racialized People (PDF), City of Ottawa, City for All Women Initiative, 2016.

CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.

Overt and Covert Racism, R Squared, n.d.

Overt vs. Covert Racism, CultureAlly, n.d.

critical race theory, Britannica, 2022.


What critical race theory is and isn’t, CNN, 2021.

Glossary of Diversity, Inclusion and Belonging (DIB) Terms (PDF), Harvard University Human Resources, n.d.


CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.

Cultural pluralism, European Commission, n.d.

CRRF Glossary of Terms, Canadian Race Relations Foundation, n.d.

Equity, Diversity & Inclusion Glossary of Terms, Pacific University Oregon, n.d.

Glossary of IDEA terms