

Appendix E – Terminology

*References included within the main report

2SLGBTQIA+ – An acronym that stands for two-spirit, lesbian, gay, bisexual, transgender, queer, intersex, and asexual/aromatic, as well as other identities related to gender and attraction, such as non-binary and pansexual. This acronym is often used to refer to a broad spectrum of identities related to gender and attraction.

Accessibility – Refers to the design of products, programs, devices, services, or environments as to be usable by persons with or without disabilities. While typically used to refer to access for persons experiencing disability, the concept of accessibility can also be used to refer to the unique needs and experiences of people from a variety of equity-denied groups. Accessibility is an inherent right. (UN Geneva, 2021)

Collective Impact – Refers to a collaborative approach to addressing complex social and institutional problems. It involves individuals, groups, and communities working together in a structured way to create social change. (Collective Impact Forum, n.d.)

Diversity – Refers to the different characteristics of people, including disability, gender, sexuality, race, ethnicity, religion, and culture. (University of Toronto, 2019)

Drivers of Exclusion – Complex interactions of structural, policy, economic, social, and behavioural factors that are linked and mutually reinforcing. Individual identities or vulnerabilities alone do not result in exclusion. Exclusion is multidimensional, dynamic, relational, contextual, and exists on multiple levels. Some groups experience greater levels of inequity and exclusion than others; however, drivers of exclusion often impact multiple groups of people who hold a variety of identities. (UNESCO Inclusive Policy Lab, n.d.)

Drivers of Inclusion – Multidimensional processes geared towards the creation of conditions, and, if required, lowering of economic, social, and cultural barriers for meaningful participation. Such a process pays due attention to how and for whom terms and conditions are to be improved. (World Bank, 2013)

Employee Resource Groups – Employee led groups that provide equity-denied groups with a formal structure within an organization to support their needs. These groups can serve multiple purposes, including addressing barriers to opportunity, advising on policies, and providing direction on education opportunities. (Canadian Centre for Diversity and Inclusion, 2023)

Equity – Refers to fair treatment of all people that addresses specific needs, barriers, and accommodations to ensure all have equal access and opportunity to participate in all aspects of society and its benefits. Equity recognizing and addressing the fact that not everyone starts in the same place or has the same history. It means that deliberate measures to address unfair and discriminatory systems and practices towards the creation of fair outcomes. (University of British Columbia, 2023)

Equity-Denied Groups – Refers to groups who identify barriers to equal access, opportunities, and resources due to disadvantage and discrimination and actively seek social justice and reparation. (Canada Council for the Arts in University of British Columbia, 2023)

Inclusion – Refers to the practice of creating an environment that ensures all individuals are treated equitably and feels welcome and respected. Inclusion means creating the conditions in which everyone has the opportunity to fully participate and be valued and celebrated. Inclusion requires taking deliberate, proactive actions to remove barriers. (University of Toronto, 2024)

Intersecting Identities – Refers to a combination of identities, such as ability, race, ethnicity, gender, sexual orientation, and creed. Different combinations of identities result in unique experiences.

Intersectionality – A framework that describes how overlapping social identities are impacted by social and structural forms of oppression. It also refers to the ways in which social categories, such as gender, race, ethnicity, disability, sexual orientation, and class intersect to create different modes of discrimination and privilege. (University of British Columbia, 2021)

Marginalized – Refers to a social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or ‘mainstream’ society. (University of British Columbia, 2023)

Neurodivergent – Refers to having a mind that functions in ways that significantly diverge from the dominant societal standards of ‘normal.’ (Walker, 2024)

Neurotypical – Refers to a style of neurocognitive functioning that falls within the dominant societal standards of ‘normal.’ (Walker, 2024)

Psychological Safety – Refers to a shared belief held by individuals within the same team or environment that the team/environment is safe for to take risks, to express opinions, and to speak up when they have a concern. There is an absence of fear when psychological safety is present. (Edmondson, 1999)

Reconciliation – An ongoing commitment to renewing nation-to-nation relationships with Indigenous peoples based on the recognition of rights, respect, cooperation, and partnership. Reconciliation is an ongoing process, and all individuals living in Canada have a role to play in advancing it. Working toward reconciliation means learning about and acknowledging the ways in which Indigenous peoples have been harmed, and continue to be harmed by colonization, including institutions and systems. It also includes working toward systemic change by challenging the status quo and prioritizing Indigenous perspectives, stewardship, and land rights. (Truth and Reconciliation Commission of Canada, 2015)

Universal Targeted Approach – Aims to affect a defined population while simultaneously developing services and strategies that apply to a particular sub-group within that larger defined population. The targeted portion of this approach aims to address structural inequities that are a result of multiple, intersecting systems of oppression, such as racism, sexism, ableism, and transphobia. (Moffat & Fish, 2013)

Wheelable – Refers to the ability to safely utilize a mobility device (e.g., wheelchair, scooter) to get to and access services and amenities within a reasonable distance. A common synonym of this term is 'rollable.' Walkability and wheelability refer to how well an area, neighbourhood, or community facilitates active forms of transportation and accounts for the needs of people with various mobility needs. (Gan et al., 2021)

Wise Practices – A set of practices that resonate with communities and reflect diversity. A wise practices approach considers the variability and complexity of different community situations and is strength-based, community driven, and culturally respectful. Wise practices are reflective of Indigenous peoples' worldview and ways of creating knowledge. (Thoms, 2007)