



# EQUITY, DIVERSITY & INCLUSION GLOSSARY OF TERMS

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## A

### **Ableism**

Ableism is a belief system that sees persons with disabilities as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than others.

Ableism may be conscious or unconscious, and may be embedded in institutions, systems or the broader culture of a society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities.

### **Aboriginal People(s)**

Aboriginal People are the descendants of the original inhabitants of North America. ‘Aboriginal Peoples’ can be used to collectively describe three groups: First Nation/Indians, Inuit, and Métis. These are separate peoples with unique histories, languages, cultural practices, spiritual beliefs, and political goals. The word ‘Aboriginal’ is an umbrella term for all three peoples, and is not interchangeable with ‘First Nations’ but can be used interchangeably with ‘Indigenous Peoples’, a collective name for the original peoples of North America and their descendants. It should also not be used when referring to only one or two of the three recognized groups.

### **Accessibility**

Accessibility means ensuring that people with disabilities are able to participate without any barriers, whether it is a physical environment, transportation, reading material and/or communication technology.

Common barriers faced by people with disabilities include:

- Physical environment that is not accessible
- A lack of assistive technology (e.g., sign language interpreter, videos with subtitles, etc.)
- Negative attitude of people towards disability
- Services, systems and policies that don’t include persons with disabilities or that hinder the participation of all people

### **Accommodation**

Accommodation means making changes to certain rules, standards, policies, workplace cultures



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and physical environments to ensure that they do not have a negative effect on a person because of the person's mental or physical disability, religion, gender or any other protected ground.

### **Ageism**

Ageism refers to two concepts: a socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons. Ageism also includes discrimination that is more systemic in nature, such as in the design and implementation of services, programs and facilities. Age discrimination involves treating persons in an unequal fashion due to age in a way that is contrary to human rights law.

### **Agender**

Agender is a person whose gender identity does not align to the traditional system of gender, who does not have a personal alignment with the concepts of either man or woman, and/or someone who sees themselves as existing without gender. Sometimes called gender neutrois, gender neutral, or genderless.

### **Ally**

The term ally is for an individual who is not necessarily a member of particular group (e.g., LGBTQ2+), but supports that group's human rights and promotes equality and inclusion in various ways.

An ally works to create social change rather than participate in oppressive actions. You can be an ally by:

- Actively supporting the struggle
- Standing up/speaking out, even when you feel scared
- Transferring the benefits of your privileges to those who have less
- Acknowledging that the conversation is not about you
- Listening with openness

### **Androgynous**

Androgynous is a term used to identify when a person who does not identify or present as solely feminine nor masculine.

### **Androgyny**

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

### **Anti-Black Racism**

Anti-black racism is defined as prejudice, attitudes, beliefs, stereotyping or discrimination that



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are directed at people of Black/African descent. This form of racism is rooted in their unique history and experience of enslavement and colonization.

### **Anti-Oppression**

Anti-oppression are strategies, theories and actions that challenge social and historical inequalities and injustices that are systemic to our systems and institutions by policies and practices that allow certain groups to dominate over other groups. It acknowledges the intersections of identity and diversity including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status and disability and aims to promote equity between the various identities.

### **Anti-Racism**

Anti-racism is the active process of recognizing the existence of racism, including systemic racism, and actively seeking to identify, remove, prevent and mitigate the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities.

### **Anti-Racist Education**

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

### **Antisemitism**

Antisemitism is the latent or overt hostility or hatred directed towards, or discrimination against individual Jews or the Jewish people for reasons connected to their religion, ethnicity, and their cultural, historical, intellectual and religious heritage. Antisemitism has also been expressed through individual acts of physical violence, vandalism, the organized destruction of entire communities and genocide. In more recent times, such manifestations could also target the state of Israel, conceived as a Jewish collective.

### **Asexual**

Asexual is an adjective describing the individual with no desire or interest in being sexually active, though may still experience attraction in other ways.

### **Attitudinal Barriers**

Attitudinal Barriers are a processing of stereotyping – assuming that persons with disabilities have a poor quality of life or that they are unhealthy because of their impairments.

Stigma, prejudice and discrimination: these attitudes may come from people's ideas related to disability – someone may see disability as a personal tragedy or as an indication of the lack of ability to behave as expected in society.



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By thinking of disability as a social responsibility to provide support to all people so they can live independent and full lives, society can work to recognize and address challenges that all people, including those with disabilities, experience.

### **B**

#### **Barrier**

Barrier is a physical or societal structure, design, practice or rule that prevents or impedes individuals from accessing a service or community life.

#### **Bias**

Bias is a subjective opinion, preference, prejudice or inclination, often formed without reasonable justification, that influences an individual's or group's ability to evaluate a particular situation objectively or accurately; a preference for or against. Reasonable apprehension of bias exists when there is a reasonable belief that an individual or group will pre-judge a matter and therefore cannot assess a matter impartially because of bias. Bias can be positive or negative. This definition differs from a common usage in which bias has only negative connotations such as prejudice, unreasoned justification, distorted interpretation, and unfair influence.

#### **Bias Awareness**

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

#### **Bigender**

Bigender is a term associated with someone identifying as both man and woman.

#### **Biphobia**

Biphobia is the fear or hatred of bisexual individuals.

#### **Bisexual**

Bisexual is a person who is emotionally, physically, spiritually and/or sexually attracted to members of more than one gender.

#### **Bullying**

Bullying is usually seen as acts or verbal comments that could 'mentally' hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to



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intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.

Examples of workplace bullying include but are not limited to the following:

- Spreading malicious rumours, gossip, or innuendo
- Excluding or isolating someone socially
- Removing areas of responsibilities without cause
- Establishing impossible deadlines that will set up the individual to fail
- Withholding necessary information or purposefully giving the wrong information
- Underwork - creating a feeling of uselessness
- Yelling or using profanity
- Criticizing a person persistently or constantly
- Blocking applications for training, leave or promotion
- Tampering with a person's personal belongings or work equipment

## C

### **Cisgender**

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

### **Classism**

Classism is the cultural, institutional and individual set of practices and beliefs that assign value to people according to their socio-economic status, thereby resulting in differential treatment.

### **Closeted**

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

### **Collective impact**

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



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### Colonialism

Colonialism is a practice of domination, which involves the subjugation of one people to another. Settler colonialism — such as in the case of Canada — is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land.

### Coming Out

Coming out is the process through which a person acknowledges and accepts their sexual orientation or gender identity and shares this with others.

### Cogender

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

Cogender is a gender which is the mathematical union of two gender, as opposed to venngender; the intersection of two genders. A cogender person is okay being identified as either of the genders

included in their identity, including a combination of the two. It's possible for someone to be cogender and not realize it at first, because one of their genders happens to be the gender they were assigned at birth.

### Cross-dresser

A cross-dresser is a person wearing clothing stereotypically worn by the other sex, but has no intention to live full-time as the other sex.

### Culture

Culture is the customs, beliefs, behaviours and/or achievements of a particular time and/or people; behaviour within a particular group.

### Cultural Appropriation

Cultural appropriation is defined as the theft of cultural elements for one's own use, commodification or profit – including symbols, art, language, customs, etc. – often without understanding, acknowledgement or respect for its value in the original culture. The dominant culture will assume their right to take the non-dominant cultures elements.

For example, dressing up for Halloween with a Native headdress, turban or hijab would be offensive to someone of that culture. Another example occurs where Indigenous art is duplicated and sold by large companies rather than the artists themselves.

### Cultural Competence

Cultural competence is an ability to interact effectively with people of different cultures, particularly in human resources, non-profit organizations, and government agencies whose



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employees work with persons from different cultural/ethnic backgrounds. Cultural competence has four components:

1. Awareness of one's own cultural worldview
2. Attitude towards cultural differences
3. Knowledge of different cultural practices and worldviews
4. Cross-cultural skills (developing cultural competence results in an ability to understand, communicate with and effectively interact with people across cultures)

### Cultural Literacy

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

### Cultural Safety

Cultural safety is an environment, which is physically, spiritually, socially, and emotionally safe for people of all different identities; and where there is no assault, challenge or denial of a person's rights as protected by the *Canadian Charter of Rights and Freedoms* and, for example, the *Ontario Human Rights Act*.

It is about shared respect, shared meaning, and shared knowledge and experience of learning together with dignity and truly listening.

Cultural Safety looks like:

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

## D

### Deadname

A deadname generally refers to the birth name of a transgender person that they no longer use.

### De-identified

De-identified refers to the removal of personal information of an individual. This results in



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having the removal of any information that identifies the individual or for which it is reasonably foreseeable in the circumstances could be utilized, either alone or with other information, to identify the individual.

### **Demiboy**

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

### **Demigender**

Demigender refers to a person whose gender identity is partially associated with a specific gender.

### **Demigirl**

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

### **Demisexual**

Demisexual refers to a person who feels sexual attraction only once a strong emotional bond is formed.

### **Demisexuality**

Demisexuality is the state of a person who feels sexual attraction only once a strong emotional bond is formed.

### **Detransition**

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

### **Diamoric**

Diamoric refers to a non-binary person who is attracted to non-binary people. Diamoric can be an orientation on its own or it can be used as an umbrella term to describe a variety of non-binary attraction. It can be used as a prefix for other orientations to specify it as diamoric, such as dia-gay, dia-lesbian, or dia-bi.

Diamoric can also be used to describe a relationship in which one or more of the people involved is non-binary. A diamoric relationship is one which is neither straight nor gay, as one of the parties is non-binary.

Binary people cannot use the term diamoric to describe their own orientation, but they can use it to describe their relationship with a non-binary person.

### **Dignity**

Dignity is the right of a person to be valued and respected for their own sake, and to be treated





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ethically. It is of significance in morality, ethics, law and politics as an extension of the enlightenment- era concepts of inherent, inalienable rights.

### **Disability**

Disabilities include physical, intellectual and learning disabilities, mental health conditions, hearing or vision impairments, drug or alcohol dependencies, environmental sensitivities as well as other conditions that can cause any degree of impairment, regardless of cause or duration. A natural or acquired characteristic that may prevent someone from fully taking part in educational, social, economic, political, religious or formal activities of a group due to societal barriers. Accommodation may be required to enable full participation.

Do I say ‘person with a disability’ or ‘disabled person’?

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

### **Disaggregated race data**

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

### **Diversity**

Diversity is any dimension that can be used to differentiate groups and people from one another. These individual and group differences include, but are not limited to differences in personality, political orientations, life experiences, learning styles, working styles, race, class, ethnicity, gender, culture, country of origin, religious affiliations, and viewpoints. Celebrating diversity means understanding that each individual is unique and recognizing and relating to those qualities and conditions that are different from our own to understand how each person contributes to the good of the community.

### **Discrimination**

Discrimination is an action or behaviour usually based on prejudiced attitudes. Discrimination occurs when prejudiced thoughts and beliefs are put into actions that limit the freedoms and activities of others. It usually takes the form of differential treatment of one individual by another or the exclusion or restriction of one group by another. It can be overt or covert, conscious or unconscious, and usually excludes based on the physical differences between people.



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Discrimination can be directed towards people who are perceived as part of a group and has the effect of excluding or restricting their access to housing, jobs, education, etc. In order to discriminate, a group must have social, economic, and/or political power to affect another group.

### **Dominant Group**

Dominant Group is not necessarily a majority in terms of numbers, but the group with power, privilege and social status in a society. Attributes of this group are accepted as the ‘norm’ by which other groups are measured or compared, often to their detriment.

### **Drag King**

Drag King is a female performer who dresses as men for entertainment at clubs and events.

### **Drag Queen**

Drag Queen is a male performer who dresses as women for entertainment at clubs and events.

### **Duty to Accommodate**

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

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

## **E**

### **Elder**

Elder is a distinguished person who is recognized in Aboriginal/Indigenous communities for the gift of wisdom, healing and/or spiritual leadership.



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### **Ethnic Group**

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

### **Ethnicity**

Ethnicity is defined as the multiplicity of beliefs, behaviours and traditions held in common by a group of people bound by particular linguistic, historical, geographical, religious and/or racial homogeneity. Ethnic diversity is the variation of such groups and the presence of a number of ethnic groups within one society or nation.

### **Ethnocentrism**

Ethnocentrism refers to the tendency to view others using one's own group and customs as the standard for judgment, and the tendency to see one's group and customs as the best.

### **Ethnocultural Communities**

Ethnocultural communities are defined by the shared characteristics unique to, and recognized by, that group. This includes characteristics such as cultural traditions, ancestry, language, national identity, country of origin and/or physical traits. To the extent that religion is inextricably linked to the group's racial or cultural identity, it can also be recognized as a defining characteristic. In some cases, a group may view its common origin as pan-national, or it may be based on geographic region of origin. These characteristics are the basis on which, generally speaking, one group culturally distinguishes itself from another.

### **Eurocentrism**

Eurocentrism assumes the supremacy of Western civilization, specifically Europe and Europeans, in world culture. Eurocentrism centres history according to European and Western perceptions and experiences.

### **Equal Opportunity Program**

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

### **Equity**

Equity refers to fair treatment of everyone that addresses specific needs, barriers and accommodations to ensure all have equal opportunity to participate in all aspects of society and its benefits. Equality, in which individual needs and differences are ignored, is not sufficient. Equity work analyses and challenges unfair systems and practices and works towards the



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creation of equal outcomes.

### Equity Lens

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

## F

### First Nation(s)

'First Nation peoples' or 'First Nations' refers to the Indian peoples of Canada, both status and non-status, who are descendants of the original inhabitants of Canada who lived here for millennia before explorers arrived from Europe, and can also refer to a community of people as a replacement term for 'band'. First Nation peoples are one of the distinct cultural groups of Aboriginal peoples in Canada. There are 52 First Nations cultures in Canada, and more than 50 languages. The term 'First Nation' is not interchangeable with 'Aboriginal', because it does not include Métis or Inuit. The term came into common usage in the 1980's, to replace the term 'Indian', which some people find offensive – it has no legal definition.

### FTM

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

### Faithism

Faithism refers to the cultural, institutional and individual set of practices and beliefs that assign different values to people according to their religion or creed, or their lack of religion or creed, thereby resulting in differential treatment on the basis of faith.

## G

### Gay

Gay refers to an individual who is emotionally, sexually and/or romantically attracted to members of the same gender.



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### Gender

Gender refers to one's identity as man, woman or neither man nor woman. Gender is socially and culturally constructed roles, behaviours and attributes considered appropriate for males and females in a given society and is often based on one's assigned sex at birth. Conceptions of gender are influenced by several factors, including biological features, cultural and behavioural norms, and individual experience.

List of terms when discussing gender:

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

### Gender Binary

Gender binary is the viewpoint that gender consists of only two gender identities, male/female.

### Gender Bending

Gender bending is the act of blurring the boundaries between genders.

### Gender Binarism

The term gender binarism is the idea that gender is separated into two fixed and closed categories, man and woman, and that it cannot be a variety of identities and expressions.

### Gender Conforming

Gender conforming is defined as a gender identity that is consistent with what is culturally



associated with a person's sex assigned at birth.

### **Gender Dysphoria**

Gender dysphoria is referred to a clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. For some transgender people, the difference between the gender they are thought to be at birth and the gender they know themselves to be can lead to serious emotional distress that affects their health and everyday lives if not addressed. These kinds of experiences can be challenging for anyone, and for some people, it can lead to anxiety disorders, depression, and other mental health conditions. These conditions are

not caused by having a transgender identity; they're a result of the intolerance many transgender people have to deal with.

### **Gender Expression**

Gender expression is defined as the external appearance of one's gender identity, usually expressed through behaviour, clothing, haircut or voice, and which may or may not conform to socially defined behaviours and characteristics typically associated with being either masculine or feminine.

### **Gender Fluid**

Gender fluid is a term depicting a person who does not identify with a single gender.

### **Gender Identity**

Gender identity is defined as one's concept of self as woman, man, blend of both, as two-spirit, or neither. One's gender identity may not be the same as one's assigned sex.

### **Gender Inclusion**

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

### **Gender Non-Conforming**

Gender non-conforming is a broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

### **Gender Transition**

Gender transition is defined as the process a person goes through to live as the gender with which they identify, which is different from their assigned sex at birth. While not all transgender people transition, a great many do at some point in their lives. Gender transition looks different for every person. Possible steps in a gender transition may or may not include



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changing your clothing, appearance, name, or the pronoun people use to refer to you (like ‘she’, ‘he’, or ‘they’). Some people are able to change their identification documents, like their driver’s license or passport, to reflect their gender. And some people undergo hormone therapy or other medical procedures to change their physical characteristics and make their body better reflect the gender they know themselves to be.

### Gender Queer

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

## H

### Harassment

Harassment is a form of discrimination. It involves any unwanted physical or verbal behaviour that offends or humiliates a person, whether subtle or overt. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

### Hate Crime

The *Criminal Code of Canada* says a hate crime is a crime committed against an entire group of people who are targeted for who they are. It includes promoting hatred against a group based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor.

### Heterosexual

Heterosexual is defined as a person who has emotional, physical, spiritual and sexual attraction to persons of the opposite sex.

### Heteronormativity

Heteronormativity is defined as the marginalization of sexual minorities either by dismissing them, by presenting a favourable bias towards heterosexual people, or both.



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### **Heteroflexible**

Heteroflexible refers to one who is predominantly heterosexual but sometimes sexually attracted to the same sex.

### **Heterosexism**

Heterosexism is defined as the assumption that heterosexuality is superior and preferable, and is the only right, normal or moral expression of sexuality. This definition is often used when looking at discrimination against gay, lesbian or bisexual people that is less overt, and which may be unintentional and unrecognized by the person or organization responsible.

### **Homoflexible**

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

### **Homophobia**

Homophobia encompasses a range of negative attitudes and feelings toward homosexuality or people who are identified as or perceived being lesbian, gay, bisexual or transgender (LGBTQ2S). It has been defined as contempt, prejudice, aversion, hatred or antipathy. Homophobia is observable in critical and hostile behavior such as discrimination and violence. Homophobia ranges from derogatory comments to harassment, to violence, to silencing (“as long as they don’t talk about it,” etc.), to denial of human rights.

### **Homosexual**

Homosexual is an adjective ascribed to individuals sexually attracted to individuals of the same sex. This term is now seen as out-dated and offensive. Gay man/person/lesbian are preferred.

### **Human Rights**

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





### I

#### **Immigrant**

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

#### **Indicator**

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

#### **Inclusion**

Inclusion is the act of creating environments and a culture in which any individual or group can feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming community embraces human differences, sees them as strengths, and offers respect in both words and actions for all people.

#### **Indigeneity**

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

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



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group or the community as one of its members was to be regarded as an indigenous person.

### **Inclusion**

Inclusion is defined as the process of creating a culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every individual. Individuals or groups feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming community embraces human differences, sees them as strengths, and offers respect in both words and actions for all people. An inclusive workplace uses these skills to achieve the organization's objectives and mission; connects individuals to the organization; and encourages collaboration, flexibility, and fairness.

### **Inclusive Design**

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

### **Indian**

Indian is a term used to refer to the legal identity of a First Nations person registered under the "Indian Act". It is an outdated term that is considered to be pejorative by most people and should not be used by non-Indigenous persons. This term is a historical misnomer with negative connotations for many Indigenous people as an imposed term. Avoid the use of this term, unless it is being used as reference to a government policy or classification (e.g., Indian Act, Indian status).

### **Indian Act**

The Indian Act refers to a Canadian legislation that first passed in 1876 and amended several times since, most recently in 1985. It sets out certain federal government obligations and regulates the management of reserve lands, Indian monies and other resources.

### **Indigenous**

Indigenous is the term used when referring to variety of Aboriginal peoples (First Nations, Inuit and Métis people). While it must be stated that there is no generic term that captures the diverse identities, cultures and backgrounds of Indigenous peoples around the world, it was



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Indigenous peoples themselves who chose this word at the United Nations level to best describe the original peoples of a territory. Despite this term, the (general) preference is to refer specifically to the Indigenous Nation, community or peoples from which the individual belongs – for example, Siksika from Siksika Nation (Blackfoot).

### **Indigenous Land Acknowledgement**

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

### **Indigenous Peoples**

Indigenous Peoples refers collectively to First Nations, Inuit and Métis people. The word recognizes the fact that Indigenous peoples are the original inhabitants of Canada. The term is similar to Aboriginal peoples. There are other words that Indigenous peoples may use to describe themselves and therefore, it is a good practice to ask how people wish to be named.

### **Institutional Change**

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

### **Institutional Racism**

Institutional racism is also known as ‘systemic racism’; refers to organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.

### **Intercultural Competence**

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

### **Intellectual Disability**

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



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### Intergenerational Trauma

Intergenerational trauma is the transmission of historical oppression and its negative consequences across generations. There is evidence of the impact of intergenerational trauma on the health and well-being and on the health and social disparities facing Aboriginal peoples in Canada and other countries.

### Intersectionality

Intersectionality refers to people's lives and experiences are complex and cannot be understood by any one identity category. Our personal experiences are impacted by multiple social identities (e.g., ethnicity, gender, education). The way these identities interact with social structures (e.g., policies, laws, systems, norms) may lead to different experiences for different people or different groups of people (e.g., experiences of opportunity or discrimination). Intersectionality helps us recognize how our gender, ethnicity, 'race', culture, language, age, ability, education, income, geography, citizenship status, marital status, religion, sexuality, gender expression, gender identity, family, and other statuses intersect with social roles and structures to influence experiences of advantage and disadvantage.

In other words, intersectionality looks at the connections between our individual identities and the structures that shape our lives to account for different experiences of discrimination – and privilege – and how they work together. Since these structures include government legislation, policies, programs, and services, intersectionality can help ensure government decisions do not inadvertently disadvantage populations.

### Intersex

Intersex is defined as people born with unidentified or misidentified genitals. Formerly inappropriately referred to as hermaphrodites, intersex people are not easily categorized as 'male' or 'female' because of ambiguous genitals. Most intersex people do not possess 'both' sets of genitals, rather a blending, and a different appearance that is medically difficult to categorize for many doctors.

### Inuit

Inuit is defined as the Aboriginal Peoples of Arctic Canada who live primarily in Nunavut, the Northwest Territories and northern parts of Labrador and Québec. The word Inuit means 'people' in the Inuit language – Inuktitut. The singular of Inuit is Inuk. Their traditional languages, customs and cultures are distinctly different from those of the First Nations and Métis.

### Inuk

Inuk is the singular form of Inuit.



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### **Inuktitut**

Inuktitut is the Inuit language.

### **Invisible Disability**

Invisible disabilities are often considered hidden disabilities. People often assume that disabilities are physical or visible, when in actuality a lot of disabilities are not apparent. A few examples that could be classified as hidden disabilities are: HIV, dyslexia, learning disabilities, multiple sclerosis, mental health problems.

It is important to note that invisible disabilities impact a person's day-to-day life, and you should not judge why certain accommodations have been put in place for the individual. For example, a person may hold an accessible parking permit and not appear to have a need for the close-proximity parking. However, here are a few invisible reasons why they may: back or brain injury, chronic illness/pain, heart condition, oxygen impairment.

### **Islamophobia**

Islamophobia is defined as racism, stereotypes, prejudice, fear or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic and societal level.



**J**

**K**

**L**

### **Lateral Violence**

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

### **Layers of Identity**

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

### **Lesbian**

Lesbian is defined as a term for a woman who is physically, sexually and/or emotionally attracted to another woman or female-gendered person.

### **LGBTQ2s+**

LGBTQ2S+ is short for Lesbian/Gay/Bisexual/Transgender. 'GLBT' is also used. An acronym that also encompasses the diversity within the Trans and Queer community is LGBTTIQQ2A – Lesbian, Gay, Bisexual, Transgender, Transsexual, Intersex, Queer, Questioning, 2-spirited and Allies.

LGBT is often used interchangeable with the word 'queer'.

G – gay

B – bisexual

T – transgender

Q – queer

2S – two-spirit

+ – the plus acknowledges that not all expressions and identities are captured in the acronym, and that expression and identify are fluid and ever evolving.



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### M

#### **Mainstream**

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

#### **Marginalization**

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

#### **Marginalized**

Marginalized is defined as excluded, ignored, or relegated to the outer edge of a group/society/community. People are often marginalized in societies or communities due to the effects of structural inequality. A person may be marginalized based on gender, skin colour, income level, education, age, sexual orientation, religion, race, ethnicity, immigration status, language, occupation, heritage or other factors.

#### **Métis**

Métis is defined as French for ‘mixed blood’. The *Constitution Act of 1982* recognizes Métis as one of the three Indigenous Peoples in Canada. Historically, the term applied to children of French fur traders and Cree women in the Prairies, of English and Scottish traders and Dene women in the north, and Inuit and British in Newfoundland and Labrador. Today the term is used broadly to describe people with mixed Indigenous and European ancestry who identify themselves as Métis.

Alberta is the only province to have defined the term in law. The *Métis Settlements Act* defines a Métis as "a person of Aboriginal ancestry who identifies with Métis history and culture" in the context of creating a test for legal eligibility for membership in one of Alberta's eight Métis



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settlements.

### **Minority Group**

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

### **Misgender**

Misgender is defined as an attribute to a person, intentionally or not, that does not correctly reflect their gender identity. Examples include using pronouns, words, agreements or forms of address that do not correctly reflect the gender with which a person identifies.

### **Monosexism**

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

### **Monosexuality**

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

### **MTF**

MTF is an acronym describes a person transitioning from male to female.

### **Multiculturalism**

Multiculturalism is defined as the existence and state recognition of multiple cultural traditions within a single country. In 1971, Canada was the first country in the world to adopt multiculturalism as an official policy. By so doing, Canada affirmed the value and dignity of all Canadian citizens respectful of their ethnic, linguistic and religious differences. The 1971 Multiculturalism Policy of Canada also confirmed the rights of Indigenous peoples and the status of Canada's two official languages.

### **Multigender Person**

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





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### N

#### **Native**

Native is defined as a term denoting a person originating from a particular place and not persons of Indigenous ancestry necessarily. Therefore, it is advisable to avoid using this term. Use Aboriginal or Indigenous. The word ‘native’ might hold negative connotations for some and can be perceived as disrespectful.

#### **Non-Binary Gender**

Non-binary gender is defined as any gender that falls outside of the binary system of man/woman. Non-Binary (sometimes shortened to *enby*, or *NB*) refers to someone whose gender does not fall strictly within the category of man or women, used in western society. Non-binary can be a gender identity on its own, or it can be used as an umbrella term for anyone whose gender is something other than male or female. Some people may also use the term genderqueer interchangeably with non-binary. Non-binary is included in the umbrella of transgender, although some non-binary people choose not to identify as transgender.

#### **Non-Status ‘Indian’**

Non-Status ‘Indian’ refers to people who consider themselves to be members of a First Nation but whom the Government of Canada does not recognize as such under the ‘Indian Act’ either because they are unable to prove their status or have lost their status rights. They are not entitled to the same rights and benefits as Status ‘Indians’.

### O

#### **Oppression**

The term oppression is defined as the combination of prejudice and institutional power which creates a system that discriminates against some groups (often called ‘target groups’) and benefits other groups (often called ‘dominant groups’).

#### **Outing**

Outing is defined as exposing someone’s gender identity or sexual orientation without that individual’s permission.



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### P

#### **Pay Equity**

Pay equity is defined as the principle of equal pay for work of equal value. For example, the requirement to pay males and females within the same organization, the same salary for work that is judged to be of equal value.

#### **Pangender Person**

Pangender Person is defined as a person who identifies as having all the genders culturally available to them.

#### **Pansexual**

Pansexual refers to a person who is sexually attracted to another person regardless of their gender. Some people use the term 'bisexual' to refer to this concept even though the prefix 'bi-' means 'two'.

#### **Perceived Gender Identity**

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

#### **Perceived Sexual Orientation**

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

#### **Person of Colour**

'Person of colour' is the preferred term. To be a 'coloured person' is to be seen as an 'other'. It's establishing that the default race is white, that white is the baseline. 'People of colour' is used in solidarity among racial groups and marginalized people across the country. Where there is solidarity, there is a sense of inclusivity, community and understanding.

#### **Polysexuality**

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

#### **Power**

Power is defined as having access to privileges such as information/knowledge, connections, experience and expertise, resources and decision-making that enhance a person's chances of getting what they need to live a comfortable, safe, productive and profitable life.



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### Pow Wow

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

### Preferred Pronoun

Preferred pronoun refers to a person's gender, such as 'he'/'she', 'him'/'her', 'herself'/'himself', 'hers'/'his'. Assuming pronouns based on someone's appearance can lead to errors and assumptions. This is why asking is more inclusive.

#### Gender Pronoun Guide

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

### Prejudice

Prejudice means literally to 'pre-judge'. It is a state of mind in one person or group about another, usually based on false or insufficient information. Prejudiced attitudes are usually negative and usually based on stereotypes, despite the absence of legitimate, observable evidence. Furthermore, prejudice is informed by feelings of superiority, hatred, or fear of the *other*. In fact, people may be prejudiced against others without any first-hand experience. When presented with contrary evidence or an individual who does not fit the stereotype, a prejudiced person will dismiss the concrete evidence or person as an exception. In other words, prejudice is irrational and, therefore, very resistant to change.

### Pride

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



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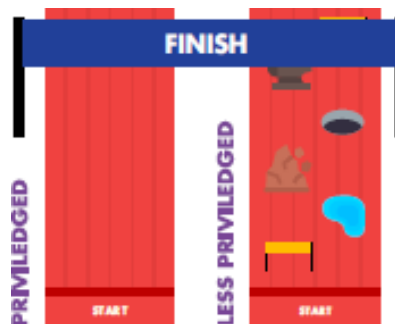
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honest and comfortable about who you are.

### Privilege

Privilege is unearned power that gives certain groups and individuals economic, social and political advantages; the unequal distribution of and access to resources, benefits and status. Privilege refers to a dominant group in society or in a specific context that obtains certain rights, freedoms, benefits, advantages, opportunities and/or access over a non-dominant group. An example of this is male privilege – where men continue to be overrepresented in leadership roles or as news commentators. Most of us have privilege in some form even if we experience oppression in some other form, whether gender, sexual orientation, ability, race, class, etc.

Example of the path of privilege:



### Prohibited/Protected Grounds

Prohibited/protected grounds are defined within federal, provincial and territorial human rights laws, which prohibit discrimination or harassment based on these personal characteristics. The number of prohibited/protected grounds vary from province to province, but can include: age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender identity and gender expression, marital status, place of origin, race, sex (including pregnancy), sexual orientation, receipt of public assistance (in housing) and record of offences (in employment).

Q

### Queer

Queer is although historically used as a negative term, queer is more commonly being used



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by the 'Rainbow Community' as an inclusive term to refer to lesbian, gay, bisexual, pansexual, and transgender people.

### Queerphobia

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

### Questioning

Questioning is defined as exploring one's own sexual orientation and/or gender identity, looking at such things as upbringing, expectations from others (family, friends, church, employers, etc.) and inner motivation.

## R

### Race

Race refers to a group of people of common ancestry, distinguished from others by physical characteristics such as colour of skin, shape of eyes, hair texture or facial features.

List of terms when discussing race:

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

### Racial Bias

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



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### **Racial Disparity**

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

### **Racial Disproportionality**

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

### **Racial Equity**

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

### **Racial Profiling**

Racial profiling is defined as any action that relies on stereotypes about race, colour, ethnicity, ancestry, religion or place of origin, or a combination of these, rather than on a reasonable suspicion to single out a person for greater scrutiny or different treatment.

### **Racialization**

Racialization uses social markers (e.g. skin colour, cultural habits, dress, language, religions, political beliefs and surnames) to label or perceive a person of a certain community as different from the norm, thus, causing them to receive unequal treatment in society. One can aptly describe it as a process of ‘othering’.

### **Racialized (person)**

Racialized is often used to stand in for ‘visible minority’, this more fluid term acknowledges that race is a social construction that can change over time and place. It can be applied to people who have racial meanings attributed to them as a group in ways that negatively impact their social, political, and economic life, e.g., Black, Asian, Muslim and Roma.

### **Racism**

Racism is any individual action or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination. Prejudice, discrimination or antagonism directed against someone of a different race, based on the belief that one’s own race is superior.



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### Rainbow Flag

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

Colour	Meaning
Red	life
Orange	healing
Yellow	sunlight
Green	nature
Blue	serenity
Purple	spirit

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

### Religion

Religion is a set of beliefs concerning the cause, nature, and purpose of the universe, especially when considered as the creation of a superhuman agency or agencies, usually involving devotional and ritual observances, and often containing a moral code governing the conduct of human affairs.

### Reprisal

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

## S

### Self-Identification

Self-identification is in relations to gender and sexual orientation, it is the way a person



chooses to describe their own gender identity or sexual orientation.

## Sex

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

## Sexual Orientation

Sexual orientation is the description of an individual's enduring physical, romantic and/ or emotional attraction to members of the same and/or opposite sex, and is inclusive of lesbians, gay men, bisexuals, heterosexual men and women, and other orientations, including pansexual (not limited in sexual attraction by biological sex, gender or gender identity), and asexual (a person who does not experience sexual attraction). Do not use the term 'sexual preference' as it is considered offensive and is typically used to suggest that being lesbian, gay or bisexual is a choice.

## Sex Reassignment Surgery

Sex reassignment surgery is a medical procedure altering one's physical appearance to further reflect one's gender identity.

## Sizeism or Size Discrimination

Sizeism or size discrimination is defined as discrimination based on a person's physical size. Size discrimination usually refers to extremes in physical size, such as very tall or short; extremely thin or fat. Like other forms of discrimination, sizeism isn't always explicit. It involves the perpetuation of stereotypes and attitudes which support those stereotypes, such as the idea that fat people are lazy, fat people eat too much and don't exercise enough, tall people are good basketball players, or that overweight people often contract diseases which render some jobs dangerous for themselves and others. It is newly emerging as the last bastion of 'acceptable discrimination'.

Some terms commonly used:

Preferred	Problematic/Outdated
The preferred terminology is shifting for people as they age. Best to ask.	Older people, elders, seniors, senior citizen
Economically disadvantaged, person living at or below poverty	Poor person, poverty-stricken person





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line, people experiencing poverty	
Person experiencing homelessness	Homeless
Person of size, larger bodied	Overweight person, obese, fat, skinny, beanpole

### Social Identity

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

### Straight

Straight is defines as people who possess enduring physical, romantic and/or emotional attraction to people of the opposite sex. See reference to Heterosexual.

### Status ‘Indian’

Status ‘Indian’ refers to people who have their names included on the ‘Indian’ register, an official list maintained by the federal government. There are criteria that determine who can be registered as a Status ‘Indian’ and only these are recognized as ‘Indians’ under the ‘Indian Act’ and are entitled to rights and benefits under the law.

### Stereotype

Stereotype utilizes an oversimplified picture that attributes a particular quality to *all* members of a group. Characteristics are attributed to members of the group based on this instant or fixed mental image, without regard for individual differences. The fallacy of the stereotype is the leap from *some* to *all*. Complimentary or derogatory, there is no such thing as a positive stereotype.

Stereotyping often involves labelling of individuals or groups based on false or insufficient information or misconceptions. While there may be some truth to the image we may have of a group, reasons are not taken into consideration, and exaggerated, unsubstantiated statements are often made.



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### **Structural Inequality**

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

### **Systemic Barriers**

Systemic barriers are barriers that are sometimes hidden (intentionally or unintentionally) within society that ultimately exclude certain groups or communities of people from fully engaging. These systemic barriers are often reinforced by existing policies, practices and procedures.

### **Systemic Discrimination**

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

### **Systemic Racism**

Systemic racism is also known as ‘Institutional Racism’; refers to organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.

## **T**

### **Targeted Universalism**

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



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### **To Be Out**

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

### **Trans**

Trans is a generic term that refers to transgender people, transsexual people and gender-diverse people. It is the opposite of cisgender.

### **Trans Pride Flag**

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

### **Transgender/Trans**

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

### **Transgender**

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

### **Transgender Man**

Transgender man is the term for a transgender individual who identifies as a man (or whose gender identity is of a man) and was assigned female at birth.

### **Transgender Woman**

Transgender woman is the term for a transgender individual who identifies as a woman (or whose gender identity is of a woman) and was assigned male at birth.

### **Transparental Family**

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



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### **Transphobia**

Transphobia is the fear or hatred of transgender individuals and transness, as well as prejudices against them.

### **Transsexual**

Transsexual is a term for a person whose gender identity is different from the assigned sex at birth, and who may alter his/her/their body through clothing, cosmetics, hormones and in some cases surgery to be more in line with their gender identity. ‘Transsexual’ is not an umbrella term, like ‘transgender’. It is an older term originating in the medical/psychological communities. Many transgender people do not identify as transsexual and prefer the word ‘transgender’. It is always best to ask which term a person prefers.

### **Trauma-Informed Approach**

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

### **Trend Analysis**

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

### **Trigender**

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

### **Trigger Warning**

Trigger warning is a statement notifying that content (as in a text, video, presentation, etc.) may be disturbing or upsetting. They can be used to protect users from content that may contribute to pre-existing mental health issues (e.g., sharing photos about an eating disorder, that might trigger or, worse, inspire someone who is currently dealing with anorexia).

### **Two-Spirit**

Two-Spirit refers to a North American Indigenous person who embodies both female and male spirits or whose gender identity, sexual orientation or spiritual identity is not limited by the male/female dichotomy. This term is used to reflect the complex Indigenous understanding of



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gender and sexuality and the history of sexual and gender diversity in Indigenous cultures. Therefore, a person who is not of Indigenous descent should not self-identify as a two-spirit person.

### Turtle Island

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

## U

### Underrepresented

Underrepresented is defined as individuals or groups that have historically been or currently are inadequately or insufficiently represented, under resourced, and/or oppressed due to structural and/or societal obstacles and disparities.

### Universal Design

Universal design involves designing products, instructional materials, services and spaces so that the widest possible range of people can use them. Universal Design evolved from Accessible or Barrier Free Design, a process that addresses the needs of people with disabilities. Universal Design goes further by recognizing that there is a wide spectrum of human abilities. Everyone, even the most able-bodied person, passes through childhood, periods of temporary illness, injury and old age. By designing for this human diversity, the focus is on creating an environment (physical, learning and service) that is easier for all people to use.

Some terms used:

Preferred	Problematic
Person who is blind or visually impaired	Blind person
Person with diabetes	Diabetic
Person living with a specific condition	Stricken with..., suffers from..., victim of...
Little person, someone of short stature	Dwarf, midget
Cognitively disabled/delayed, person with intellectual disability	Retarded



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Person with an emotional disability	Emotionally disturbed
Person in or who uses a wheelchair	Handicapped, wheelchair-bound, confined to wheelchair
Person with psychiatric disability; person with a mental health condition	Mentally-ill, hyper-sensitive, insane, crazy, psycho
Non-disabled	Normal, able-bodied, healthy
Person with a speech impairment	Speech impediment

### V

#### Visible Minority

Visible minority is a term defined under the *Employment Equity Act* referring to "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black or of African descent, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese.

### W

#### West Indian

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

#### White

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



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### X

#### **Xenophobia**

Xenophobia is an attitude against persons who are defined as different to oneself ('others'), using real or mythical criteria. Phobia is derived from the Greek *phobos*, meaning fear. Originally, it is a psycho-medical term that is used to describe unreasonable anxieties. Xenophobia (from the Greek *xenos*, ie foreigner) thus means an unreasonable fear of foreigners. It is to be distinguished from an ordinary distrust of strangers. Therefore, xenophobia is not a medical phenomenon, but describes a mental reservation or political conviction against certain human beings, often leading to hatred and violence. Both the definition and use of the term xenophobia are complex.

### Y

#### **Youth**

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

### Z



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