INfloHR

DIVERSITY & INCLUSIVITY GLOSSARY

WELCOME!

Inflo HR Ltd. created the Human Resources Glossary Canadian Edition. It is critical to be mindful of all the different challenges someone may face daily within the Canadian market. To do so, we must look at different perspectives and be willing to adapt and learn.

This glossary can never fully be complete because as society evolves, so will the terms used. Inflo HR Ltd. is not claiming to be an expert in any of the topics covered below. There has been extensive research and considerations throughout the creation process. Readers are encouraged and welcome to provide feedback.

We hope you learn more about this area, and if there is anything to add, please do not hesitate to reach out directly at **info@inflohr.com**

Regards, the Inflo HR Ltd. team

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2SLGBTQIA SEXUALITIES

Gay
Initially used for men attracted to other men. It is now often used to describe sexualities and romantic relationships to other people in the queer community.

Lesbian
A Lesbian is someone who identifies as a female or feminine leaning person who is attracted to other women or people that have feminine traits.

Bisexual
Originally was defined as romantic attraction to men and women. Now it is best described as someone who is attracted to two genders.

Pansexual
A person who identifies as pansexual can have an attraction to anyone regardless of their gender.

Asexual
A person who identifies as asexual is a person who wants to have a romantic relationship with someone. However, they do not have sexual attraction or desires.

Demisexual
A person who identifies as demisexual only experiences sexual attraction after first forming a strong emotional or romantic bond.

Aromantic
Individuals who do not experience romantic attraction toward individuals of any gender(s).

Aroace
It can be used for any individual who identifies with both spectrums—for example, an aromantic asexual or demisexual.

2SLGBTQIA SEXUALITIES

Queer

The term queer used to be a slur. Some people of the 2SLGBTQIA+ community (depending on their comfort level) have chosen to reclaim the term. Queer can have multiple meanings such as:

1. Refers to people who do not identify as cisgender (those whose gender identity matches with their biological sex)
2. Anyone a part of the rainbow community
3. Refers to anyone who may be questioning their sexuality or gender identity

2SLGBTQIA GENDER

Gender fluid

To move between genders or having a fluctuating gender identity.

Genderqueer

A person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female.

Non-binary

A person who does not have ties to any specific gender may exhibit traits of genders but not explicitly identify with any gender.

Transgender

A person who identifies as Transgender is someone whose gender is different from the one on their gender marker given at birth. People who identify as Transgender are always the gender they identify as, even if the world did not know it yet.

Intersex

Intersex is an umbrella term for people with variations in sex characteristics that don't fit neatly in the binary of male or female. Some intersex people are born with varying reproductive anatomy or sex traits — some develop them later in life.

Agender

A person who does not identify themselves as having a particular gender.

Bi-gender

Gender identity and comes from the word "bi" meaning "two genders" or "double-gender.

2SLGBTQIA GENDER

Demiboy Someone who partially, but not wholly, identifies as a man, boy, or otherwise masculine. They may or may not identify as another gender in addition to feeling partially male.

Demigirl Someone who partially, but not wholly, identifies as a woman, girl, or otherwise feminine. They may or may not identify as another gender in addition to feeling partially female.

Greygender A person who identifies as, at least partially, with an identity outside the gender binary and has a strong natural ambivalence about their gender identity and gender expression.

Neutrois Is a gender identity characterized by gender neutrality, such neutrality, or neutral gender, is often translated as indifference towards gender.

Two-Spirit It refers to a person who identifies as having both a masculine and a feminine spirit and is used by some Indigenous people to describe their sexual, gender, and spiritual identity.

Third Gender People do not identify as male or female, but rather as neither, both, or a combination of male and female genders. This term is often used in Indigenous communities.

PRONOUNS

Neopronoun

(aka neo-pronoun, noun-self pronoun)
A form of gender-neutral third-person pronoun used in place of he, she, it is used by some non-binary people. Examples: xe/xem/xyr, ze/hir/hirs, and ey/em/eir.

Binary pronouns

These are the pronouns that individuals use when they identify in the gender binary.

Examples:

He / Him
She / Her

2SLGBTQIA+

QPOC

QPOC is an acronym for Queer People of Color used in the UK and Canada. Another similar acronym is QTIPOC which stands for Queer, Transgender, and Intersex People of Colour.

Womxn

Womxn is a term sometimes used to replace the word "Women" to get away from patriarchal language. Womxn is also meant to include trans women and some non-binary people, but it is not always accepted. Some say the word has evolved and is divisive, and "women" is more inclusive in the LGBTQ+ community.

Gender identity

Gender refers to how a person views themselves and interacts with others. A person can identify as male, female, on a spectrum between these, or neither.

Gender expression

How a person expresses their gender identity, typically through their appearance, dress, and behaviour.

Sex

The biology of their anatomical characteristics. Until recently, a common belief was that a person's sex could only ever be female or male. However, it is understood that people can be born with variations of both male and female sex characteristics as well as neither.

Sexuality or sexual orientation

Refers to someones romantic or sexual attraction to another person

NEUROLOGICAL CONDITIONS

On the spectrum

On the spectrum refers to someone on the Autism spectrum or with ASD (Autism Spectrum Disorder).

Asperger's Syndrome

It is a condition on the autism spectrum that affects how people communicate and interact with others. People with Asperger's can function highly and may not have learning disabilities associated with other types of autism.

Autism, or autism spectrum disorder (ASD)

Refers to a broad range of conditions characterized by challenges with social skills, repetitive behaviours, speech, and nonverbal communication.

NADHD

Attention Deficit Hyperactivity Disorder (sometimes referred to as ADD or Attention Deficit Disorder) means that a person has difficulty with attention span, activity levels, and impulsive actions.

Tourette's Syndrome

A condition that generally starts in childhood. It affects the brain and nerves, causing people to have involuntary, motor, or vocal tics.

ACCESSIBILITY

Barrier

Anything that prevents a person with a disability from fully participating in all aspects of society because of their disability. Including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice.

People-first language

It describes what a person "has" rather than saying what a person "is" (e.g., "person with a disability" vs. "disabled").

Safe space

A place people can be comfortable expressing themselves without fear as it relates to their cultural background, biological sex, religion, race, gender identity or expression, age, physical or mental ability.

MENTAL HEALTH

Addiction

A condition that leads to a compulsive engagement with stimuli, despite the negative consequences experienced. Addictions can be substance-related, such as opioid addiction or alcohol addiction, as well as process-related — such as problem gambling.

Mental health

It is based on physical, social, and mental factors; they all contribute to our mental health. It's important to note that someone can have a mental illness but have excellent mental health! Likewise, someone may not have a mental illness but have poor mental health.

Mental health concern

Is a concern held by the individual due to a perceived deficit in mood or thought that is distressing but has not necessarily been present for an extended period.

Substance misuse

The harmful use of substances for non-medical purposes, potentially leading to addictions — such as Binge Drinking.

DISCRIMINATION

Prohibited grounds of discrimination

There are 17 prohibited grounds for discrimination. This means that a person is protected under the Human Rights Code of Ontario and the Canadian Human Rights Act (R.S.C., 1985, c. H-6).

List of prohibited grounds:

1. Age
2. Ancestry
3. Colour
4. Race
5. Citizenship
6. Ethnic origin
7. Place of origin
8. Creed
9. Disability
10. Family status
11. Marital status (including single status)
12. Gender identity
13. Gender expression
14. Receipt of public assistance (in housing only)
15. Record of offenses (in employment only)
16. Sex (including pregnancy and breastfeeding)
17. Sexual orientation

TYPES OF PREJUDICES

Ableism   The practices of dominant attitudes by a society that devalues or limit the potential for people with disabilities. Ableism is the act of giving inferior value or worth to people who have different types of disabilities (physical, emotional, developmental, or psychiatric).

Oppositional Sexism   Oppositional Sexism is the belief that femininity and masculinity are rigid and exclusive categories.

Oppression   Oppression refers to systemic and institutional abuse of power by a dominant or privileged group at the expense of targeted, less privileged groups.

Prejudice   To pre-judge or negatively affect one type of person or group because of stereotypes or generalizations.

White Supremacy   Is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of colour by white peoples and nations of the European continent; to maintain and defend a system of wealth, power, and privilege.

Racism   When one specific race of individuals, people of a group or just one person believes they are racially superior to another.

Stereotype   An over-generalized belief about a particular group or category of people. A stereotype represents the expectation that something is true about every member of that group.

Unconscious Bias   Unconscious Bias, also known as Implicit Bias, refers to attitudes or stereotypes about certain groups, often based on mistaken or inaccurate information.

TYPES OF PREJUDICES

Misgender

To refer to someone using a word (especially a pronoun or form of address) that does not correctly reflect the gender with which they identify.

Implicit Bias, or hidden bias

Attitudes or stereotypes that unconsciously affect a person's understanding, actions, or decisions related to people from different groups.

Homophobia

To have an irrational fear or intolerance of people who are part of the 2SLGBTQIA+ community.

Heteronormativity

The assumption is that heterosexuality is natural, ideal, or superior to other sexual preferences.

Examples:

- Lack of same-sex couples in media or advertising
- Laws against same-sex marriage

Transphobia

Transphobia (or transphobic) means fear, hatred, or discrimination towards people who identify as Transgender.

Marginalization

To exclude, ignore, or relegate a group of people to an unimportant or powerless position in society.

Microaggression

The daily behaviour (verbal or nonverbal) that communicates hostile or negative insults towards a group, intentionally or unintentionally, particularly culturally marginalized groups.

Xenophobia

Prejudice or a dislike for people from other countries.

DIVERSITY & INCLUSION STRATEGIES

Conflict fluency

A set of essential knowledge and skills that allow individuals to identify, work through, and de-escalate conflict as it naturally emerges in the context of their life and work.

This skill set includes:

- Awareness and conscious expression of emotions
- Active inquiry and ability to listen to understand
- Articulation and advocacy for one own view
- Perspective-taking
- Effectively exchanging feedback
- Awareness of rank and power
- Offering and receiving apologies

Diverse Groups / Diverse Students / Diverse Populations

The entire collection represents the full array of characteristics present within a group of people.

Equality vs Equity

Equality means that each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Marginalization

To exclude, ignore, or relegate a group of people to an unimportant or powerless position in society.

Conflict Engagement

Conflict engagement is a broad umbrella term that includes conflict resolution, conflict management, conflict intervention, conflict investigation, conflict exploration, and conflict transformation – recognizing that there is a time and place for each.

DIVERSITY & INCLUSION STRATEGIES

Inclusion

Inclusion is an active, intentional, and continuous process to address inequities in power and privilege and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all.

Racial identity development theory

Discusses how people in various racial groups and with multiracial identities form their particular self-concept. It also describes some typical phases in remaking that identity based on learning and awareness of systems of privilege and structural racism, cultural, and historical meanings attached to racial categories, and factors operating in the more significant socio-historical level (e.g. globalization, technology, immigration, and increasing multiracial population).

Workforce diversity

A group of employees with similarities and differences like age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation. *During which era was the term workforce diversity first used?* Workforce Diversity came into the business scene in the early 1980s.

Work-Life Effectiveness

Work-Life Effectiveness is a talent management strategy that focuses on doing the best work with the best talent regardless of the diverse aspects of individuals.

Workplace inclusion

An intentional effort to create an atmosphere of belonging where all parties can contribute and thrive regardless of their age, gender, race, ethnicity, gender, or sexual orientation.

OTHER

Ally

People who advocate for individuals from underrepresented or marginalized groups in a society.

Allyship

It is the process in which people with privilege and power work to develop empathy towards advancing the interests of an oppressed or marginalized outgroup. The goal of allyship is to create a culture in which the marginalized group feels supported.

Cisgender

A cisgender individual is a person that is comfortable with the gender marker they were given at birth.

Indigenous

Indigenous People is a term used to identify ethnic groups who are the earliest known inhabitants of an area, also known as First People in some regions.

Metis

Métis is a French word that refers to someone with mixed ancestry. Métis is a common term referring to a multi ancestral indigenous group whose homeland is in Canada and parts of the United States between the Great Lakes region and the Rocky Mountains.

REFERENCES

Thank you!

We hope you enjoyed reading this Inflo HR Ltd. Diversity and Inclusivity Glossary – Canadian Edition! We have curated some additional resources and courses we have come across online which may also be helpful for you to learn more about this particular area. We are not affiliated with any resources listed below.

The team at Inflo HR Ltd. has done their research to create this glossary but we are by no means experts. If you notice anything that we need to change or update, we encourage you to reach out and give us your feedback.

Online Resources

- Genderbread Person v3.3
- Love Lives Here by Amanda Jette Knox
- Diversity, Equity & Inclusion Transparency Report 2021 by Glassdoor
- The State of Diversity & Inclusion Whitepaper 2019 by Arctic Shores (Accessible Report, click here)
- 47 Interventions to Improve Workplace D & I by Gap Jumpers

Courses

- Diversity and inclusion fundamentals by Canadian Centre for Diversity and Inclusion
- 2S–LGBTQ+ Inclusive Workplace Training in Ontario by Safer Spaces:
- Diversity and Inclusion | Online Training by AIHR
- Diversity, Equity and Inclusion Fundamentals by George Brown

References

- The Diversity & Inclusion Glossary [a List of 200+ Terms]
- Equity, Diversity, and Inclusion Glossary of Terms
- Love Lives Here by Amanda Jette Knox