

## **CUDDDS GLOSSARY (ALPHABETIZED VERSION)**

**Agender:** “Agender is used to describe a person who does not identify as any particular gender. Agender individuals typically consider themselves as having no gender identity” (Cambridge University Press, 2023).

**Aggregate data:** Data that is summarized by combining individual-level data (Ministry of Education, n.d.)

**Asexual:** “A sexual orientation where a person experiences little or no sexual attraction” (Rainbow Health Ontario, 2022).

**Bisexual:** “A person who is emotionally, physically, spiritually and/or sexually attracted to people of more than one gender, though not necessarily at the same time” (Rainbow Health Ontario, 2022).

**Canadian citizen:** “A person described as a citizen under the Citizenship Act. This means a person who:

- is Canadian by birth (either born in Canada or born outside Canada to a Canadian citizen who was themselves either born in Canada or granted citizenship) or
- has applied for a grant of citizenship and has received Canadian citizenship (naturalization)” (Immigration, Refugees and Citizenship Canada, 2023).

**Chronic medical condition/disease:** “Chronic diseases are long-term diseases that develop slowly over time, often progressing in severity, and can often be controlled, but rarely cured. They include conditions such as cardiovascular diseases (heart disease and stroke), cancer, diabetes, arthritis, back problems, asthma, and chronic depression. Chronic diseases may significantly impair everyday physical and mental functions and reduce one’s ability to perform activities of daily living” (Government of Ontario, 2007).

**(Convention) Refugee:** “A person who is outside of their home country or country where they normally live and fears returning to that country because of a well-founded fear of persecution

for reasons of race, religion, nationality, membership in a particular social group or political opinion” (Immigration, Refugees and Citizenship Canada, 2023).

**Creed:** “Creed is sincerely, freely, and deeply held. Creed is integrally linked to a person’s self-definition and spiritual fulfilment. It is a comprehensive and overarching system of belief that governs one’s conduct and practices” (Ontario Human Rights Commission, 2015).

**Disability:** “A disability refers to the interaction of an individual’s health condition or state of well-being with personal, environmental, societal, and systemic factors (e.g. negative attitudes, discriminatory policies, inaccessible transportation and public buildings, and/or limited social supports). This may be episodic or chronic. It may relate to impacts on **mental health, movement, vision, learning, communicating, hearing, thinking, and social interactions**” (Government of Ontario, 2007).

“Furthermore, under the Federal Contractors Program, a person with a disability is a person who has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment who considers themselves to be disadvantaged in employment by reason of that impairment, or who believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment; and includes person whose functional limitations owing to their impairment may have been accommodated in their current job or workplace” (World Health Organization, n.d.).

**Disaggregated data:** Data that is broken down into component parts or smaller units of data for statistical analysis (Anti-Racism Directorate 2022).

**Ethnicity:** “Ethnicity is a term used to account for “human variation in terms of culture, tradition, language, social patterns and ancestry...Ethnicity refers to the fusion of many traits that belong to the nature of any ethnic group: a composite of shared values, beliefs, norms, tastes, behaviours, experiences, consciousness of kind, memories and loyalties” (Ashcroft et al., 2007).

**First in Family:** “A postsecondary student whose parents have never attended postsecondary studies” (Ministry of Colleges and Universities, 2021).

**Gay:** “A person whose enduring physical, romantic, spiritual, emotional, and/or sexual attractions are to people of the same gender. The word can refer to men or women, although some women prefer “lesbian.” Sometimes used as an umbrella term for the LBGTQ community” (Rainbow Health Ontario, 2022).

**Gender:** “Gender is based on the expectations and stereotypes about behaviours, actions, and roles linked to being a “man” or “woman” within a particular culture or society. The social norms related to gender can vary depending on the culture, and can change over time” (Rainbow Health Ontario, 2022).

**Gender expression:** “Gender expression is how a person publicly presents or expresses their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person’s chosen name and pronoun are also common ways people express their gender. Others perceive a person’s gender through these attributes. All people, regardless of their gender identity, have a gender expression and they may express it in any number of ways” (Ontario Human Rights Commission, n.d.a).

**Gender identity:** “Gender identity is each person’s internal and individual experience of gender. It is a person’s sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person’s gender identity may be the same as or different from their birth-assigned sex” (Ontario Human Rights Commission, n.d.a).

**Genderfluid:** “Gender fluidity refers to change over time in a person’s gender expression or gender identity, or both. That change might be in expression, but not identity, or in identity, but not expression. Or both expression and identity might change together. As an identity, it typically fits under the transgender and nonbinary umbrella, which applies to people whose gender identity doesn’t match the sex assigned to them on their original birth certificate” (Katz-Wise, 2020).

**Genderqueer/gender non-conforming/gender variant:** “Individuals who do not follow gender stereotypes based on the sex they were assigned at birth. They may identify and express themselves as “feminine men” or “masculine women” or as androgynous, outside of the categories “boy/man” and “girl/woman.” People who are gender non-conforming may or may not identify as trans” (Rainbow Health Ontario, 2022).

**Gender questioning:** “A period where a person explores their own sexual and/or gender identity, reflecting on such things as upbringing, expectations from others, and inner landscape. The person...may be trying to figure out how to identify themselves” (Rainbow Health Ontario, 2022).

**Hearing loss:** “A hearing loss occurs when there is a problem with one or more parts of the ear, the transmission of sound along the auditory nerve, and/or interruption/transmission of processing sound in the brain” (Ontario Hearing Centres, 2022).

**Heterosexual:** “A person who has emotional, physical, spiritual and sexual attraction to persons of the opposite sex” (The Department of Justice, 2023).

**Indigenous Peoples in Canada:** “Indigenous Peoples in Canada include persons who are First Nation (Status and non-status), Inuk, and Métis. The term ‘Aboriginal’ Peoples was established by the federal government under the Employment Equity Act and refers to diverse Indigenous Peoples in” (Canada Government of Canada, 2016).

**Intersex:** “A term used to describe a person born with reproductive systems, chromosomes and/or hormones that are not easily characterized as male or female. This might include a woman with XY chromosomes or a man with ovaries instead of testes...Typically intersex people are assigned one sex, male or female, at birth. Some intersex people identify with their assigned sex, while others do not, and some choose to identify as intersex. Intersex people may or may not identify as trans or transgender” (Rainbow Health Ontario, 2022).

**Lesbian:** “A woman who is emotionally, physically, spiritually and/or sexually attracted to women” (Rainbow Health Ontario, 2022).

**Marginalization:** “Marginalization is a long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities. Marginalized groups become permanently confined to the fringes of society. Their status is perpetuated through various dimensions of exclusion...from full and meaningful participation in society” (Anti-Racism Directorate, 2022).

**Mental health:** “Mental health is the state of your psychological and emotional well-being. It is a necessary resource for living a healthy life and a main factor in overall health. It does not mean the same thing as mental illness. However, poor mental health can lead to mental and physical illness” (The Public Health Agency of Canada, 2020).

**Mobility/dexterity:** “Individuals with a mobility disability are those who experience limitations in their daily activities, such as moving around, even when using an aid that provides minimal support ( e.g., a cane, a walking stick or crutches)” (Statistics Canada, 2020).

**Neuro-developmental:** “Neurodevelopmental [disabilities/functional constraints] (NDDs) are multifaceted conditions characterized by impairments in cognition, communication, behavior and/or motor skills resulting from abnormal brain development” (Mullin et al., 2013).

**Non-binary:** “A person whose gender identity does not align with a binary understanding of gender such as man or woman. A non-binary person may identify as neither a man nor a woman, both, or anywhere along the gender spectrum” (The Department of Justice, 2023).

**Pansexual:** “A person who has the potential for romantic and sexual attraction to people of any gender or sex” (Rainbow Health Ontario, 2022).

**Permanent resident:** “A person who has legally immigrated to Canada but is not yet a Canadian citizen” (Immigration, Refugees and Citizenship Canada, 2023).

**Queer:** “Formerly derogatory slang term used to identify LGBT people. Some members of the LGBT community have embraced and reinvented this term as a positive and proud political identifier when speaking among and about themselves” (Rainbow Health Ontario, 2022).

**Questioning:** “A period where a person explores their own sexual identity, reflecting on such things as upbringing, expectations from others, and inner landscape. The person...may be trying to figure out how to identify themselves” (Rainbow Health Ontario, 2022).

**Race:** “Race is a term used to classify people into groups based principally on physical traits (phenotypes) such as skin colour. Racial categories are not based on science or biology but on differences that society has created (i.e. ‘socially constructed’), with significant consequences for people’s lives. Racial categories may vary over time and place and can overlap with ethnic, cultural or religious groupings.” (Ashcroft et al., 2007)

**Racialized Person:** “The process of social construction of **race** is called racialization: “The process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life.” (Ontario Human Rights Commission., n.d.). Under the Federal Contractors Program, a racialized person is a person other than Indigenous persons, who are non-white in colour or race, regardless of place, birth or citizenship” (Government of Canada, 2016).

**Religion:** “Religion is any religious denomination, group, sect, or other religiously defined community or system of belief and/or spiritual faith practices” (Anti-Racism Directorate 2022).

**Sexual orientation:** “This can refer to the behaviour, that is, whether a person’s partner or partners are of the same or the opposite sex, and to the identity, that is, whether a person considers himself or herself to be heterosexual, homosexual or bisexual” (The Department of Justice, 2023).

**Speech and expressive/receptive language:** “Receptive and/or expressive language delays are very common impairments in comprehension and/or use of a spoken, written and/or other symbolic language system. The [disability/functional constraint] may involve the form of language (ie, sound, grammar and word-combining systems), the content of language (ie, semantic systems) and/or the function of language in communication (pragmatic system), in any combination” (Moharir, 2014).

**Student visa (international student):** “A temporary resident who is legally authorized to study in Canada on a temporary basis. With a few exceptions, foreign students must get a study permit if they are taking a course of studies that will last for more than six months” (Immigration, Refugees and Citizenship Canada, 2023).

**Trans or Transgender:** “Umbrella terms that describe people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. “Trans” can mean transcending beyond, existing between, or crossing over the gender spectrum. It includes but is not limited to people who identify as transgender, transsexual, cross-dressers or gender non-conforming (gender variant or gender-queer). Trans identities include people whose gender identity is different from the gender associated with their birth-assigned sex. Trans people may or may not undergo medically supportive treatments, such as hormone therapy and a range of surgical procedures, to align their bodies with their internally felt gender identity” (Rainbow Health Ontario, 2022).

**Two-Spirit:** “Two-Spirit is a term that generally describes Indigenous people who have both masculine and feminine spirits. In addition, it can mean someone with same-sex attraction or whose gender is diverse. However, gender and sexual orientation are complex and can’t be generalized, and each Two-Spirit identity is unique” (Assembly of First Nations, 2023).

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**Vision loss:** “Vision loss refers to the partial or complete loss of vision. This vision loss may happen suddenly or over a period of time. Some types of vision loss never lead to complete blindness” (MedlinePlus, n.d.).

**Work permit:** “A document issued by IRCC that authorizes a person to work legally in Canada. It sets out conditions for the worker such as:

- the type of work they can do,
- the employer they can work for,
- where they can work, **and**
- how long they can work” (Immigration, Refugees and Citizenship Canada, 2023).

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