



Equity, Diversity, Inclusion and Decolonization (EDID) Terminology Guide

A Resource for
Inclusive Language

Prepared By:
**Dr. Tracy-Ann
Johnson-Myers**

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Why this Guide?

This terminology guide is part of the Faculty of Education's ongoing initiatives to promote equity, diversity, and inclusion in classrooms and academic settings. It explains concepts related to equity, diversity, inclusion, accessibility, decolonization, and indigeneity in educational settings and encourages the use of inclusive language in personal and professional life.

This Inclusive Language Terminology Guide is a living document that will be regularly updated whenever necessary to reflect and honour the language changes surrounding Equity, Diversity, Inclusion, Accessibility, Decolonization, and Indigenization. It is imperative to acknowledge that the terminology associated with EDID is subject to evolution and can never be entirely neutral. As language evolves, this Guide will be regularly updated and refined to reflect these changes accurately, ensuring you always have the most up-to-date and reliable resource. If you have questions or concerns, you can reach out to us at educomm@queensu.ca.

For deeper investigation into many of the topics covered in this Guide, a resource guide can be found at the end of this document (pg 21-26).

A [Teaching Guide](#) has been created and can be accessed on our Equity, Diversity and Inclusion website.

The teaching and resource guides are companion pieces to this terminology guide and can help you integrate this knowledge into your teaching and research.

Target Users

This Guide is a valuable resource for faculty, staff, and students seeking to deepen their understanding of equity, diversity, accessibility, and inclusion or cultivate inclusive learning environments.

Users are encouraged to exercise discretion in applying each concept and to continue learning from individuals with lived experiences. Addressing individuals or groups in the way they prefer is always advisable, as it acknowledges and deeply respects their unique identities and experiences.



Definitions of Key Concepts

Ableism

A belief system, analogous to racism, sexism or ageism, 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 [1]

Accessibility

A general term for the degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities. The term implies conscious planning, design and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children.[2]

Accommodation

A change in the environment or in the way things are customarily done that enables an individual with a disability to have equal opportunity, access and participation

Affinity Bias

This refers to the tendency to connect with others who share similar backgrounds, beliefs, and interests.

Ageism

Stereotypes (how we think), prejudice (how we feel), and discrimination (how we act) towards others or oneself based on age.[3]

The OHRC (n.d.) defines ageism as “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.[4]

[1] Law Commission of Ontario, A Framework for the Law as it Affects Persons with Disabilities, (September 2012) [LCO, “Framework”] at 100, available online at: www.lco-cdo.org/en/disabilities-final-report-framework-introduction (retrieved on May 9, 2024).

[2] <https://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms>

[3] WHO, 2021, para. 1. https://www.who.int/health-topics/ageism#tab=tab_1

[4] Ontario Human Rights Commission (OHRC). Ageism and age discrimination (fact sheet). <https://www.ohrc.on.ca/en/ageism-and-age-discrimination-fact-sheet>

Allyship

Allyship is the active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group[5]

Anti-Oppression

Anti-oppression means to actively identify and eliminate systemic barriers that exclude people from all equity-deserving groups, including but not limited to racialized groups[6]

Anti-Racism

The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably[7]

Anti-Racist

An individual who actively opposes racism and the unfair treatment of people who belong to other races. They recognize all racial groups are equal (i.e., nothing inherently superior or inferior about specific racial groups) and that racist policies have caused racial inequities. They also understand that racism is pervasive and has been embedded into all societal structures. Anti-racists challenge the values, structures, policies, and behaviors that perpetuate systemic racism, and they are also willing to admit the times in which they have been racist[8]

Antisemitism

A certain perception of Jewish people, which may be expressed as hatred or blame, stereotypes, myths (such as denial of the Holocaust and other genocidal campaigns), and conspiracy theories. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities[9]

[5] Office of Indigenous Initiatives: Queen's University, <https://www.queensu.ca/indigenous/decolonizing-and-indigenizing/being-ally>.

[6] City of London, Canada. Anti-Racism and Anti-Oppression Framework (2022). <https://london.ca/sites/default/files/2023-03/City%20of%20London%20-%20ARAO%20Framework%20%26%20Equity%20Tool.pdf>

[7] Government of Canada: Anti-racism lexicon, <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

[8] Kendi (2019). How to Be an Anti-Racist.

[9] Government of Canada: Anti-racism lexicon, <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

Belonging

An individual state of well-being whereby members from marginalized groups have a sense of comfort, acceptance, and support from their colleagues and administrators; are heard, valued, and recognized; play an integral role in designing the structures where they will function; and can meaningfully contribute at all levels[10]

Bigotry

Hatred that glorifies one's own group and denigrates members of other groups. It involves holding negative attitudes, stereotypes, or discriminatory beliefs about certain groups of people and can manifest in various forms, including verbal abuse, social exclusion, discrimination, and violence

BIPOC

Black, Indigenous and People of Colour

Bisexual

A person whose primary sexual and affectional orientation is toward people of the same and other genders, or towards people regardless of their gender.

Cisgender

An individual whose gender identity aligns with the sex they were assigned at birth.

Code Switching

A term widely used to describe when someone changes their tone, accent and mannerism depending on what space they are in. Code switching is most often performed by members of marginalized groups to avoid being stigmatized and associated with negative stereotypes of their group.

Colour Blindness

Also called colour evasion, colour blindness is the insistence that one does not notice or see skin colour or race that can foster the systematic denial of racial subordination and the psychological repression of an individual's recognition of that subordination, thereby allowing such subordination to continue.[11]

[10] Canadian Association of Research Libraries (CARL). CARL Definitions for Equity, Diversity, Inclusion, and Belonging, <https://www.carl-abrc.ca/wp-content/uploads/2022/06/CARL-Definitions-for-Equity-Diversity-Inclusion-and-Belonging.pdf>

[11] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022

Cultural Appropriation

The adoption of an element or elements of one culture or identity by members of another culture or identity for use, commodification or profit, often without understanding, acknowledgement or respect for its value in the original culture.[12] Cultural appropriation done in a way that promotes disrespectful cultural or racial stereotypes is considered particularly harmful.[13]

Cultural Competence

The ability to understand, appreciate and interact with people from cultures or belief systems different from one's own[14]

Decolonization

This refers to the process of deconstructing colonial ideologies of the superiority and privilege of Western thought and approaches.

The active process involving the bureaucratic, cultural, linguistic and psychological divesting of colonial powers, and a shifting towards political economic, educational, cultural, psychic independence and power that originate from colonized nations' own indigenous culture. Decolonization requires non-Indigenous individuals, governments, institutions and organizations to create the space and support for Indigenous Peoples to reclaim all that was taken from them.[15]

In the context of Queen's University, decolonization can be seen as "a restoration of Indigenous practices, languages and connection to ways of being. It can be giving voice to what happened and is still happening that reinforce colonial power, such as speaking about Missing and Murdered Indigenous Women (MMIW), the child welfare system, prison system and residential schools, and many other events that have happened and continue to happen to this day." [16]

[11] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022

[12] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/department-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>

[13] Harvard Human Resources https://edib.harvard.edu/files/dib/files/dib_glossary.pdf

[14] American Psychological Association (2015). In search of cultural competence. <https://www.apa.org/monitor/2015/03/cultural-competence>

[15] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/department-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>

[16] Office of Indigenous Initiatives. <https://www.queensu.ca/indigenous/decolonizing-and-indigenizing/defintions>

Disability

1.Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;

2.A condition of mental impairment or a developmental disability;

3.A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;

4.A mental disorder;

An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.” (OHRC, 2016, para. 1)

Discrimination

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories

Diversity

The presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, gender, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise, socioeconomic status, and the unique personal characteristics that distinguish us as individuals and groups.[17]

EDI

The acronym EDI stands for Equity, Diversity and Inclusion. Some organizations use the concept DEI. At Queen’s University, the commonly used term is I-EDIAA

Emotional Tax

The heightened experience of being treated differently from peers due to race/ethnicity, gender or disability, triggering adverse effects on health and feelings of isolation and making it difficult to thrive at work.[18]

[17] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/department-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>

[18] Bloomberg. [Understanding the emotional tax on Black professionals in the workplace.](https://www.bloomberg.com/company/stories/understanding-the-emotional-tax-on-black-professionals-in-the-workplace/)

<https://www.bloomberg.com/company/stories/understanding-the-emotional-tax-on-black-professionals-in-the-workplace/>

Equality

The condition under which every individual is treated in the same way, and is granted the same access, rights, and responsibilities, regardless of their individual differences.

Equity

A process that creates fair access, opportunities, and respectful treatment of all people in a diverse community, recognizing the disadvantage of marginalized individuals and groups. Equity is achieved through improving transparency and designing policies, practices, and principles that serve to remove biases and obstacles that limit the full participation of marginalized groups by acknowledging unequal starting places and addressing the imbalance[19]

Equity-Seeking

Equity-seeking groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation.[20]

Equity-Deserving

Equity deserving groups are communities that experience significant collective barriers in participating in society. This could include attitudinal, historic, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc.[21]

EthnoCentrism

The belief that the people, customs, and traditions of your own race or country are better than those of other races or countries

Eurocentrism

The term Eurocentrism refers to a worldview, mindset, or rhetorical orientation that places European or White perspectives at the center, considering them as the only, primary, or superior ways of knowing compared to all others.

[19] Canadian Association of Research Libraries (CARL). *CARL Definitions for Equity, Diversity, Inclusion, and Belonging*. <https://www.carl-abrc.ca/wp-content/uploads/2022/06/CARL-Definitions-for-Equity-Diversity-Inclusion-and-Belonging.pdf>

[20] Human Rights and Equity Office (HREO). Queen's University. *Equity, Diversity, Inclusion and Indigeneity*. https://www.queensu.ca/hreo/sites/hreowww/files/uploaded_files/20201210KeyEDlterms.pdf

[21] Human Rights and Equity Office (HREO). Queen's University. *Equity, Diversity, Inclusion and Indigeneity*. https://www.queensu.ca/hreo/sites/hreowww/files/uploaded_files/20201210KeyEDlterms.pdf

Exclusion

The denial of access or leaving someone out either consciously or unconsciously.

Gaslighting

This refers to a form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual or group, making them question their own memory, perception, or judgment, often evoking in them cognitive dissonance and other changes, including low self-esteem.[22]

Gender

The characteristics, attitudes and behaviours that are socially or culturally associated with a person's sex.

Gender Expression

This is how a person publicly expresses or presents 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 of expressing gender. [23]

Gender Identity

A component of gender that describes a person's psychological sense of their gender. Many people describe gender identity as a deeply felt, inherent sense of being a boy, a man, or male; a girl, a woman, or female; or a nonbinary gender (e.g., genderqueer, gender-nonconforming, gender-neutral, agender, gender-fluid) that may or may not correspond to a person's sex assigned at birth, presumed gender based on sex assignment, or primary or secondary sex characteristics.[24]

Gender Pronoun

A pronoun that references a person's gender, such as 'hers/his,' 'he/she,' 'him/her,' or 'herself/himself'.

[22] Sweet, P. L. (2019). The Sociology of Gaslighting. *American Sociological Review*, 84(5), 851-875. <https://doi.org/10.1177/0003122419874843>

[23] Ontario Human Rights Commission. Gender identity and gender expression. <https://www.ohrc.on.ca/en/policy-preventing-discrimination-because-gender-identity-and-gender-expression/3-gender-identity-and-gender-expression#:~:text=Gender%20expression%20is%20how%20a,common%20ways%20of%20expressing%20gender.>

[24] APA (2022). Gender. <https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/gender>

Harassment

This is to engage in a course of vexatious comment or conduct that is known, or ought reasonably to be known, to be unwelcome.[25]

Harassment can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning, or unwelcome.

Hate Crime

A crime, usually violent, motivated by prejudice or intolerance toward an individual's national origin, ethnicity, color, religion, gender, gender identity, sexual orientation, or disability.[26]

Heteronormative

This refers to social roles, structures, language etc. that reinforce the idea that heterosexuality is the presumed norm and is superior to other sexual orientations.[27]

Heterosexual

A person who is sexually and/or romantically attracted to people of a different gender than themselves.

Historically Marginalized Groups

In Canada, disadvantaged groups are commonly understood to include: Indigenous Peoples, women, racialized people, people with disabilities, members of the 2SLGBTQIA+ communities (Two-Spirit, lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, asexual, plus countless ways people choose to identify) and TGNB people (transgender and non-binary) who experience barriers on the basis of sexual orientation, gender identity and gender expression.[28]

[25] Ontario Human Rights Commission. Section 10 of the Code [https://www.ohrc.on.ca/en/policy-hivaidis-related-discrimination/relevant-sections-code#:~:text=10%20of%20the%20Code,against%20discrimination%20in%20services%20\(s.](https://www.ohrc.on.ca/en/policy-hivaidis-related-discrimination/relevant-sections-code#:~:text=10%20of%20the%20Code,against%20discrimination%20in%20services%20(s.)

[26] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/department-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>

[27] The University of British Columbia. EDI Glossary <https://vpfo.ubc.ca/edi/edi-resources/edi-glossary/>

[28] The University of British Columbia. Equity and inclusion glossary of terms <https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/#H>

Homophobia

The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be homosexual.

I-EDIAA

At Queen's University, the acronym I-EDIAA stands for Indigeneity, Equity, Diversity, Inclusion, Accessibility and Anti-Racism.

Identity

That part of an individual's self-concept which derives from their knowledge of their membership of a social group (or groups) together with the emotional significance attached to that membership.[29]

Identity-First Language

In identity-first language, the disability becomes the focus, which allows the individual to claim the disability and choose their identity rather than permitting others (e.g., authors, educators, researchers) to name it or to select terms with negative implications.[30]

Inclusion

The intentional act of including voices and perspectives from diverse groups, especially from marginalized groups and the intersectionalities within, to implement philosophies, policies, practices, and procedures that create a respectful, fair, equitable, and welcoming environment.[31]

Inclusive Design

This refers to design that considers the full range of human diversity with respect to ability, language, culture, gender, age and other forms of human difference.[32]

[29] Human Rights and Equity Office (HREO). Queen's University. Equity, Diversity, Inclusion and Indigeneity. https://www.queensu.ca/hreo/sites/hreowww/files/uploaded_files/20201210KeyEDIIterms.pdf

[30] APA Style. Disability. <https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/disability>

[31] Canadian Association of Research Libraries (CARL). CARL Definitions for Equity, Diversity, Inclusion, and Belonging. <https://www.carl-abrc.ca/wp-content/uploads/2022/06/CARL-Definitions-for-Equity-Diversity-Inclusion-and-Belonging.pdf>

[32] OCAD University, Inclusive design research centre. What is inclusive design? <https://legacy.idrc.ocadu.ca/about-the-idrc/49-resources/online-resources/articles-and-papers/443-whatisinclusivedesign#:~:text=What%20do%20we%20mean%20by,other%20forms%20of%20human%20difference.>

Inclusive Language

Language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people.

Using inclusive language involves avoiding terms that perpetuate erasure or exclude people based on prejudices, biases, and stereotypes, while proactively using words that are welcoming and advocate for a more inclusive society.

Indigeneity

This can be seen as the re-doing or reaffirming of education to include Indigenous ways of knowing, thinking, feeling, and being. It involves centring the voices of Indigenous peoples, elevating traditional and cultural knowledge, and intentional dismantling of Eurocentric systems to (re)create ways of teaching and learning to form and create pedagogical approaches that are Indigenous at their core.

Indigenization

Indigenization seeks to centre Indigenous perspectives, knowledges, and values within institutions that have historically harmed Indigenous peoples, and to (re)create Indigenous institutions that are parallel to and equally valid to Western institutions.[33] It goes beyond inclusion of Indigenous ways of knowing, understanding, doing, and honouring; rather, it involves dismantling Eurocentric structures to elevate Indigenous peoples, voices, and traditional and cultural knowledge to (re)create structures that are, at their core, Indigenous. It should be led by Indigenous people and communities. It requires non-Indigenous people to be aware of Indigenous worldviews and to respect that those worldviews are equal to other views.

Intersectionality

A term coined by Kimberlé Crenshaw, is a framework for understanding how a person's different social and political identities can combine and overlap to create different and increased levels of discrimination (for example, a queer black woman may experience the world on the basis of her sexuality, gender and race. A queer white woman may experience the world based only on her gender and sexuality).[34]

[31] Canadian Association of Research Libraries (CARL). CARL Definitions for Equity, Diversity, Inclusion, and Belonging, <https://www.carl-abrc.ca/wp-content/uploads/2022/06/CARL-Definitions-for-Equity-Diversity-Inclusion-and-Belonging.pdf>

[32] OCAD University, Inclusive design research centre. What is inclusive design? <https://legacy.idrc.ocadu.ca/about-the-idrc/49-resources/online-resources/articles-and-papers/443-what-is-inclusive-design#:~:text=What%20do%20we%20mean%20by,other%20forms%20of%20human%20difference.>

[33] Sloat, S. (2024). What does Indigenization mean? University Affairs. <https://universityaffairs.ca/the-many-faces/what-does-indigenization-mean/>

[34] Government of Canada. Best practices in equity, diversity and inclusion in research practice and design <https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>

Intersex

Intersex people are born with sex characteristics (such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns) that do not fit typical binary notions of male or female bodies.[35]

Institutional Racism

This consists of patterns of behaviour, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for racialized persons. These appear neutral on the surface but, nevertheless, have an exclusionary impact on racialized persons.[36]

Islamophobia

A fear, prejudice and hatred of Muslims that leads to provocation, hostility and intolerance by means of threatening, harassment, abuse, incitement and intimidation of Muslims and non-Muslims, both in the online and offline world.[37]

Latinx

A gender-neutral or non-binary alternative to Latino or Latina to describe a person of Latin American origin or descent.

LGBTQ2S+ or 2SLGBTQ+

Acronym used to refer to Lesbian, Gay, Bisexual, Trans, Queer and Two-Spirit (2S) people. Additional letters, or a + sign, are sometimes added to this acronym (i.e. LGBTQ+, LGBTQI2S, etc.).

Marginalization/Marginalized

A social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or “mainstream” society.[38]

[35] OHCHR (2024). Inter-sex people. <https://www.ohchr.org/en/sexual-orientation-and-gender-identity/intersex-people#:~:text=Intersex%20people%20are%20born%20with,are%20born%20with%20intersex%20traits>

[36] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/departement-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>.

[37] UN (n.d.). What is Islamophobia? <https://www.un.org/en/observances/anti-islamophobia-day>

[38] The University of British Columbia. EDI Glossary <https://vpfo.ubc.ca/edi/edi-resources/edi-glossary/>

Microaggression

A comment or action that unconsciously or unintentionally expresses or reveals a prejudiced attitude toward a member of a marginalized group, such as a racial minority. These small, common occurrences include insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking or excluding someone. Over time, microaggressions can isolate and alienate those on the receiving end, and affect their health and wellbeing.[39]

Misgender

The act of referring to someone, intentionally or not, with a term that does not align with their gender identity. This includes using the wrong pronouns, using a trans person's dead name, or using a gendered term (sir or ma'am, husband or wife, Mr., Mrs., etc).[40]

Neurodiversity

Neurodiversity describes the idea that people experience and interact with the world around them in many different ways; there is no one "right" way of thinking, learning, and behaving, and differences are not viewed as deficits.[41]

Non-Binary

This refers to a person whose gender identity does not align with a binary understanding of gender such as man or woman. It is a gender identity which may include man and woman, androgynous, fluid, multiple, no gender, or a different gender outside of the "woman—man" spectrum.[42]

Oppression

The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social groups.

[39] Harvard Human Resources https://edib.harvard.edu/files/dib/files/dib_glossary.pdf

40] CCDI (2022). Glossary of Terms: A reference tool, p. 28. <https://ccdi.ca/media/3150/ccdi-glossary-of-terms-eng.pdf>

41] Baumer, M and Frueh, J (2021). What is neurodiversity? Harvard Health Publishing. <https://www.health.harvard.edu/blog/what-is-neurodiversity-202111232645>

[42] Government of Canada. 2SLGBTQI+ terminology-Glossary and common acronyms. <https://www.canada.ca/en/women-gender-equality/free-to-be-me/2slgbtqi-plus-glossary.html>

Othering

Othering is the process of perceiving or portraying someone as fundamentally different or alien from oneself or one's group. This often involves defining and marginalizing people who do not belong to the dominant group based on characteristics such as race, ethnicity, gender, religion, sexual orientation, or socioeconomic status. Othering creates an "us versus them" dynamic, leading to exclusion, discrimination, and dehumanization of the "othered" individuals or groups.

Patriarchy

The norms, values, beliefs, structures and systems that grant power, privilege and superiority to men, and thereby marginalize and subordinate women. While patriarchy does privilege men, this privilege does not automatically extend to all men, to men of colour, Indigenous men, gay/bisexual men, men living in poverty, or differently abled men, given the intersecting operation of racism, heterosexism, classism, and ableism.[43]

Person-First Language

In person-first language, the person is emphasized, not the individual's disabling or chronic condition.[44]

For example, the person-first approach would use phrases such as "person with a physical disability" rather than "disabled person", or "people who use drugs" instead of "drug users".

Person/People of Colour

An inclusive term that encompasses a wide range of social identity or ethnic groups, including Asians, Aboriginal Peoples, Latinas/Latinos and Blacks.[45]

*It is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate.

[43] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/department-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>

[44] APA Style. Disability. <https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/disability>.

[45] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/department-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>

Performative Allyship

Performative allyship occurs when someone from a nonmarginalized group (White, able-bodied, etc.) professes support and solidarity with a marginalized group in a way that either is not helpful or that actively harms that group.

Power

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.[46]

Privilege

An unearned, sustained advantage that comes from race, gender, sexuality, ability, socioeconomic status, age, and other differences.

Queer

Historically a derogatory term used as a slur against 2SLGBTQI+ people, this term has been reclaimed by many 2SLGBTQI+ people as a positive way to describe themselves, and as a way to include the many diverse identities not covered by common 2SLGBTQI+ acronym.[47]

Racialization

The process of identifying a group or individual as belonging to a race based on characteristics, perceived or otherwise, such as ethnicity, language, economics, religion, culture, or politics.[48]

Racial Profiling

Any action undertaken for reasons of safety, security or public protection that relies on stereotypes about race, colour, ethnicity, ancestry, religion or place of origin rather than on reasonable suspicion, to single out an individual for greater scrutiny or different treatment.[49]

[46] Ontario Human Rights Commission. Glossary of Human Rights Terms. <https://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms>

[47] Government of Canada. 2SLGBTQI+ terminology-Glossary and common acronyms. <https://www.canada.ca/en/women-gender-equality/free-to-be-me/2slgbtqi-plus-glossary.html>

[48] Government of Canada. Ministry of National Defence Advisory Panel on Systemic Racism and Discrimination-Final Report-January 2022 <https://www.canada.ca/en/departement-national-defence/corporate/reports-publications/mnd-advisory-panel-systemic-racism-discrimination-final-report-jan-2022/annex-c.html>

[49] Ontario Human Rights Commission. Examples of racial discrimination (fact sheet) <https://www.ohrc.on.ca/en/examples-racial-discrimination-fact-sheet>

Racialized People

In Canada, the term "racialized people" refers to individuals who are identified and treated differently based on their race or ethnicity, often resulting in systemic discrimination and social inequities. This categorization encompasses various non-White groups, including but not limited to Black, Indigenous, Asian, Latinx, and Middle Eastern communities.

Racism

Racism is an ideology that either directly or indirectly asserts that one group is inherently superior to others. It can be openly displayed in racial jokes and slurs or hate crimes but it can be more deeply rooted in attitudes, values and stereotypical beliefs. In some cases, these are unconsciously held and have become deeply embedded in systems and institutions that have evolved over time. Racism operates at a number of levels, in particular, individual, systemic and societal.[50]

Sexism

Prejudiced thoughts and discriminatory actions based on differences in sex/gender; usually by men against women.

Sexual Orientation

The direction of one's sexual interest or attraction. It is a personal characteristic that forms part of who you are. It covers the range of human sexuality from lesbian and gay, to bisexual/pansexual, to heterosexual.[51]

Social Justice

Social justice is a concept that emphasizes the fair and equitable distribution of resources, opportunities, and privileges within a society. It involves the pursuit of equality and the protection of human rights for all individuals, particularly those who are marginalized or disadvantaged. Social justice seeks to address systemic inequalities and injustices by advocating for changes in policies, practices, and social norms.

[50] Ontario Human Rights Commission. Racial discrimination, race and racism (fact sheet) <https://www.ohrc.on.ca/en/racial-discrimination-race-and-racism-fact-sheet>

[51] Ontario Human Rights Commission. Appendix 1-Glossary of human rights terms <https://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms>

Stereotype

Incorrect assumption based on things like race, colour, ethnic origin, place of origin, religion, etc. Stereotyping typically involves attributing the same characteristics to all members of a group regardless of their individual differences. It is often based on misconceptions, incomplete information and/or false generalizations.[52]

Stigma

A negative social attitude or disapproval associated with a particular circumstance, quality, or group of people.

Systemic Barrier

An institutionalized practice or policy that creates obstacles to equal opportunities and outcomes for certain groups of people, often based on characteristics such as race, gender, socioeconomic status, disability, or other marginalized identities. These barriers are ingrained within the structures and systems of society, such as in education, employment, healthcare, and justice systems

Systemic Racism

Systemic racism refers to the processes and outcomes of racial inequality and inequity in life opportunities and treatment. Systemic racism permeates a society's (a) institutional structures (practices, policies, climate), (b) social structures (state/federal programs, laws, culture), (c) individual mental structures (e.g., learning, memory, attitudes, beliefs, values), and (d) everyday interaction patterns (norms, scripts, habits).[53]

Tokenism

Tokenism refers to the practice of making a perfunctory or symbolic effort to include members of underrepresented groups, often to give the appearance of diversity and equality without implementing substantial or meaningful change. This can involve hiring or promoting a small number of people from marginalized groups to create the illusion of inclusivity, while their contributions and potential for real impact are minimized or overlooked.

[[52] Ontario Human Rights Commission. Glossary of Human Rights Terms. <https://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms>

[53] Banaji, M., Fiske S., and Massey D. (2021). Systemic racism: individuals and interactions, institutions and society. Cognitive Research: Principles and Implications, 6(1):82. doi: 10.1186/s41235-021-00349-3

Transgender

An umbrella term used to describe a person whose gender identity is anything other than their sex assigned at birth. The term is also used more narrowly to describe someone who identifies as or is transitioning/has transitioned to align their body with their gender identity. May be shortened to 'trans' (CCDI, 2022, p. 31).

Transphobia

The aversion to, fear of, or hatred of people and communities who are or are perceived to be trans (transgender, nonbinary, gender variant).

Two-Spirit

An English term used to broadly capture concepts traditional to many Indigenous cultures. It is a culturally specific identity used by some Indigenous people to indicate a person whose gender identity, spiritual identity and/or sexual orientation comprises both male and female spirits.[54]

Unconscious Bias

Unconscious (or implicit, hidden) refers to prejudice or stereotype individuals hold about certain groups of people that they aren't consciously aware of having.

Universal Design for Learning

Universal Design for Learning (UDL) is a framework that avoids a 'one-size fits all approach' to learning. It encourages using multiple ways of engagement, representation and action and expression can meet the needs of a larger number of learners. Learn about the three main UDL principles, advantages, benefits and tips. [55]

[54] Government of Canada. 2SLGBTQI+ terminology-Glossary and common acronyms. <https://www.canada.ca/en/women-gender-equality/free-to-be-me/2slgbtqi-plus-glossary.html>

[55] Government of Canada (2024). Digital Accessibility Toolkit. Universal Design for Learning. <https://a11y.canada.ca/en/universal-design-for-learning-udl/>

White Fragility

White fragility describes the defensive reactions and behaviors exhibited by some white people when they are confronted with the topics of race and racism, particularly their own racial biases and privileges. These reactions can include anger, fear, guilt, denial, or withdrawal.

Xenophobia

The fear, hatred, or prejudice against people from other countries or those perceived as foreign or different. It manifests in negative attitudes, discriminatory behavior, and unjust treatment towards individuals based on their nationality, ethnicity, or cultural background.

Equity, Diversity, Inclusion and Decolonization (EDID) Resources

Prepared by Dr. Tracy-Ann Johnson-Myers (EDID Coordinator)

Below is a list of resources on equity, diversity and inclusion issues. This list is by no means exhaustive. If you have questions or concerns, you can reach out to us at educomm@queensu.ca

General

- [Words and phrases you might want to rethink about using-CBC](#)
- [Inclusive Language Guide—American Psychological Association \(APA\)](#)
- [Inclusive Teaching: Implicit Bias \(PDF\) – University of Michigan, Ann Arbor, MI](#)
- [Inclusive Teaching: Implicit Bias \(PDF\) – DePaul University, Chicago, IL](#)
- [General Principles for Reducing Bias, American Psychological Association \(APA\)](#)
- [Equity and Inclusion Glossary of Terms – University of British Columbia](#)
- [Identity Terms, UMass Amherst](#)
- [Responding to Microaggressions in the Classroom \(ACTION Framework\)](#)
- [Strategies on Facilitating Difficult Conversations in the Classroom– Depaul](#)
- [Equity Toolkit – Canadian Association of University Teachers \(CAUT\)](#)
- [Micropedia of Microaggressions: A New Tool to Ensure Inclusive Relations](#)

Equity, Diversity and Inclusion

- Equity, Diversity and Inclusion in Pedagogy and Practice Modules- Queen's University <https://www.queensu.ca/hreo/education/equity-diversity-and-inclusion-pedagogy-and-practice-modules>
- Style Guide: Equity, Diversity and Inclusion, Faculty of Health Sciences, Queen's University
- Equity, Diversity and Inclusion, A Guide for Inclusive Language – Western University.
- Best practices in equity, diversity and inclusion in research practice and design, The New Frontiers in Research Fund, Government of Canada.
- Inclusive and Antiracist Language, Simon Fraser University.
- Inclusive Writing Guide, McGill Library
- The UnLeading Project – York University

Gender and sexuality

- Micropedia of Microaggressions: A New Tool to Ensure Inclusive Relations
- Gender Affirming Practices in the Classroom –Vanderbilt University
- Gender Inclusive Pedagogy—Lafayette
- Gender, American Psychological Association (APA) Style.
- Allies on gender diversity – Canadian Union of Public Employees (CUPE)
- Bargaining beyond the binary: A negotiating guide for trans inclusion and gender diversity—CUPE

Equity, Diversity and Inclusion Continued...

- [Pronouns and Gender Diversity—CUPE](#)
- [Gender and Sexual Diversity Glossary—Government of Canada](#)
- [Workers in Transition Guide—Canadian Labour Congress](#)
- [Bargaining 2SLGBTQI+ rights: A checklist for collective agreement language—CUPE](#)
- [Creating Authentic Spaces: A Gender Identity and Gender Expression Toolkit to Support the Implementation of Institutional and Social Change – The 519](#)
- [Ethical Guidelines for Research Involving Transgender People & Communities—Canadian Professional Association for Transgender Health](#)
- [How to achieve a gender-inclusive vocabulary at work – Help and Information Center on Sexual Harassment in the Workplace](#)
- [Measures for openness to and support for trans and non-binary students: A guide for educational institutions – Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation](#)
- [Support and inclusion measures for trans and non binary individuals in the work environment: Guide for employers and unions – Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation](#)
- [People of Sexual and Gender Diversity Have the Right to be Respected – Commission des droits de la personne et des droits de la jeunesse du Québec](#)

Disability

- [A Way with Words and Images: Guide for communicating with and about people with disabilities."](#) Employment and Social Development Canada.
- [Disability, American Psychological Association \(APA\) Style](#)
- [Disabled Women's Network \(DAWN\) Canada](#)
- [Academic Ableism: Disability and Higher Education, J Timothy Dolmage. The University of Michigan Press \(open access book\)](#)
- [The Words we Use—Communications First's Style Guide](#)
- [Disability-Inclusive Language Guidelines—UN, Geneva](#)
- [Tip Sheet Inclusive Language Guide: Persons with Disabilities—Sheridan College](#)
- [Simple, clear and concise language—Canadian Human Rights Commission](#)
- [Eviance \(formerly Canadian Centre for Disability Studies\)](#)
- [Disability Language Guide-Stanford University](#)
- [Tips For Employers: Language And Disability—Carleton University](#)

Indigenous

- [Terminology Guide—Office of Indigenous Initiatives, Queen's University.](#)
- [Indigenous Peoples: Language Guidelines—The University of British Columbia](#)
- [Guide to Acknowledging First Peoples & Traditional Territory—Canadian Association of University Teachers \(CAUT\)](#)

Indigenous Continued

- [Infusing Indigenous Perspectives in K-12 Teaching—Ontario Institute for Studies in Education \(OISE\), University of Toronto](#)
- [Inclusive Language Guide: Indigenous Peoples—Sheridan College](#)
- [Ontario Human Rights Commission. \(2015\). Indigenous peoples in Ontario and the Ontario Human Rights Code—Indigenous Peoples in Ontario and the Ontario Human Rights Code](#)
- [Mikana](#)
- [Indigenous Ally Toolkit - Montreal Indigenous Community NETWORK](#)
- [Want to reach out to an Indigenous scholar? Awesome! But first, here are 10 things to consider – The Conversation](#)
- [Terminology Guidelines Within Indigenous Contexts – Mikana](#)
- [Indigenous or Aboriginal, which is correct? Indigenous Corporate Training Inc.](#)
- [Pulling Together: A guide for Indigenization of post-secondary institutions. A professional learning series—by Ian Cull; Robert Hancock, Stephanie McKeown, Michelle Pidgeon and Adrienne Vedan](#)

Race and Racism

- [Anti-Racism: A Guide for Teachers. British Columbia](#)
- [Anti-Racism Resources: What is Anti-Racism? Nova Scotia Community College Libraries](#)
- [Racial and Ethnic Identity, American Psychological Association \(APA Style\)](#)
- [Racial Equity Tools Glossary](#)

Race and Racism Continued

- [A Guide to courageous conversations on racism and discrimination—National Defence, Canada.](#)
- [Anti-racism work—Canadian Human Rights Commission](#)
- [Setting the context: understanding race, racism and racial discrimination—Ontario Human Rights Commission.](#)
- [Racism and anti-Black racism: Educational Resources—Canadian Centre for Diversity and Inclusion](#)
- [Pass the Mic: Lets Talk About Racism and Teacher Guide—Canadian Museum for Human Rights](#)
- [Activating Solidarity: A Guide to Anti-Racism Work—The University of British Columbia.](#)
- [Anti-racism Lexicon-National Defence, Government of Canada](#)
- [Race and Ethnicity: Evolving Terminology—HillNotes](#)
- [Call it out: racism, racial discrimination and human rights—Ontario Human Rights Commission.](#)
- [Glossary of terms – Canadian Race Relations Foundation](#)
- [Glossary – Racial Equity Tools](#)
- [Inclusive and anti-racist writing overview – Student Learning Commons at Simon Fraser University](#)
- [IRCC Anti-Racism Strategy 2.0 \(2021-2024\)-Glossary—Immigration, Refugees and Citizenship Canada](#)
- [Racial and Ethnic Identity-- American Psychological Association \(APA\) Style Guide](#)



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