

**A**

**Androsexual:** Being primarily sexually, romantically and/or emotionally attracted to men, males, and/or masculinity. (*Defining LGBTQ+: A Guide to Gender & Sexuality Terminology by Sam Killermann*)

**Asexual:** An individual who may not experience sexual attraction or desire to engage in sexual activity. (*Ontario Ministry of Children, Community and Social Services*)

**B**

**Belonging:** Feeling accepted and connected to others at your school and feeling like a member of your school community. A sense of belonging at school reflects how respected and supported you feel by others at your school. (*Adapted from Program for International Student Assessment*)

**Bisexual:** A person who experiences attraction towards more than one sex/assigned sex or gender identity. (*Ontario Ministry of Children, Community and Social Services*)

**C**

**Census:** A census provides a statistical portrait of a population by collecting information on the demographic characteristics of a group. (*Adapted from Statistics Canada and the United Nations*)

**Confidential:** Any personal information that is collected and is highly protected and secured and only authorized staff have permission to access the information.

**Consent:** A person's freely given choice to participate based on full knowledge and understanding of the situation and its implications.

**D**

**Demisexual:** Refers to a person who feels sexual attraction only once a strong emotional bond is formed. (*Government of Canada*)

**Developmental:** An impairment in cognitive function that arises before adulthood and usually lasts throughout life. (*Ontario Ministry of Children, Community and Social Services*)

**Disability:** Can be a condition that you can see (visible) or that you do not see (not visible). People can be born with a disability, it could be caused by an accident, or can even develop as someone gets older. A disability could include one or more of these conditions: physical, mental, learning, hearing, vision, epilepsy and others. (*Adapted from Ontario Human Rights Code*)

**E**

**Ethnic origin:** Refers to a person's ethnic or cultural origins (i.e. where your ancestors came from). Ethnic groups have a shared ancestry, historical past, culture, language, and/or beliefs. (*Ontario Anti-Racism Data Standards*)

**F**

**Fluid:** This term refers to the potential for change in ideas, experiences and expressions of gender or sexual orientation. This concept recognizes the potential for individual movement within a spectrum when it comes to self-presentation or expression. (*Ontario Ministry of Children, Community and Social Services*)

**G**

**Gay:** A person who experiences attraction to individuals of the same sex and/or gender identity. (*Ontario Ministry of Children, Community and Social Services*)

**Gender identity:** Is each person's own experience of gender. It is a person's sense of being a girl or female, a boy or male, neither, or anywhere along the gender spectrum. (*Ontario Human Rights Code*)

**H**

**Hearing (disability):** A person with a hearing-related disability is identified as someone who experiences limitations in their daily activities due to hearing loss or deafness. (*Adapted from Statistics Canada and the Canadian Association of the Deaf*)

**Heterosexual/straight:** A person who experiences attraction to individuals of the opposite sex and/or gender identity. (*Adapted from Ontario Ministry of Children, Community and Social Services*)

**I**

**Indigenous:** Indigenous people identify as being descended from the Original Peoples of what is currently known as Canada. In this context, Indigenous peoples include people who may identify as First Nations (status and non-status), Métis and/or Inuit and any related identities. (*Ontario Anti-Racism Data Standards*)

- **First Nations:** First Nations are one of three groups of Indigenous peoples recognized in the Canadian Constitution. First Nations peoples have unique histories, languages, cultural practices and spiritual beliefs. (*Government of Canada*)
- **Inuit:** Inuit are the Indigenous peoples of the Arctic. The word Inuit means "the people" in the Inuit language of Inuktitut. (*Government of Canada*)

- **Métis:** The Métis are a distinct Indigenous people and nation in what is now known as Canada. They emerged in the historic Northwest during the late 18th century, originally the descendants of Indigenous women and European men. The Métis Nation has its own collective identity, language, culture and way of life. *(Adapted from the Government of Canada and the Métis National Council)*

**Intersex:** A person whose chromosomal, hormonal, or anatomical sex characteristics fall outside of the conventional classifications of male or female. *(Egale)*

## L

**Language:** The principal method of human communication, consisting of words used in a structured and conventional way and conveyed by speech, writing, or gesture.

**Learning (disability):** Affect one or more of the ways that a person takes in, stores, or uses information. Learning disabilities come in many forms and vary from person to person. *(Learning Disabilities Association of Canada)*

**Lesbian:** A woman-identified person who experiences attraction towards other women. *(Ontario Ministry of Children, Community and Social Services)*

## M

**Mental Health (disability):** A person with a mental health-related disability is identified as someone who experiences limitations in their daily activities because of difficulties with an emotional, psychological or mental health condition (e.g., anxiety, depression, bipolar disorder, substance abuse, anorexia, etc.). *(Statistics Canada)*

## N

**Non-binary:** A person whose gender identity does not align with a binary understanding of gender such as man or woman. *(Government of Canada)*

## O

**Omnisexual:** Refers to someone who is romantically, emotionally, or sexually attracted to persons of all genders and orientations.

**Ontario Anti-Racism Act, 2017:** The Act provides a framework for the Ontario government to identify and eliminate systemic racism and advance racial equity in the province. The legislation sets out requirements to maintain an anti-racism strategy and establish targets and indicators to measure the effectiveness of the strategy. *(Government of Ontario)*

**Ontario Anti-Racism Data Standards:** The Standards were established to help identify and monitor systemic racism and racial disparities within the public sector. The Standards establish consistent, effective practices for producing reliable information to support evidence-based decision-making and public accountability to help eliminate systemic racism and promote racial equity. *(Government of Ontario)*

**Ontario Human Rights Code (OHRC):** The OHRC is a provincial law that prohibits actions that discriminate against people based on a protected grounds, for example, race, ethnic origin, disability, gender identity, sexual orientation and other protected grounds. *(Ontario Human Rights Code)*

P

**Pansexual:** A person who experiences attraction to individuals with diverse sexes, gender identities, and gender expressions. *(Ontario Ministry of Children, Community and Social Services)*

**Personal information:** Recorded and retrievable information about an identifiable person. *(Freedom of Information and Protection Privacy Act)*

**Physical/mobility (disability):** Individuals with a physical or mobility disability may experience limitations in their daily activities such as moving around, physical capacity, stamina, or dexterity. A physical or mobility disability may have been present at birth, caused by an accident, or developed over time. *(Adapted from Statistics Canada and the Ontario Human Rights Commission)*

**Privacy:** The right to freedom from interference or intrusion. Privacy can also refer to the right to have some control over how your personal information is collected and used. *(International Association of Privacy Professionals)*

Q

**Queer:** This term has been reclaimed by many 2SLGBTQIA+ people as a positive way to describe themselves, and as a way to include the many diverse identities not covered by common 2SLGBTQIA+ acronym. *(Government of Canada)*

**Questioning:** A term used to describe those who are in a process of discovery and exploration about their sexual orientation, gender identity, and/or gender expression. *(Ontario Ministry of Children, Community and Social Services)*

R

**Race:** A term used to classify people into groups based principally on physical traits, such as skin colour. Racial categories are not based on science or biology but on differences that society has constructed, with significant consequences on people's lives. *(Ontario Anti-Racism Data Standards)*

**Racialized:** Racialized persons and/or groups can have racial meanings attributed to them in ways that negatively impact their social, political, and economic life. (*Ontario Anti-Racism Data Standards*)

**Racism:** Includes ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another. (*Ontario Anti-Racism Data Standards*)

**Religion:** A person's connection with any religious group or community and/or the practice of one's beliefs. (*Statistics Canada*)

## S

**Seeing/Visual (disability):** Covers a broad spectrum of disabilities in which a person's sight is impaired, interfering with daily activities such as reading, cooking, driving, etc. (*Canadian National Institute for the Blind*)

**Sexual orientation:** Is about who a person is attracted to or has feelings towards. It is something that is personal and forms a part of who you are. It includes many types of human sexuality such as lesbian, gay, bisexual, and heterosexual. (*Ontario Human Rights Commission*)

**Speech (disability):** A speech or communication disability can affect one or more communication areas such as a person's ability to speak, understand what others are saying, read and/or write. (*Communication Disabilities Access Canada*)


**Systemic racism:** Systemic racism consists of 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 natural but have the effect of privileging some groups and disadvantaging others. (*Ontario Anti-Racism Data Standards*)

## T

**Transgender:** Includes people whose gender identity is different from the gender associated with their birth-assigned sex. 'Trans' is a term that describes 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. (*Ontario Human Rights Commission*)

**Transgender female:** A person whose sex assigned at birth is "male" and identifies as a woman or girl. (*Ontario Human Rights Commission*)

**Transgender male:** A person whose sex assigned at birth is "female" and identifies as a man or boy. (*Ontario Human Rights Commission*)



**Two-Spirit:** An English term that encompasses a broad range of sexual orientations and gender identities of Indigenous peoples. This term can refer specifically to the cultural roles of individuals who embody both female and male spirits but is also used to describe Indigenous people who might be described in Western culture as part of the LGBT community. (*National Collaborating Centre for Aboriginal Health*)