

## DEFINITIONS

APPLICABLE AS OF DECEMBER 15, 2021

Ce document est également disponible  
en français.

- **Indigenous peoples** is a collective name for the original peoples of North America. **Indigenous** refers to First Nations, Inuit, or Métis.
- **Black and People of Colour** refers to persons who are non-white in race and not Indigenous. It includes but is not limited to those who identify as Black (including Black African, Black-Caribbean, Afro-Caribbean, Afro-Arab, Afro-Latin) or Asian (including West Asian, East Asian, South Asian, South-East Asian, Central Asian, Pacific Islander), Latin American, Middle Eastern, North-African, persons from the Arabian Peninsula, as well as individuals who are of biracial or mixed-race backgrounds. (This definition is inclusive of international Indigenous Nations and those who identify as both Black and a Person of Colour).
- **Gender-diverse identities:** GLAAD and Fondation Émergence describe gender identity as how an individual defines their gender based on a deep, personal knowledge of belonging (or lack of belonging) to one or several genders: man, woman, somewhere in between, or neither. This experience is unique to each person and is not determined by their sex assigned at birth. Diverse Gender Identities include those beyond the gender binary (Male/Female), which can include, but is not limited to: genderqueer/genderfluid, non-binary, transgender, Two-Spirit.
- **Gender-diverse expressions:** GLAAD and Fondation Émergence and describe gender expression as the way a person presents their gender. A person's gender expression can be masculine, feminine, androgynous, or neutral, or somewhere in between, no matter their gender. It can be expressed in a variety of manners, including through a person's name, pronouns, clothing, hairstyle, behaviour, makeup, voice, and/or body characteristics. Diverse gender expressions can include a man presenting feminine, a woman presenting masculine, androgynous or neutral expressions, gender non-conforming, gender-fluid, genderqueer, or beyond.
- **2SLGBTQIA+:** This term encompasses Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and asexual.
- **Persons with disabilities:** The [Accessible Canada Act](#) defines disability as "any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or a functional limitation – whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society".
- **Members of Official Language Minority Communities:** Refers to Anglophones in Quebec as well as Francophones outside of Quebec.