



## GOLF CANADA DIVERSITY & INCLUSION ALLIANCE

### Glossary of Terminology

**2SLGBTQIA+** – This acronym stands for Two Spirit, Lesbian, Gay, Bisexual, Trans, Queer or Questioning, Intersex, Asexual. The placement of Two Spirit (2S) first is to recognize that Indigenous people are the first peoples of this land and their understanding of gender and sexuality precedes colonization. The '+' is for all the new and growing ways we become aware of sexual orientations and gender diversity.

**Aboriginal** – Collectively refers to First Nations, Metis, and Inuit people in Canada, and is found in the Canadian constitution.

**Accessibility/Accessible** – Refers to the design of products, devices, services, or environments for people with disabilities.

**Affinity Bias** – The unconscious tendency to get along with others who are like us.

**Ally** – Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.

**Androgynous** – A word to describe a behaviour, or style of expression that either blends both masculine and feminine forms of expression, or is culturally read as gender-neutral.

**Asexual** – A person who lacks sexual attraction or interest in sexual expression. An asexual person's sexual and romantic orientation may differ (e.g. biromantic asexual), and they may have sexual and/or romantic partners.

**Bias** – Prejudice in favour of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

**Bisexual/Biromantic** – A person who is sexually and/or romantically attracted to two or more genders.

**Cisgender** – A person who identifies with the gender they were assigned at birth.

**Classification** – Athlete classification is a defining feature of Para sport and is defined as grouping eligible athletes into sport classes according to how much their impairment affects fundamental activities for each specific sport or discipline.

**Cultural Identity/Background** – The identity or feeling of belonging to a cultural group. It is part of a person's self-conception and self-perception. It relates to any kind of social group that has its own distinct culture and can be defined in groups or individuals, by themselves or others (for example, nationality, ethnicity, religion, social class, generation, locality, etc.).



**Disability/Persons with Disabilities** – A person with disability is someone who:

- Has a significant and persistent mobility, sensory, learning, or other physical or mental health impairment, which may be permanent or temporary;
- Experiences functional restrictions or limitations of their ability to perform the range of life's activities; and/or
- May experience attitudinal and/or environmental barriers that hamper their full and self-directed participation in life.

**Discrimination** – An action or a decision that results in the unfair or negative treatment of a person or group.

**Diversity** – Differences in the lived experiences and perspectives of people that may include race, ethnicity, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations.

**Emotional Tax** – The combination of feeling different due to gender, race, and ethnicity; being on guard to experiences of bias; and the associated effects on health, well-being, and the ability to thrive at work.

**Equality** – Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.

**Equity/Equitable** – Refers to achieving parity in policy, process, and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while accounting for diversity. It considers power, access, opportunities, treatment, impacts and outcomes in three main areas:

- **Representational Equity:** the proportional participation at all levels of an institution;
- **Resource Equity:** the distribution of resources in order to close equity gaps; and
- **Equity-mindedness:** the demonstration of an awareness of, and willingness to, address equity issues.

**Equity-Deserving** – Communities that face significant collective challenges in participating in society because of institutional and societal barriers to equal access, opportunities and resources due to disadvantage and discrimination. These groups are due social justice and reparation. This term replaces 'equity-seeking groups'.

**Ethnicity** – Groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background. Often linked with cultural expression and identification.

**Gay** – A homosexual person, typically referring to a man.

**Gender Identity** – Internal and deeply felt sense of being a man or woman, both, or neither. A person's gender identity may or may not align with the gender typically associated with their sex. It may change over the course of one's lifetime.

**Gender Expression** – Refers to the various ways in which people choose to express their gender identity. For example: clothes, voice, hair, make-up, etc. A person's gender expression may not align with societal expectations of gender. It is therefore not a reliable indicator of a person's gender identity.



**Golf Canada Diversity & Inclusion Alliance** – A working group consisting of staff and volunteers that is committed to developing short and long-term actionable recommendations for Golf Canada and Golf Canada Foundation on initiatives that will create a diverse, equitable and respectful environment for work and sport that embodies its guiding principles.

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

**Inclusion** – An active, intentional, and continuous process to address inequities in power and privilege, and builds a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all.

**Indigenous Peoples** – A collective noun for First Nations; Inuit Metis and growing in popularity in Canada.

**Intersectionality** – The intertwining of social identities such as gender, race, ethnicity, social class, religion, sexual orientation, and/or gender identify, which can result in unique experiences, opportunities, and barriers.

**Lesbian** – Typically a woman who is sexually and/or romantically attracted to other women.

**Majoritized Population** – A community of people whose access to institutional and structural power has been structurally guaranteed, regardless of the size of the population. As a result, the community routinely disenfranchises and disempowers the most vulnerable communities known as the Minoritized populations.

**Marginalization** – 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.

**Microaggressions** – Everyday slights or insults that convey a negative underlying message to the target based solely on their marginalized group identify. Microaggressions can be: Verbal and/or nonverbal; Intentional and/or unintentional; Hurtful and/or exclusionary.

**Minoritized Population** – A community of people whose access to institutional and structural power has been severely limited regardless of the size of their population. As a result, the community is constantly being disenfranchised and disempowered by the Majoritized population.

**Non-Binary (also ‘genderqueer’)** – Referring 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.

**Para Sport** – Refers to all sport for athletes with an eligible impairment, whether they feature on the Paralympic Games programme or not.



**Power** – The ability to name, define, decide. Power is the ability to change the rule, standard or policy to serve your needs, wants or desires and influence decision makers to make choices in favour of your cause, issue or concern.

**Prejudice** – Preconceived opinion(s) that is not based on reason or actual experience.

**Privilege** – The unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power.

**Queer** – Historically a derogatory term used as a slur against LGBTQ2 people, this term has been reclaimed by many LGBTQ2 people as a positive way to describe themselves, and as a way to include the many diverse identities not covered by common LGBTQ2 acronym.

**Race** – A category of humankind that shares certain distinctive physical traits. Often associated with biology and link with physical characteristics.

**Racism** – **1)** Prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized. **2)** The social devaluation, dehumanization, marginalization, and social exclusion of people based on their race. It can manifest both overtly and covertly.

**Sexual Orientation** – Romantic and sexual attraction for people of the same or another sex or gender.

**Social Justice** - An anti-oppression orientation to social and political organization. The process and goal of addressing the root causes of institutional and structural "isms".

**Stereotype** – A trait and/or characteristic assumed to be true of all members of a particular social group.

**Systemic Racism** – Embedded institutional practices, policies and laws that serve to create continual socio-economic-political advantages for some racial groups while disadvantaging other groups.

**Transgender (also 'trans')** – A person whose gender identity differs from what is typically associated with the sex they were assigned at birth.

**Unconscious Bias** – A preference or inclination formed without reasonable justification which can prevent judgement from being balanced.

**Underrepresented** – Individuals or groups with insufficient or inadequate representation in various aspects of Canadian society.

**Workplace Inclusion** – An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action.

**Xenophobia** - Fear and/or loathing of people who have social group identities or memberships that are different from your own.