



Grounding REDI Terms

Below are some grounding terms used in this report, listed in alphabetical order. Please note that terminology is always changing, and the list below may be updated later.

1. **2SLGBTQIA+:** Is an acronym for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, and the countless affirmative ways in which people choose to self-identify.
2. **Belonging:** An individual's sense of acceptance. When employees feel a sense of belonging, they feel empowered and can bring their full selves to the workplace, meaning they can be authentic, vulnerable, creative and engaged.
3. **Decolonization:** Decolonization is reversing the results of colonization and reclaiming Indigenous ways of being, bringing back and restoring Indigenous culture, sovereignty, spiritual practices and knowledge.
4. **Diversity:** A range of human differences such as race, ethnicity, gender, gender identity, sexual orientation, age, social class, education, and religion.
5. **Diversity of Thought:** Diversity of Thought is shaped by our culture, background, experiences, personalities, the way we think, age, and education. All these traits that make us human bring a unique perspective to the workplace and the decision-making process.
6. **Employee Resource Group (ERG):** employee-led groups that create a safe space for dialogue. These groups are usually based on a common identity or experience.
7. **Equality:** the state of being equal (e.g. treating people equally and giving them the same resources and benefits).
8. **Equity:** Fair treatment, access and opportunity for all people. (I.e. What are the barriers to getting a seat at the table?).

9. **Equity deserving communities:** refers to individuals who have traditionally not had access to economic and social opportunities because of discrimination or other societal barriers. This definition considers gender, ethnicity, sexual orientation, age, disabilities, immigration background and/or low-income status that may qualify an individual as being part of a previously excluded population.
10. **Gender:** Can be referred to as the individual's identity based on cultural and social differences.
11. **Inclusion:** The practice of creating a sense of belonging, feeling respected and valued. (I.e. Do I belong at the table?).
12. **Intersectionality:** This term, coined in 1989 by professor Kimberlé Crenshaw, refers to the multitude of diverse identities that intersect.. For instance, an immigrant woman with a disability will need to be considered for all of the intersections they identify and live with (i.e. immigrant, woman, disability). By adopting an intersectional approach, we can see this person for their whole self. For more information on intersectionality, view this resource:
<https://www.law.columbia.edu/news/archive/kimberle-crenshaw-intersectionality-more-two-decades-later>
13. **Marketing Material:** Defined as social media posts, proposals, website, conference content, and client interaction.
Othering: Viewing, labeling or treating an individual or group as different (i.e. "us vs. them").
14. **People with disabilities:** People with long-term physical, mental, or sensory impairments which can hinder participation in society on an equal basis as others due to systems and structures that privilege able-bodied people and discriminate against people with disabilities.
15. **Pronoun:** A word used as a substitute for a noun. Gender-neutral pronouns include They/Them/Their (Use this when you are unaware of a person's pronouns).
16. **Race:** A social concept of identifying individuals based on their physical distinctions originating from oppression, conquest, and colonization. In comparison, ethnicity refers to shared cultural experiences, religious beliefs, customs, dialect, or origin.
17. **Sex:** A biological characteristic determined by specific sex chromosomes.