



People of Diverse Backgrounds Terminology Resource





Note: Correct terminology comes from avoiding generalizations of a group of people. It is important to honour the descendants of the nation/country a person's background is from

Indigenous Peoples Terminology

- Indigenous Peoples
- Aboriginal Peoples
- First Nations
- Indigenous Peoples
- Inuit
- Métis
- Name of Indigenous groups (correct spelling including apostrophe and spacing, if necessary)
 - I.e. Kwakwaka'wakw, Haida, Coast Salish

Black Canadians Terminology

- Black Canadian
- African Canadian
 - If they are descendants of Africa, identifies themselves as such
 - Should go one step further and use the correct country in Africa of where their descendants are from
 - I.e. Ethiopian Canadian, Nigerian Canadian
- Caribbean-Canadian
 - Same as above, include the country of their descendants instead of generalizing as an area
 - I.e. Jamaican Canadian

Asian Canadians Terminology

(Important to identify the countries of the descendants as the continent of Asia contains many countries; avoid generalization once again)

- South-Asian Canadians
 - Indo Canadian
 - Indian Canadian, East-Indian Canadian, Indo-African Canadian (if the descendants are from Africa, of India ethnicity), Indo-Caribbean Canadian etc.
 - Pakistani Canadian
 - Bangladeshi Canadian
- East-Asian Canadians
 - Taiwanese Canadian, Chinese Canadian, Japanese Canadian, Korean Canadian, Hong Kong Canadians etc.
 - Note: the term "Asian-Canadian" most often than not, incorrectly generalizes Chinese Canadian. Once again, important to note the country in Asia their descendants are from
- South-East Asian Canadians
 - Filipino Canadian, Vietnamese Canadian, Malaysian Canadian, Loatian Canadian, Indonesian Canadian etc.
- Middle-Eastern Canadians
 - Israeli Canadians, Syrian Canadians, Iraqi Canadians, Iranian Canadians etc.
- Central-Asian Canadians
 - Afghani Canadians, Uzbek Canadians, Pakistani Canadians etc.
- Arab Canadians
 - Lebanese Canadian, Armenian Canadian, Palestinian Canadian etc.



LGBTQ2+ Terminology:

- LGBTQ2+ stands for:
 - Lesbian
 - Gay
 - Bisexual
 - Trans
 - Queer
 - 2-spirit
 - + and more!
- Transgender person
 - A trans person
 - Person is transitioning (if they are okay revealing this personal detail to you).
 - Trans woman, trans man
 - Assigned female or male at birth (if they are okay revealing this personal detail to you).
 - Use the self-declared pronouns of that person, feel free to ask them. Please note that "they/them/their" can be used as a singular pronoun as well
 - Gender-affirming surgery or gender-confirming surgery
- Gender neutral pronouns
 - They/Them/Their
 - Use this when you are unaware of if the person doesn't use gender-specific pronouns
- Gender fluid
 - Gender non-conforming
- Cis woman, cis man
 - Gender that was given at birth is what that person identifies with

Diverseabilities Terminology

- Disability, diverse abilities are interchangeable; the latter is seen as more identity confirming
- Person with a diverse ability/disability
- Person with multiple diverse abilities/disabilities
- Person with [name of condition]
 - I.e. Person with Cerebral Palsy
- Person who uses a wheelchair
- Person who has a physical/mobility disability/diverse ability
- Person with a visual impairment
- Hearing impaired
- Person who is blind
- Short-statured person



Veza Global is an Equity, Diversity and Inclusion (EDI) organization advocating for equity and equality for underrepresented groups with a focused lens on the leadership journey of people of culturally diverse backgrounds.

Diversity of Thought and Inclusive Culture are the pillars of the approach that Veza takes to build capacity for organization to execute on their EDI strategy. Veza offers EDI Assessment and Audits, EDI strategy development, and Inclusive Leadership Training and Coaching.

Through Veza's Equity, Diversity and Inclusion Assessment tool, companies can identify under an hour where they are on the EDI Maturity Model and receive a list of detailed recommendations and actionable next steps for their EDI strategy to move forward to a more inclusive organization

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