

# Glossary

## **2SLGBTQIA+**

Two-Spirit, lesbian, gay, bisexual, transgender, queer or questioning, intersex, and asexual. The plus sign represents other sexual orientations and gender identities, such as pansexual.<sup>1</sup>

## **2STGNC**

Two-Spirit, transgender, and gender non-conforming.<sup>2</sup>

## **Ableism**

A set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities, and often rests on the assumption that disabled people need to be “fixed” in one form or another.<sup>3</sup>

## **Abuse**

Abuse is a behaviour that scares, isolates, or controls another person. Abuse may be a pattern or a single incident. Abuse includes various forms, including physical, sexual, psychological, financial, and neglect.<sup>4</sup>

## **Adaptive and Maladaptive Coping**

Coping can be adaptive when strategies are productive and enhance wellbeing (e.g., seeking support and reframing one’s experience) and maladaptive when avoiding one risk causes another risk or the strategy is unproductive (e.g., self-harm or freezing).<sup>5</sup>

## **Ageism**

A socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons. It is often the cause for individual acts of age discrimination and is more systemic in nature, such as in the design and implementation of

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<sup>1</sup> YMCA Canada. (2021). *2SLGBTQIA+ inclusion*. <https://www.ymca.ca/2slgbtqia-inclusion>

<sup>2</sup> Legal Info Nova Scotia. (2022). *Beyond the binary - Guide*. <https://www.legalinfo.org/beyondthebinary>

<sup>3</sup> Center for Disability Rights: Integration, Independence, Civil Rights. *#Ableism*. <https://cdrnys.org/blog/uncategorized/ableism/>

<sup>4</sup> Government of Canada. (2019). *Abuse: Types of abuse*. Immigration, Refugees and Citizenship Canada. <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/service-delivery/abuse/types-abuse.html>

<sup>5</sup> Craig, Shelley L., et al. "Navigating negativity: A grounded theory and integrative mixed methods investigation of how sexual and gender minority youth cope with negative comments online." *Psychology & Sexuality* 11.3 (2020): 161-179.

services, programs, and facilities. Age discrimination involves treating persons in an unequal fashion due to age in a way that is contrary to human rights law.<sup>6</sup>

## **Aggression**

Any behaviour, including verbal events, which involves attacking another person, animal, or object with the intent of harming the target.<sup>7</sup>

## **Antisemitism**

A perception of Jewish people which is expressed as hatred or blame, stereotypes, myths, and conspiracy theories. Antisemitism can be directed toward Jewish or non-Jewish individuals and/or their property, as well as Jewish community institutions and religious facilities.<sup>8</sup>

## **Bias**

An unfair tendency, inclination, or prejudice toward or against something or someone, influencing an individual's or a group's ability to evaluate a particular situation objectively or accurately.<sup>9</sup>

## **Bias Crime**

A criminal act that is motivated by bias or prejudice toward the victim's group affiliation. This bias or prejudice is directed to all members of the group, such as all members of the victim's race or gender. Offenders may be motivated by multiple biases, meaning that victims can be targeted for multiple aspects of their identities at once (e.g., Black women may be targets of both anti-Black racism and sexism).<sup>10</sup>

## **Discrimination**

An action that results in treating a person or a group unfairly due to aspects of their identity, such as race, age, disability, or other category protected in Human Rights legislation, either through deliberate intention or unintentionally through its impact.<sup>11</sup>

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<sup>6</sup> Ontario Human Rights Commission. *Ageism and age discrimination (fact sheet)*. <https://www.ohrc.on.ca/en/ageism-and-age-discrimination-fact-sheet>

<sup>7</sup> Soreff, S. M., Gupta, V., Wadhwa, R., & Arif, H. (2023). Aggression. In *StatPearls*. StatPearls Publishing. <https://pubmed.ncbi.nlm.nih.gov/28846310/>

<sup>8</sup> Government of Canada. (2023). *Anti-racism lexicon*. Department of National Defense. <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

<sup>9</sup> Government of Canada. (2023). *Anti-racism lexicon*. Department of National Defense. <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

<sup>10</sup> Frank S. Pezzella and Matthew D. Fetzer, *The Measurement of Hate Crimes in America* (Cham: Springer International Publishing, 2021), <https://doi.org/10.1007/978-3-030-51577-5>.

<sup>11</sup> Government of Canada. (2023). *Anti-racism lexicon*. Department of National Defense. <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

## **Gender-Based Violence (GBV)**

Facing or experiencing violence because of one's gender, gender expression, gender identity, or perceived gender. GBV can take many forms, including cyber, physical, sexual, societal, psychological, emotional, economic, neglect, discrimination, and harassment.<sup>12</sup>

## **Harassment**

A form of discrimination, including any unwanted physical or verbal behaviour that offends or humiliates an individual. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.<sup>13</sup>

## **Hate**

A negative emotion comprised of intense opposition and/or dislike toward persons or groups.<sup>14</sup>

## **Hate Crime**

Hate incidents that are also criminal offenses committed against a person or property and motivated, in whole or in part, by bias or prejudice based on real or perceived race, national or ethnic origin, language, colour, religion, gender, age, mental or physical disability, sexual orientation or any other similar factor.<sup>15</sup>

## **Hate Incident**

The expressions of bias, prejudice and bigotry that are carried out by individuals, groups, organizations, and states, directed against stigmatized and marginalized groups in communities, and intended to affirm and secure existing structures of domination and subordination.<sup>16</sup>

## **Intersectionality**

The way in which people's lives are shaped by their multiple and overlapping identities and social locations, such as age, race, sexual orientation, and gender, which, together, can produce a unique and distinct experience for that individual or group. Intersectional experiences can create additional barriers, opportunities, and/or power imbalances (e.g., Black men may experience elements of privilege due to their gender and discrimination due to their race).<sup>17</sup>

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<sup>12</sup> Government of Canada. (2023). *What is gender-based violence?* Women and Gender Equality Canada. <https://women-gender-equality.canada.ca/en/gender-based-violence/about-gender-based-violence.html>

<sup>13</sup> Canadian Human Rights Commission. (2020). *What is harassment?* <https://www.chrc-ccdp.gc.ca/en/about-human-rights/what-harassment>

<sup>14</sup> Pretus, C., Ray, J. L., Granot, Y., Cunningham, W. A., & Van Bavel, J. J. (2023). The psychology of hate: Moral concerns differentiate hate from dislike. *European Journal of Social Psychology*, 53(2), 336-353. <https://doi.org/10.1002/ejsp.2906>

<sup>15</sup> Hate Crimes Community Working Group, "Addressing Hate Crime in Ontario: Final Report of the Hate Crimes Community Working Group to the Attorney General and the Minister of Community Safety and Correctional Services" (Public Safety Canada, 2006).

<sup>16</sup> Hate Crimes Community Working Group, "Addressing Hate Crime in Ontario: Final Report of the Hate Crimes Community Working Group to the Attorney General and the Minister of Community Safety and Correctional Services" (Public Safety Canada, 2006).

<sup>17</sup> Government of Canada. (2023). *Anti-racism lexicon*. Department of National Defense. <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

## **Islamophobia**

Fear or hatred of Muslims and targeting of those who express themselves as Muslims. This hatred and fear translates into institutional forms of oppression and discrimination against Muslims and individuals perceived as Muslims. Islamophobia can overlap with racism and anti-immigrant sentiment, and can also be expressed through gendered stereotypes about Muslims.<sup>18</sup>

## **Marginalized Group(s)**

Different groups of people within a given culture, context, and history that are at risk of being subjected to multiple forms of discrimination due to the interplay of different personal characteristics or grounds, such as sex, gender, age, ethnicity, religion or belief, health status, disability, sexual orientation, gender identity, education or income, or geographic location.<sup>19</sup>

## **OHRC**

Ontario Human Rights Commission<sup>20</sup>

## **Online Hate**

Expressions of bias, discrimination, or hatred in online/virtual spaces, such as online platforms and internet forums.<sup>21</sup>

## **Patriarchy**

A system of organizing society in which men hold the power and women and individuals of marginalized genders are subordinated, oppressed, or discriminated against. While patriarchy privileges men, this privilege does not automatically extend to all men, to men of colour, Indigenous men, gay/bisexual men, men living in poverty, or differently abled men, given the intersecting operation of racism, heterosexism, classism, and ableism.<sup>22</sup> Patriarchal beliefs can also be harmful to men (e.g., by framing traditionally-female characteristics, such as vulnerability, as undesirable, patriarchy discourages men from being vulnerable and/or expressing emotions).

## **Prejudice**

An unfair feeling of dislike towards, or unfair belief or opinion about, a social group or a person because of their perceived group membership.<sup>23</sup>

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<sup>18</sup> City of Toronto. (2023). *Islamophobia*. <https://www.toronto.ca/community-people/get-involved/community/toronto-for-all/islamophobia/>

<sup>19</sup> European Institute for Gender Equality. (2023). *Marginalized groups*. [https://eige.europa.eu/publications-resources/thesaurus/terms/1175?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/thesaurus/terms/1175?language_content_entity=en)

<sup>20</sup> Ontario Human Rights Commission. *Featured stories*. <https://www.ohrc.on.ca/en>

<sup>21</sup> Internet Matters. (2023). *What's in this hub? Online safety issues*. <https://www.internetmatters.org/issues/online-hate/#what-is-online-hate>

<sup>22</sup> Government of Canada. (2023). *Anti-racism lexicon*. Department of National Defense. <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

<sup>23</sup> Mcleod, S. (2023, September 30). Prejudice vs. discrimination in psychology. *Simply Psychology*. <https://www.simplypsychology.org/prejudice.html>

## **Racism/Racial Discrimination**

Racism is based on the belief that humans can be divided into a hierarchy of power based on their differences in race and ethnicity. Racism is frequently expressed through prejudice and discrimination. The belief can manifest itself through individuals, societies, and institutions.<sup>24</sup>

## **Sinophobia**

Dislike, fear, or hatred of China, Chinese people, or Chinese culture, or discrimination against Chinese people.<sup>25</sup>

## **Soft Violence**

Actions that stop short of criminally-identified violence (e.g., spreading misinformation or symbolic messages designed to cause fear and insecurity online).<sup>26</sup>

## **Trauma**

Trauma is a term used to describe the challenging emotional consequences that living through a distressing event can have for an individual. Traumatic events can be difficult to define because the same event may be more traumatic for some people than for others.<sup>27</sup>

## **Violence**

Intentional use of physical force to hurt, damage, or kill someone or something.

## **Visible Minority**

According to the Employment Equity Act, visible minorities are persons, other than Indigenous Peoples, who are non-white in race and colour. The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, and Japanese.<sup>28</sup> Although this is a legal term used in human rights and employment equity legislation and

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<sup>24</sup> Frideres, J. S. (2021, January 18). Racism. The Canadian Encyclopedia. <https://www.thecanadianencyclopedia.ca/en/article/racism>

<sup>25</sup> Matthew Costello et al., "Covid-19 and Sinophobia: Detecting Warning Signs of Radicalization on Twitter and Reddit." *Cyberpsychology, Behavior, and Social Networking* 26, no. 7 (July 17, 2023): 546–53, <https://doi.org/10.1089/cyber.2022.0200>.

<sup>26</sup> Candyce M. Kelshall and Sarah Meyers, *PREPARED: A Program to Educate on the Prevention and Reduction of Extremist Discourse* (Burnaby, BC: Simon Fraser University Library, 2019).

<sup>27</sup> The Centre for Addiction and Mental Health (CAMH). (2023). *Trauma*. <https://www.camh.ca/en/health-info/mental-illness-and-addiction-index/trauma>

<sup>28</sup> Statistics Canada (2021). *Visible minority of person*. <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=45152>

in the various policies derived from these laws, individuals labelled as visible minorities prefer the terms, “racialized minority,” “racialized groups,” or “people of colour.”<sup>29</sup>

## **Xenophobia**

Fear, hatred, and discrimination toward strangers or foreigners and their cultures and ways of life.<sup>30</sup> This can manifest as hatred toward immigrants or people of a different ethnic, religious, or cultural identity.

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<sup>29</sup> Government of Canada. (2023). *Anti-racism lexicon*. Department of National Defense. <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>

<sup>30</sup> Government of Canada. (2023). *Anti-racism lexicon*. Department of National Defense. <https://www.canada.ca/en/department-national-defence/services/systemic-racism-discrimination/anti-racism-toolkit/anti-racism-lexicon.html>