

Appendix E:

Glossary of Inclusive and Equitable Health Terms

Word/Phrase	Definition/Proper Usage
Cisgender	A person whose gender identity is the same as their assigned sex at birth (Nursing License Map, 2021).
Gender Diverse	An umbrella term used to describe evolving labels that people may identify as when their expression, gender identity, or perception does not conform to what society's expectation is (Nursing License Map, 2021).
Genderqueer	Refers to an individual whose gender identity lay outside of the traditional male or female (Nursing License Map, 2021).
Gender Nonconforming	An individual whose "gender expression differs from society's expectations for males and females" (Nursing License Map, 2021).
Hijra	A South Asian used to describe transgender women (Nursing License Map, 2021).
Nonbinary	An individual who does not identify as a man or a woman (Nursing License Map, 2021).
Two-Spirit	A current First Nations person whose individual spirits blend as male and female (Nursing License Map, 2021).
Gender Dysphoria	A psychologically distressed state that individuals whose identity differs from their assigned sex (Nursing License Map, 2021).
Intersex	An umbrella term for physical conditions where the sexual/reproductive anatomy someone is born with is not solely male or female (Nursing License Map, 2021).
Asexual	An individual who does not experience sexual attraction and or does not wish to act on the attraction in a sexual way (Nursing License Map, 2021).
Aceflux	A romantic capacity that changes over time (Nursing License Map, 2021).
Akioromantic	A person who does not wish for their attraction/feeling to be returned (Nursing License Map, 2021).
Aromantic	An individual who is not attracted to any person of any gender (Nursing License Map, 2021).
Demiromantic	A person who does not feel romantic or sexual desired until a close emotional bond has been formed (Nursing License Map, 2021).
Cisnormativity	Refers to the belief that being cisgender is the 'normal' (Nursing License Map, 2021).
Fasting	Refers to a common practice in Hinduism and other religions that consist of abstaining from some types of food and beverage (Ehman, 2012).
Blood Fractions	Blood fractions refers to separating different parts of your blood. For example, this is done during a blood transfusion. The Jehovah's Witness religion permits this, however, patients are guided by their own conscience. (Ehman, 2012).
Sabbath	Refers to a day of abstinence from work and additional tasks. Typically from Friday night to Saturday night in the Jewish religion and on Sunday for Christians (Ehman, 2012).
Kosher	Refers to food or drink that is sold, cooked, or eaten that satisfies the requirements of Jewish law (Ehman, 2012).
Ramadan	Refers to the 30 day period where Muslims abstain from eating food from dawn until sundown (Ehman, 2012).
Microaggression	An action or statement as a result of subtle or indirect discrimination against marginalized communities with as racial or ethnic minorities (Rainbow Health Ontario, 2020).
Prejudice	Refers to a negative prejudgment or feelings towards a person or group based upon that person's characteristics as opposed to empirical evidence (Rainbow Health Ontario, 2020).
Barrier	An obstacle that prevents an individual from taking part in society to the fullest degree (Rainbow Health Ontario, 2020).

Cultural Competence	A person's ability to interact with people from different cultures (Rainbow Health Ontario, 2020).
Ism	Harmful beliefs, practices, or behaviours used by a group or person with power directed at a specific group (Eg – ageism, sexism) (Rainbow Health Ontario, 2020).
Internalized Oppression	Refers to when people in marginalized groups accept negative aspects of stereotypes assigned to them by the dominant group (Rainbow Health Ontario, 2020).

Appendix F:

Situation	Exclusive Language /What to Avoid	Inclusive Language/What Should be Said
When asking a patient how much alcohol they drink.	How much do you drink?	To provide the best care possible, knowing how much people use alcohol is helpful. Could you tell me if you drink alcohol (EQUIP Healthcare, 2017)?
When following up with a patient regarding a conversation where you asked them to perform a task.	You did not complete _____ like I requested you do last time.	When you were here last, we created a plan for you to do _____. How did that work out for you? Is there something about this plan you'd like to modify (EQUIP Healthcare, 2017)?
When a patient comes in that is sick.	You will have to wait longer, you are not that sick.	I apologize that you had to wait today. I understand waiting can be difficult when you are concerned for your health (EQUIP Healthcare, 2017).
When you do not understand what is wrong/happening with a patient.	We can't find anything wrong with you.	Our testing shows that you do not have _____ or _____. Because we know what is happening to you does not threaten your life, we can begin to think of strategies to manage this (EQUIP Healthcare, 2017).
When a patient is requesting medicine when at an inappropriate time.	You are asking for medicine when you do not really need it.	I am unable to provide that medicine you're looking for as I have a set of rules I need to follow when prescribing (EQUIP Healthcare, 2017).
When a patient keeps asking about something that has already been addressed.	You are asking about _____, however, we've already ran tests and they have indicated that there are no problems with your health.	I am sensing from your body language, comments, and facial expressions that you do not fully agree with something I have said. Are you thinking about something in particular? What is your biggest concern here (EQUIP Healthcare, 2017)?
When a patient continues to seek treatment.	You're back again?	It's very nice to see you again. I've noticed that you've been here a lot as of late. Is there anything we can do to make things better (EQUIP Healthcare, 2017)?

When a mother is trying to feed her newborn.	Breastfeeding Nursing License Map, 2021).	Nursing or lactation Nursing License Map, 2021).
When referring to someone that is different (general rule).	A disabled person	A person who is disabled, or, a person with a disability.
When referring to parents.	Mother or father Nursing License Map, 2021).	Parent or guardian Nursing License Map, 2021).
When trying to determine a patient's sex/gender.	What is your sex/gender Nursing License Map, 2021)?	“What is your current gender identity? What sex were you assigned at birth? What are your preferred pronouns” Nursing License Map, 2021)?
When a patient is hesitant about a question you asked.	This is standard so I need an answer.	We are required to ask all our patients these questions to ensure the best possible care. If you have any hesitations, we are able to discuss them Nursing License Map, 2021)!