

Glossary of Terms for the 2023 Annual Report Card

Leadership Levels

Executive Officers

Defined in accordance with the Annual Information Form for public companies.

Defined as the CEO and the CEO's direct reports in crown corporations, privately held companies, co-operatives, and Canadian subsidiaries of foreign-owned corporations.

Clarification: For a Canadian subsidiary with a foreign parent, an "Executive Officer" may include the following, as set out in National Instrument 51-102 - Continuous Disclosure Obligations.

- (a) a chair, vice-chair or president;
- (a.1) a chief executive officer or chief financial officer;
- (b) a vice-president in charge of a principal business unit, division, or function, including sales, finance, or production; or
- (c) performing a policy-making function in respect of the issuer.

In addition, for purposes of The Prosperity Project survey, it may also include a senior corporate designate (Vice President or above) with authority to approve the Canadian entity management decisions, strategies, budgets, projects, and corporate initiatives.

Senior Management

Executive Officers' direct reports.

Canadian Executive Officers' direct reports are Canadian direct reports, regardless of where they reside. Please do not include non-Canadian direct reports of non-Canadian "Executive Officers" as the survey's focus is Canadian women.

Pipeline to Senior Management

Senior Management's direct reports.

Canadian Senior Management's direct reports are Canadian direct reports, regardless of where they reside. Please do not include non-Canadian direct reports of non-Canadian "Senior Management" as the survey's focus is Canadian women.

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Diversity and Inclusion Terminology

Woman

We use the term “woman/women” instead of the word “female.”

“Female” denotes a biological category, while “women” emphasizes gender identity over biological sex.

Definition from University of Victoria Inclusive Language Style Guide.

Indigenous

First Nations, Inuit, and Métis peoples in Canada.

Definition from Queens University Office of Indigenous Initiatives Terminology Guide.

Person of Colour

A person who is not white, Indigenous, or Black.

Black

A person having dark pigmentation of the skin. In Canada, Black Canadian is a designation for people of African or Caribbean ancestry.

Definition from BC Black History Awareness Society.

2SLGBTQIA+

The Prosperity Project collects data on the 2SLGBTQIA+ community.

This acronym encompasses the following terms: Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual/Agender. The + represents those who are a part of the community but for whose identity the acronym does not accurately reflect.

The Prosperity Project places ‘2S’ at the beginning of LGBTQIA+ to acknowledge that Two-Spirit Indigenous people were the first sexual and gender minority people in North America and to demonstrate solidarity with them in this period of truth and reconciliation in Canada.

Definition from Pride at Work

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Diversity and Inclusion Terminology

Person living with a disability

Persons with disabilities are those with a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment. Examples of disabilities include but are not limited to:

- Coordination or Dexterity: difficulty using hands or arms, such as grasping objects or using a keyboard
- Mobility: difficulty moving around from one office to another, walking long distances or using stairs
- Blind or Visually Impaired: unable to see or difficulty seeing but does not include people who can see well with glasses or contact lenses
- Speech: unable to speak or difficulty speaking or being understood
- Deaf or Hard of Hearing: unable to hear or having difficulty hearing
- Other disabilities (e.g., learning, developmental and other types of disabilities)

Definition from Government of Canada Employment Equity Self-Identification Form.

Appendix

Employment Equity Designated Groups

The Canadian Employment Equity Act (1995) defines four designated groups for federal employment equity purposes:

1. Women
2. Aboriginal peoples
3. Persons with disability
4. Members of visible minorities

Considerations on the term "Aboriginal."

"Aboriginal peoples" is the language used in legislation to refer to First Nations, Métis and Inuit peoples. However, "Indigenous peoples" is the preferred term by many First Nations, Métis and Inuit peoples today.

From Simon Fraser University: Black Peoples, Indigenous Peoples, People(s) of Colour (BIPOC): Inclusive and antiracist writing.

Considerations on the term "visible minority."

The Employment Equity Act defines members of visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour."

In 2012, the United Nations Committee on the Elimination of Racial Discrimination criticized "visible minority" for being too homogenous. The UN notes that the lack of precision in this term could pose a barrier to effectively addressing discrimination toward different ethnic groups. However, it is recognized that people who are visibly in the minority because of their skin colour or identifiable "racial" background may face discrimination and stigmas. Additionally, the word "minority" no longer reflects the reality in specific regions or cities in Canada where racialized people are a majority.

The Prosperity Project recognizes the issues with the term "visible minority"; however, we use this term in the Annual Report Card survey because many organizations in Canada use Employment Equity groups as a model for the diversity data collection. Including the term "visible minority" in our surveys aids organizations who use this term in completing the survey and providing accurate data.