Appendix: Alphabetized list of key terms and their definitions

Term	Definition
2SLGBTQIA+	Two Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual (or sometimes Ally). The placement of Two Spirit (2S) first is to recognize that Indigenous people are the First Peoples of this land and their understanding of gender and sexuality precedes colonization. The '+' is for all the new and growing ways we become aware of sexual orientations and gender diversity.
Academic freedom	The freedom, within the law, to pursue what seems to [members of the University] as fruitful avenues of inquiry, to teach and to learn unhindered by external or non-academic constraints, [and] to engage in full and unrestricted consideration of any opinion" (UBC Senate Statement, 1976). Behavior that obstructs free and full discussion, not only of ideas that are safe and accepted, but of those which may be unpopular or even abhorrent, vitally threatens the integrity of the University's forum.
Bullying and harassment	Objectionable and unwanted behavior, whether intentional or unintentional, that is verbally or physically abusive, vexatious or hostile, that is without reasonable justification, and that creates a hostile or intimidating environment for working, learning or living. This behavior demeans, humiliates or embarrasses a person. While bullying or harassment usually consists of repeated acts, a single serious incident that has a lasting harmful effect may also constitute bullying or harassment.
Default culture	The culture people learn from their parents and peers from birth, with all the inherent strengths and weaknesses of their society.
Discrimination	Intentional or unintentional conduct, which can be individual or systemic, that imposes burdens, obligations, or disadvantages on or limits access to opportunities, benefits and advantages to specific individuals or groups as defined by the BC Human Rights Code and for which there is no bona fide and reasonable justification. These groups include those characterized by age (actual or perceived), ancestry, color, family status, marital status, physical or mental disability, place of origin, political belief, race, religion, sex, sexual orientation, gender identity or expression, and criminal

	conviction unrelated to employment. [3]
Diversity	Differences in the lived experiences and perspectives of people that may include race, ethnicity, color, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations. [4]
Equity	Achieving parity in policy, process and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while accounting for diversity. It considers power, access, opportunities, treatment, impacts and outcome. [4]
Identity-based discrimination	Discrimination based on any or multiple aspects of one's identity, including some that have been identified under the definition of 'discrimination' above.[5]
Inclusion	An active, intentional, and continuous process to address inequities in power and privilege, and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all.[4]
Racialized people	A term preferred to "visible minorities", as it "acknowledges the fact that the barriers [they] face are rooted in the historical and contemporary racial prejudice of society and are not a product of [their] own identities or shortcomings" [9]
Sexual assault	Any form of sexual touching or the threat of sexual touching without the individual's **consent**.
Sexual harassment	Includes such behaviours as: unwelcome sexual attention; nonconsensual or unwelcome physical contact, offensive or degrading remarks related to sex or gender, sexist slurs, sexual jokes, demeaning gender-based comments, and spreading sexual rumours.
Sexual misconduct	Any wrongful, improper conduct of sexual nature or targeting an individual's sexuality, gender identity or gender expression. It can be physical or psychological in nature, and is committed, threatened or attempted against an individual without that individual's consent. Sexual misconduct includes sexual harassment, sexual assault, stalking or cyberbullying, indecent exposure, voyeurism, and distribution of sexually

	explicit content without consent.

Appendix references

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