Glossary of Terms

2SLGBTQQIA: Refers to two-spirit, lesbian, gay, bisexual, transgender,   
queer, questioning, intersex and asexual.

Anti-racism: Anti-racism is a process, a systematic method of analysis,   
and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti- racism actively seeks to identify, remove, prevent and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities.

Cultural responsiveness: “Extends beyond language to include a much larger set of   
professional attitudes, knowledge, behaviours and practices, and organizational policies, standards and performance management mechanisms to ensure responsiveness to the diversity of [students] who walk through [schools'] doors[[1]](#footnote-1).”

Cultural safety: Refers to “an environment that is spiritually, socially and   
emotionally safe, as well as physically safe for people; where there is no assault challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience of learning together[[2]](#footnote-2).”

Equity lens: Involves “strategically, intentionally and holistically   
examining the impact of an issue, policy or proposed solution on underserved and historically marginalized communities and population subgroups, with the goal of leveraging research findings to inform policy[[3]](#footnote-3).”

Human Trafficking: Human trafficking involves recruiting, transporting, or   
holding victims to exploit them or to help someone else exploit them, generally for sexual purposes or work. Traffickers get their victims to comply through different forms of coercion. (Public Safety Canada)

Human rights-based

approach: A “conceptual framework for the process of human   
development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyze inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress[[4]](#footnote-4).”

Sex Trafficking: Sex trafficking is a form of human trafficking. It involves   
recruiting, transporting or holding victims for sexual exploitation. Sex traffickers get their victims to provide sexual services through different forms of coercion. (Public Safety Canada)

Survivor: Used to refer to an individual who has escaped a trafficking   
situation, whereas victim is used to refer to an individual who is in the process of being recruited or is being trafficked. The term survivor may also be used to refer to an adult with lived experience of being trafficking. This approach is used for clarity and not intended to label or define an individual's experience. Individuals who have experienced sex trafficking may prefer one term over another in order to describe their experiences. School board employees should confirm how an individual impacted by trafficking prefers to be referenced.

Tactics: Traffickers may use a range of tactics to target, recruit,   
manipulate and coerce victims. This can often involve a process of targeting an individual's vulnerabilities then luring, grooming, isolating, manipulating, controlling and exploiting a victim to then conduct sexual acts (for example, forcing a victim to have sex, to take images of child sexual abuse). Often, a victim may not be aware that exploitation is happening, and victims may be forced to recruit other victims.

Trauma-informed

approaches: Are “policies and practices that recognize the connections   
between violence, trauma, negative health outcomes and behaviours. These approaches increase safety, control and resilience for people who are seeking services in relation to experiences of violence and/or have a history of experiencing violence[[5]](#footnote-5).”

Victim: Used to refer to an individual who is in the process of   
being recruited or is being trafficked, whereas survivor is used to refer to an individual who has escaped a trafficking situation. The term victim is often used to refer to a child who has experienced sexual exploitation. This approach is used for clarity and not intended to label or define an individual's experience. Individuals who have experienced sex trafficking may prefer one term over another in order to describe their experiences. School board employees should confirm how an individual impacted by trafficking prefers to be referenced.

1. Indigenous Primary Health Care Council. (2018, June). [Cultural Competency Guideline for Ontario Public Health](https://www.iphcc.ca/wp-content/uploads/2020/02/Cultural-Competency-Guideline-Report-June-2018.pdf) [Units to Engage Successfully with Aboriginal Communities.](https://www.iphcc.ca/wp-content/uploads/2020/02/Cultural-Competency-Guideline-Report-June-2018.pdf) [↑](#footnote-ref-1)
2. Williams, R. (1999). Cultural safety—what does it mean for our work practice?. Australian and New Zealand journal of public health, 23(2), 213-214. [↑](#footnote-ref-2)
3. Douglas, M. D., Willock, R. J., Respress, E., Rollins, L., Tabor, D., Heiman, H. J., & Holden, K. B. (2019). Applying a health equity lens to evaluate and inform policy. Ethnicity & disease, 29 (Supplement 2), 329 [↑](#footnote-ref-3)
4. UNICEF. (2016, January 23). [A Human Rights-based Approach to Programming: What is HRBAP?](https://sites.unicef.org/policyanalysis/rights/index_62012.html) [↑](#footnote-ref-4)
5. Government of Canada. (2018, February 2). Trauma and Violence-informed Approaches to Policy and Practice [↑](#footnote-ref-5)