

Interdepartmental Terminology Committee on Equity, Diversity and Inclusion

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Objectives

- ✓ Standardize terminology within the federal government in the area of equity, diversity and inclusion
- ✓ Ensure that groups that are traditionally marginalized have a voice (co-development)
- ✓ Develop an awareness tool
- ✓ Consolidate efforts and resources
- ✓ Support bilingualism

Committee Membership

- **Co-chairs (3):**

- Translation Bureau (PSPC)
- Treasury Board of Canada Secretariat
- Women and Gender Equality Canada

- **Other members (19):**

- Agriculture and Agri-Food Canada
- Canada Revenue Agency
- Canada School of Public Service
- Canadian Heritage
- Employment and Social Development Canada
- Immigration and Refugee Board of Canada
- Innovation, Science and Economic Development Canada
- Justice Canada
- Library and Archives Canada
- National Arts Centre
- National Defence
- Natural Sciences and Engineering Research Council of Canada
- Office of the Superintendent of Financial Institutions
- Parks Canada
- Parliamentary Protective Service
- Public Prosecution Service of Canada
- Public Service Commission
- Shared Services Canada
- Statistics Canada



Ongoing Work

Co-development of the Terminology Guide on Equity, Diversity and Inclusion, which contains approximately 80 terms.

- ✓ The Guide will be an evergreen document, updated continuously based on evolving language and concepts.
- ✓ Three consultation rounds so far:
 - November 9th to November 19th, 2021
 - December 2nd to December 17th, 2021
 - Week of January 24th, 2022

Example of Guide Entry

▼ co-development

Terms

- co-development (noun)

Definition

A joint process or partnership in which people with different world views work together on a jointly defined matter to meet common objectives.

Notes

Co-development is based on mutual respect and recognition of the rights and cultural differences of the parties involved, allowing them to be on an equal footing. It also requires trust, understanding and transparency between the parties and an open and ongoing dialogue.

Date modified: 2022-01-20

Timeline Overview

Milestones	Timeframe
Creation of the Interdepartmental Terminology Committee on Equity, Diversity and Inclusion	April 2021
Co-development of first draft of the Terminology Guide on Equity, Diversity and Inclusion	July to September 2021
Consultations	Ongoing
Feedback integration	Ongoing
Document preparation (web design) and communications planning	March 2022
Online publication of the Guide in the Language Portal of Canada	March 2022

Questions? Comments?

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