

Equity Seeking Groups Definitions

“Equity Seeking Groups” means groups who have historically been denied equal access to employment, education, and other opportunities, and includes, without limitation, the following: members of an Indigenous community; members of a visible minority group; immigrants and refugees; people with recognized disabilities; racialized communities; women; members of the 2SLGBTQQA community; low-income residents; people with mental or physical health barriers; people facing Employment Barriers, Unemployment or Underemployment; and others experiencing barriers to economic opportunity and participation;

| Equity Seeking Groups | Individuals for Employment Definition |
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| Indigenous Peoples | <i>First Nations, Métis, Inuit people and communities, including Urban Indigenous communities. Sometimes used interchangeably with ‘Aboriginal Peoples’.</i> |
| Racialized communities | <i>Refers to an individual or group of individuals including those who are non-white, including Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Japanese, Korean, other visible minorities, and multiple visible minorities. Racialized communities also include Indigenous People of nations outside of Canada. Often used interchangeably with “Visible minority group”.</i> |
| Recent Immigrants and Refugees | <i>Immigrant: A person who has been granted the right to live in Canada by immigration authorities and has resided in Canada for less than 5 years. Refugee: A person who is forced to flee from persecution or who is at risk of serious harm and who is located outside of their home country. A person who has been recognized as a refugee and who has been granted the right to live in Canada by immigration authorities.</i> |
| Persons with disabilities/ Disabled Persons | <i>A person with a long-term or recurring physical, mental, psychiatric, intellectual or sensory impairment which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others. This is a self-defined characteristic and does not require an external or formal recognition of disability.</i> |
| Women | Self-identified |
| Members of the 2SLGBTQQA+ community | <i>2SLGBTQQA+ is an acronym for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, and plus (signifying the expansiveness of the community and all the other identities not listed in the acronym).</i> |
| People identifying as experiencing other barriers to economic opportunity and participation (not included in other Equity-seeking group definitions) | <i>A person who identifies as experiencing barriers to economic opportunity and participation. This could include but is not limited to, an individual with a previous criminal conviction, an individual who identifies as having a substance use disorder that has affected their ability to participate in the economy, a person who has experienced domestic violence that has affected their ability to participate in the economy, a person who is currently experiencing or has experienced homelessness within the last 5 years, single parents, social housing tenants, and youth aging out of the foster care system</i> |

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| | <i>If an employee identifies themselves as experiencing any of the barriers to economic participation mentioned above, you may consider asking for more information on what they consider this barrier to be – this is voluntary information.</i> |
| Youth | <i>Individuals aged 29 and under</i> |
| Veterans | <i>A person who is serving or who has honorably served in the Canadian Armed Forces, the commonwealth or its wartime allies, or as a Regular Member of the Royal Canadian Mounted Police, or as a Peace Officer in a Special Duty Area or on a Special Duty Operation, or who has served in the Merchant Navy or Ferry Command during wartime</i> |