

City of Saskatoon Accessibility Plan Glossary

Note about language:

At the City of Saskatoon, we are committed to creating an inclusive and respectful community, and the way we use language is an important part of this. We try to use words that reflect and respect the diversity of the people we serve. When talking about accessibility needs, we want everyone to feel respected, heard, and valued. We know that different people and groups may have different preferences, and that language can change over time. We use first-person language and the term *people with disabilities*, based on the Accessible Saskatchewan Act. We understand that some of the words we use may not fit how everyone prefers to be described. We are open to learning and adjusting as we continue to work toward making our city welcoming and fair for all.

Ableism describes individual and societal discrimination and exclusion in the form of attitudes, prejudices, and actions that devalue and limit the potential of persons with disabilities.

- **Note:** Ableism, like other forms of discrimination, can be conscious, unconscious, intentional, unintentional, blatant, or casual, and can be embedded in institutions, systems, or the broader culture of a society.
- (Source: Derived from the Ontario Human Rights Commission's [policy on ableism and discrimination based on disability](#))

Accessibility means that all people can take part in their communities through work, play and other daily activities. Accessibility is about removing barriers so people can feel included and have independence. Accessibility is important for everyone, especially people with disabilities.

- (Source: [The Accessible Saskatchewan Act - Summary](#))

Accessibility policies are systemic and environmental strategies, including both technical solutions and human supports, aimed at identifying, preventing, and removing barriers in the workplace. These policies can take the form of new, stand-alone policies, updates to existing policies, or language incorporated into current policies.

- (Source: Derived from the Canadian Accessibility Standards Development Organization's [standards on employment](#))

Accessible format means providing documents in ways that meet workers' accessibility needs.

- (Source: Derived from the Canadian Accessibility Standards Development Organization's [standards on employment](#))

Accommodations are adjustments to rules, policies, workplace cultures, and physical environments to ensure that they do not have a negative effect on people who experience accessibility barriers within the employment life cycle.

- (Source: Derived from the Canadian Accessibility Standards Development Organization's [standards on employment](#))

Allyship describes the support and advocacy for groups that experience barriers, by people who don't personally face some, or all, of the challenges of those groups. An ally uses their voice and actions to support and uplift.

Anti-ableism means actively working to challenge and stop unfair ideas, attitudes, and discrimination against people with disabilities. It involves using strategies, actions, and practices towards inclusive spaces and cultures.

- (Source: Derived from the Canadian Accessibility Standards Development Organization's [standards on employment](#))

Attitudinal barriers are caused by a lack of understanding, awareness, and knowledge. This can lead to stereotypes, unfair treatment, and dehumanizing behavior towards others.

- (Source: Derived from the Canadian Accessibility Standards Development Organization's [standards on employment](#))

Barrier means anything that hinders or challenges individuals' full and equal participation in society. Barriers include physical barriers, architectural barriers, information or communications barriers, attitudinal barriers, technological barriers, and unfair policies or practices.

- (Source: Derived from [The Accessible Saskatchewan Act](#))

Continual improvement means regularly working to make things better. It doesn't have to happen all the time or in every area at once.

- (Source: Derived from the Canadian Accessibility Standards Development Organization's [standards on employment](#))

Discrimination is when someone is treated unfairly or negatively because of their disability, race, age, religion, sex, or other personal characteristics. The [Saskatchewan Human Rights Code](#) protects individuals from discrimination in areas like employment, education, housing, and public services.

Equity means giving people what they need to succeed, based on their unique situations. An equity approach recognizes that people have different needs to succeed and means to success. It understands that, both in the past and today, some groups have been treated unfairly, which creates barriers. Equity means that we redefine and restructure how we think and work to fix the harm caused by the barriers built into unfair systems.

Intersectionality is a framework that explains how different parts of a person's identity work together to create unique forms of biases.

Lived experience refers to the personal knowledge and understanding gained by individuals with disabilities, their family members, caregivers, and those directly involved in their lives.

Person-first language is a way of speaking that focuses on the individual before mentioning their disability. For example, saying "person with a disability" instead of "disabled person" emphasizes that the person is more than just their disability. However, not everyone prefers person-first language; some people choose to identify with their disability directly.

Plain language means using simple and clear words, sentences, and designs so that people can easily find, understand, and use the information they need.

- (Source: Derived from the [Plain Language Association International](#))

Universal design is a concept that emphasizes creating products, environments, and services that are accessible and usable by people of all ages, abilities, and backgrounds. Its core principle is to eliminate barriers and promote inclusion, ensuring that no population group is disadvantaged.