

Appendix B

Mobilizing Justice language guidelines

Mobilizing Justice language guidelines are organized around these general principles:

1. People are experts on themselves

If you are working with an organization grounded in a specific community, reflect on the language that organization uses to describe the community and consider incorporating it in your own writing. Put another way: people are experts on themselves. However, communities sometimes use reclaimed words or terms that have historically been used to stigmatise or oppress them. Those reclaimed words should not be used by those outside the community. If you don't know how to describe a community: listen to or read the voices of those in that community, do your own research, and if all else fails, ask.

2. The person should come first

Unless otherwise specified below, describe a person or population as experiencing something rather than having that experience define them. For example, use the term people with disabilities instead of disabled people, or people on low incomes instead of low-income people. If your analysis is more or community specific, you can be even more specific, and say cyclists on low incomes or Manitobans with disabilities. This approach reflects a related principle of avoiding a deficit-based approach in favour of an assets-based approach to understanding communities and lived experiences.

3. Be specific

Try to be as specific as possible. Avoid lumping different groups together under deficit-based umbrella terminology like “vulnerable groups” or “marginalized populations.” If your research touches on multiple groups that are equity-deserving as defined above, you may use the term “equity-deserving communities.” Please note that the terms “equity-deserving communities” and “sovereignty deserving communities” are distinct. To honour this distinctness, they should not be equated.

4. Reflect data sources but acknowledge their limitations and histories

Many MJ researchers rely on datasets generated externally to conduct analysis, such as the Census or General Social Survey. Researchers should use terminology that reflects the language of the source data when reporting statistics

from an analysis. Researchers should also acknowledge in their methodology sections that such terminology may not map exactly onto contemporary categorizations and meanings or may contain their own limitations. In more public facing documents (blogs, policy briefs, reports), it may be important to explain these limitations in the introduction so that readers are not confused as to why a blog post with the title “Protecting racialized pedestrians” has a table describing mode choice for “visible minorities”. As MJ evolves, we will post guidance on specific examples that our research team has worked through.

5. When describing different lived experiences, please use the following terminology:

Topic	Use this language	Notes
Income	<ul style="list-style-type: none"> ● people on low-incomes ● households on low-incomes ● riders/cyclists/pedestrians on low-incomes ● people experiencing economic insecurity 	When using similar or related terms, a good rule of thumb is to put the person first: people experiencing food insecurity instead of food insecure people.
Indigeneity	<ul style="list-style-type: none"> ● Indigenous (i.e., Indigenous people, Indigenous transit riders) 	It should always be capitalized. Do not use the term “Indigenous Canadians.”
Gender and Sexuality	<p>Gender categorizations can include, but are not limited to:</p> <ul style="list-style-type: none"> ● women ● men ● non-binary people ● transgender people ● Two-spirit <p>The term “trans and gender-diverse” can be used as an umbrella term for people whose gender identity or expression would not place them in the man/woman binary. For example, if you conducted a survey on the safety needs of cyclists who do not fall into this binary, it would be appropriate to say you “surveyed</p>	<p>Researchers in transportation sometimes conflate sex and gender. Sex refers to a set of biological attributes, while gender refers to socially constructed roles. To learn more, see: http://www.bccdc.ca/Health-Info-Site/Documents/Language-guide.pdf</p> <p>On the term gender-diverse: https://www.ohchr.org/en/special-procedures/ie-sexual-orientation-and-gender-identity/struggle-trans-and-gender-diverse-persons.</p> <p>Additional information: https://women-gender-</p>

	<p>trans and gender-diverse cyclists.” However, if you only intended to survey trans cyclists, then you would not use the umbrella term.</p> <p>Sexuality categorizations can include, but are not limited to:</p> <ul style="list-style-type: none"> ● lesbian ● bisexual ● gay ● queer ● Two-spirit <p>In some contexts, it may be appropriate to refer to the 2SLGBTQ+ community.</p>	<p>equality.canada.ca/en/free-to-be-me/lgbtq2-glossary.html.</p> <p>https://www.ohrc.on.ca/en/policy-preventing-discrimination-because-gender-identity-and-gender-expression/appendix-b-glossary-understanding-gender-identity-and-expression</p>
<p>Race or Ethnicity</p>	<p>When describing population groups, the following terminology are preferred (all capitalized, consult the second link to the right for further context):</p> <ul style="list-style-type: none"> ● Black ● East Asian ● Southeast Asian ● Latinx or Latin American ● Middle Eastern ● South Asian ● White <p>If the research only focuses on a specific community, it is better to be specific. For example, if you conducted a study of barriers to cycling among Chinese residents in Vancouver, it is ok to describe respondents as Chinese cyclists or Chinese residents.</p> <p>When discussing racial inequities at a high level, it is sometimes appropriate to use this terminology:</p> <ul style="list-style-type: none"> ● racialized 	<p>See further resources:</p> <p>https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/collection-personal-information.</p> <p>https://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-1-%E2%80%93-setting-context-understanding-race-racism-and-racial-discrimination.</p> <p>https://www.cbc.ca/news/canada/calgary/road-ahead-why-bipoc-doesn-t-do-it-for-me-tomi-ajele-1.6067753</p> <p>If you find yourself using the racialized/white dichotomy often, but your data/project enables you to reflect results for specific communities, take time to reflect on whether equity would be better served by disaggregating results by</p>

	<ul style="list-style-type: none"> white 	different population groups.
Housing	<p>un-housed People without housing People without homes</p>	https://archive.curbed.com/2020/6/11/21273455/homeless-people-definition-copy-editing
Immigration	<ul style="list-style-type: none"> immigrant (for people who have moved to Canada to become a citizen here.) refugee (for people who come to Canada seeking safety and protection.) newcomer (any immigrant or refugee who has arrived to Canada recently, usually defined as the last 5 years) 	<p>Not all people who are new to Canada are immigrants, yet transportation researchers sometimes mistakenly lump all newcomers to Canada as immigrants.</p> <p>For more information: https://ccrweb.ca/sites/ccrweb.ca/files/static-files/glossary.PDF </p>
Disability	<ul style="list-style-type: none"> people with disabilities people without disabilities <p>When referring to people with specific disabilities, it is important to be specific:</p> <ul style="list-style-type: none"> people with a visual impairment people who are blind people with a hearing impairment people who are deaf wheelchair user or person who uses a mobility device people with an intellectual disability 	<p>Avoid conflating disabilities when being specific. For example, if you conduct a study on transit use among people who are fully blind, do not use the term “visual impairments” as the latter incorporates a broader and different group of people.</p> <p>For further reading, see: https://www.canada.ca/en/employment-social-development/programs/disability/arc/words-images.html </p>

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