

Diversity and Inclusion Glossary

When approaching Diversity and Inclusion in the workplace, it's important to understand the following frequently used terms. For a deeper understanding of "person first" language, please see our resource on [Preferred Terminology](#).

Term	Definition
Disability Related	
Disability (Diverse-Ability)	An umbrella term that refers to an individual with differing cognitive, developmental, intellectual, mental, physical, or sensory abilities - some combination of these.
Autistic ("on the spectrum")	Refers to individuals with Autism Spectrum Disorder (ASD): A neurological disorder that affects a person's communication, social and behavioral skills. It is often described as "on the spectrum" because each person experiences it differently.
Neuro-diverse	Neurodiversity, short for neurological diversity, refers to the diversity of human brains and minds, and to the idea that this is a natural, valuable form of diversity. Also see: Autistic ("on the spectrum")
Blind	A person who is unable to see because of injury, disease, or a congenital condition. Also see: <i>Visually Impaired</i>
Visually Impaired	Visual impairment, also known as vision impairment or vision loss, is a decreased ability to see to a degree that causes problems not fixable by usual means, such as glasses.
Deaf	A person who is partially or wholly lacking or deprived of the sense of hearing; unable to hear. Also see: <i>Hearing Impaired</i>
Hearing Impaired	Hearing loss, also known as hearing impairment, is a partial or total inability to hear. Hearing loss may occur in one or both ears and can be categorised as mild, moderate, moderate-severe, severe, or profound.

Developmental Disability	A diverse group of chronic conditions that are due to mental or physical impairments. Developmental disabilities cause individuals living with them many difficulties in certain areas of life, especially in "language, mobility, learning, self-help, and independent living".
Employment Related	
Job Carve	Job carving is the act of analyzing work duties performed in a given job and identifying specific tasks that might be assigned to another employee. This may involve creating, modifying, or customizing a job so that it accommodates to a persons abilities or capacity while simultaneously meeting the needs of an employer.
Job Developer	A job developer is a human resources and marketing professional. Found within social service agencies both in the private and public sectors, they are responsible for creating job opportunities for clients of their organization by researching, identifying and soliciting commitments from possible sources of employment. Additionally, they may also provide clients with soft skills training.
Job Coach	A job coach is an individual who helps people with career development, professional goals and long-term workplace success strategies.