

Key definitions

Diversity, equity and inclusion (DEI)

Environmental, social and governance (ESG)



These definitions will be reviewed over time to ensure alignment with Canadian employment standards and internationally recognized ESG terminology. Sources for the current iteration are provided below.

Diversity, equity and inclusion (DEI)

Race and ethnicity	
Racialized, Black, or People of colour ("visible minorities") ^{1 2}	Persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in color. The visible minority population consists mainly of the following groups: Arab, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, Southeast Asian, West Asian.
Indigenous peoples ^{1 2}	First Nations peoples, Métis Nation, Inuit and other Indigenous communities
Information not collected / Prefer not to provide	Information on racial identity has not been collected or individuals have elected not to provide
Gender	
Female	An individual self-identifying as a woman, not exclusively cisgender individuals
Male	An individual self-identifying as a man, not exclusively cisgender individuals
Nonbinary	Relating to or being a person who identifies with or expresses a gender identity that is neither entirely male nor entirely female
Information not collected / Prefer not to provide	Information on gender identity has not been collected or individuals have elected not to provide

¹ "Publicly Available Specification (PAS): The 50-30 Challenge," last modified August 10, 2021, <https://diconsulting.ca>. "Publicly Available Specification (PAS): The 50-30 Challenge."

² Statistics Canada, Canadian Survey on Business Conditions, 2021



Additional diversity information	
LGBTQ2+ ²	A person who identifies as lesbian, gay, bisexual, transgender, queer and/or two-spirited.
Veteran status	A person who has been honorably discharged following service in any branch of the military.
Persons with disabilities	A person with long-term physical, mental, intellectual or sensory impairment(s) which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.
Portfolio company employees	
Total employees	Includes full-time, permanent staff and consultants/contractors
Management team	For example, CEO, COO, CFO, CTO, CMO and CSO
Board of directors	Includes shareholder representatives and independent board members

Environmental, social and governance (ESG)

Environmental factors	
Carbon credit	A tradeable unit that represents one tonne of reduced greenhouse gas (GHG) emissions or GHGs removed from the atmosphere. Offset credits are issued to project proponents that voluntarily reduce emissions or remove GHGs from the atmosphere if they meet the requirements of a GHG offset system.
Carbon neutral	Carbon neutrality can be achieved by eliminating carbon dioxide emissions or by counterbalancing them with appropriate measures.
Ecologically sensitive sites	Areas or sites that currently or could, at some point in the future, contribute significantly to the conservation of Canada's biodiversity and environmental heritage. Consult the Government of Canada's Ecological Gifts Program for the criteria of an ecologically sensitive site.



Environmental factors	
Greenhouse gas emissions (GHG)	A gas emitted that contributes to the greenhouse effect by absorbing infrared radiation. Some examples include water vapor, carbon dioxide, methane and chlorofluorocarbons.
Renewable energy consumption	Geothermal, solar, wind, sustainably sourced biomass (including biogas), hydropower and ocean resources. Accounting should follow best practices outlined in RE100 and GHG Protocol Scope 2 Guidance.
Scope 1 emissions	Direct emissions due to owned, controlled sources accounted for using GHG Protocol .
Scope 2 emissions	Indirect emissions due to purchase of electricity, heat, steam, etc. accounted for using GHG Protocol .
Scope 3 emissions	Emissions from sources not owned or directly controlled by a company but related to its upstream and downstream activities accounted for using GHG Protocol .
Total energy consumption	The scope of energy consumption includes energy from all sources, including energy purchased from sources external to the entity and energy produced by the entity itself (self-generated). For example, direct fuel usage, purchased electricity, and heating, cooling, and steam energy are all included within the scope of energy consumption.
Water stewardship	Using water in a way that is socially equitable, environmentally sustainable and economically beneficial.
Social and governance factors	
Cybersecurity	Cybersecurity is the practice of protecting systems, networks, and programs from digital attacks.
Data breach	A data breach is a security incident in which malicious insiders or external attackers gain unauthorized access to confidential data or sensitive information such as medical records, financial information or personally identifiable information.



Social and governance factors	
Employee engagement survey	An employee feedback survey can include, but is not limited to, questions related to company culture, company values, employee job satisfaction, employee engagement and training.
ESG-related incident	An occurrence, condition or situation arising in the course of work that resulted in exposure to environmental, social or governance risks or issues. Examples include supply chains that violate human rights, use of sanctioned vendors, unethical management behaviour, discrimination at the workplace, etc.
Know your client (KYC)	Know your client guidelines in financial services require that professionals make an effort to verify the identity, suitability, and risks involved with maintaining a business relationship. The procedures fit within the broader scope of an anti-money laundering policy.
Sanctions compliance	Canada has sanctions and related measures in place against a number of countries, as well as sanctions against specific individuals and entities. Refer to the Government of Canada website for the list of sanctioned countries.



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