LIVED EXPERIENCE DEFINITIONS

- **People with Justice System Involvement:** An individual who has been arrested, charged with a crime, and/or spent time incarcerated (jail or prison).

- **People with a Mental Health Challenge:** An individual who has a mental health condition that affects how they think, behave, and interact with others which impacts their ability to function in daily life, including in the workplace.

- **People with a Substance Use Issue:** An individual whose substance use impacts/impacted their daily functioning, including ability to work, as well as those who have sought treatment to reduce their use or abstain from use.

- **People with Experiences of Homelessness/Housing Instability:** An individual who has experienced/is experiencing homelessness or unstable housing. This is viewed on a continuum from lacking a safe and stable place to stay on a consistent basis to being without a fixed residence/address.

- **Opportunity Youth/Emerging Adult:** An individual between the ages of 16 and 24 with life experiences that present barriers to employment. These are experiences that are known to increase chances of disconnection from education and employment including history with foster care, juvenile justice, family violence, familial substance use, homelessness, interrupted schooling, and parental incarceration.

- **Refugee/Asylee:** An individual who experienced serious threats to their wellbeing (persecution and/or human rights violations) in their home country and left to seek safety and a better way of life, including asylum seekers. These threats include religious persecution, unlawful detention, and gender-based violence.

- **People Who Have Experienced Domestic Violence**: An individual who has been in a relationship that included a pattern of behaviors meant to maintain power and control over them by the other person. These behaviors include physical violence, sexual abuse, threats, intimidation, emotional abuse, and financial control.

- **People Who Have Experienced Trafficking:** An individual who has been forced, coerced, or deceived into working or providing a service by another individual, this includes commercial sex work (e.g., pornography, illicit massage, and outdoor solicitation) as well as other types of work (including agriculture, domestic work, and cleaning services).