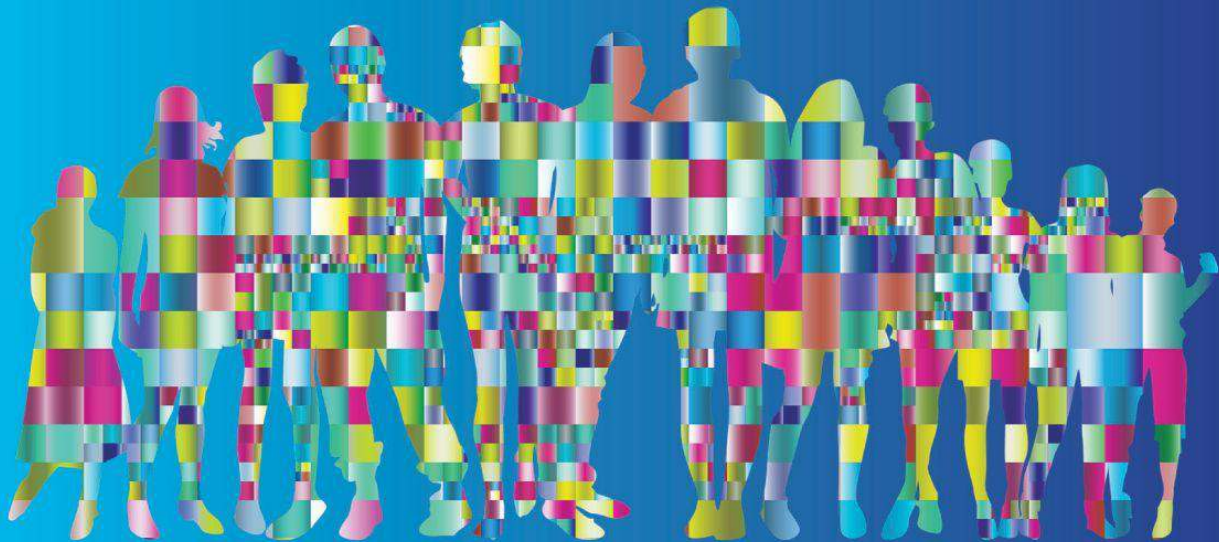


EQUITY,
EQUALITY,
DIVERSITY &
INCLUSION
GLOSSARY



This glossary was written to help give people the words and meanings to help make conversations easier and more comfortable.

LGBTQ people use a variety of terms to identify themselves, not all of which are included in this glossary.

Always listen for and respect a person's self identified terminology.



Ableism

Means the practices or dominant attitudes by a society that devalue or limit the potential for people with disabilities. Ableism is the act of giving inferior value or worth to people who have different types of disabilities.

Accessibility

The term for making a facility usable by people with physical disabilities. Examples of accessibility include self-opening doors, elevators for multiple levels, raised lettering on signs and entry ramps.

Acculturation

The general phenomenon of persons learning the nuances of or being initiated into a culture. It may also carry a negative connotation when referring to the attempt by dominant cultural groups to acculturate members of other cultural groups into the dominant culture in an assimilation fashion.

Acephobia

Hatred, hostility or prejudicial attitude directed towards asexual/aromantic people. It can include believing that ace/aro people have been traumatised by previous sexual encounters; that asexual people are “frigid” or “making up an identity instead of admitting that they cannot get laid” or that asexual and aromantic people are not part of the LGBT+ community.

Active Bystander

A bystander is someone who witnesses an incident or event - for example, sexual harassment or discrimination. An active bystander is someone who decides to act, intervene or call it out. See also Passive Bystander.

ADHD

Attention deficit hyperactivity disorder is a mental, behavioural, and neurodevelopmental disorder characterised by inattention, bouts of excessive energy, hyper-fixation, and impulsivity, which are pervasive and impairing. Some individuals with ADHD also display difficulty regulating emotions or problems with executive function.

Advocate

Someone who speaks up for themselves and members of their identity group; e.g. a person who lobbies for equal pay for a specific group.

Affinity Bias

The tendency to connect with people who look and seem most like ourselves.

“If I wait for someone else to validate my existence, it will mean that I’m short-changing myself.” - **Zanele Muholi**

Affirmative Action

The practice of favouring groups of people who have been discriminated against in the past.

African

A person with African ancestral origins who self identifies, or is identified, as African, but excluding those of other ancestry, for example, European and South Asian.

Afro-Caribbean

A person of African ancestral origins whose family settled in the Caribbean before emigrating and who self identifies, or is identified, as Afro-Caribbean.

Age

Refers to a person belonging to a particular age (e.g. 32-year-olds) or range of ages (e.g. 18 - 30- year-olds).

Ageism/Age Discrimination

A group identity based on the chronological number of years since a person’s birth. Discrimination often occurs against people who are “too young” or “too old.” When in doubt do not refer to a person’s age.

Agender

Someone who sees themselves as without a specific gender identity, genderless, or having a gender identity that is ‘neutral’.

Agnostic

The view that the existence of God, the divine, or the supernatural is not known or knowable with any certainty.

Ally

Someone who doesn't identify as LGBT+, but is supportive of the LGBT+ community, for example in their fight for LGBT+ equality and civil rights.

Allyship

The process in which people with privilege and power work to develop empathy towards to advance the interests of an oppressed or marginalised outgroup. Allyship is part of the anti-oppression or anti-racist conversation, which puts into use social justice theories and ideals. The goal of allyship is to create a culture in which the marginalised group feels supported.

Alternative Formats

Alternative formats are created to help people who are blind or visually impaired to gain access to their personal and leisure information either by sight (large print), by ear (audio) or by touch (braille).

Androgynous

A form of gender expression that is not inherently masculine or feminine, or perhaps has elements of both.

Anti-Oppression

Recognising and deconstructing the systemic, institutional and personal forms of disempowerment used by certain groups over others; actively challenging the different forms of oppression.

Gender and sexuality are so fluid. It's OK to change your mind a million times and figure out what works for you. It's OK to take your time." - **Amandla Stenberg**

Anti-Racism

Means to actively oppose racism by advocating for political, economic, and social change.

Anti-Semitism

Hostility toward or discrimination against Jews.

Anxiety

Anxiety is what we feel when we are worried, tense or afraid – particularly about things that are about to happen, or which we think could happen in the future. Anxiety is a natural human response when we feel that we are under threat. It can be experienced through our thoughts, feelings and physical sensations. Anxiety can become a mental health problem if it impacts your ability to live your life as fully as you want to.

Arab

Any native of 22 Arab countries or one who claims ancestry of the Arab world. Not all Middle Easterners or Middle Eastern Americans are Arab. Not all Arabs are Muslim; many are Christian. Further, not all Muslims are Arab, and most live in other places including Asia, Indonesia, Africa, and North America.

Aromantic

A person who experiences little or no romantic attraction to others. They can still form strong bonds and loving relationships, but they have nothing to do with romance. "Aromantic" is commonly shortened as 'aro'.

Asexual

A person who experiences little or no sexual attraction towards others and can often be described as a spectrum. Unlike celibacy, which people choose, this is an intrinsic part of who someone is. "Asexual" is commonly shortened as "ace".

Asian

Strictly, this label applies to anyone originating from the Asian continent. In practice, this term is used in the United Kingdom to mean people with ancestry in the Indian subcontinent.

Asian Indian

A term currently used synonymously with South Asian, but with the important limitation that major South Asian populations such as Pakistani and Bangladeshi may not identify with it. This term is being used in North America to distinguish the population from Native Americans, previously known as American Indians.

Assigned Gender at Birth

The gender assigned to a person at birth. Your gender at birth is usually assigned by your primary biological sex traits.

Assigned Sex at Birth

The biological sex you were identified as at birth (male/female).

However, this has a different meaning for intersex people as they may have biological features that do not sit within the binary 'norm', or biological attributes of both sexes, doctors will often assign them the sex they think they align more with physically. For example, an intersex person may be born with more physical, hormonal or genetic features that appear to be female than male, so were assigned as female at birth.

Assimilation

A process by which outsiders (persons who are others by virtue of cultural heritage, gender, age, religious background, and so forth) are brought into, or made to take on the existing identity of the group into which they are being assimilated. The term has had a negative connotation in recent educational literature, imposing coercion and a failure to recognise and value diversity. It is also understood as a survival technique for individuals or groups.

Asylum Seeker

Someone who has asked to be recognised as a refugee and is waiting for the government to make a decision. They have made themselves known to the authorities and are part of an on-going legal process.

Atheism

Disbelief or lack of belief in the existence of God or gods.

Attribution Bias

Attribution bias is a form of unconscious bias. It's where we interpret events and behaviours based on our past experiences, observations or interactions. Generally, we attribute things that we've done well to our personality or own merit while blaming things that have gone badly on external events beyond our control. With other people, we tend to assume the opposite. If they've done well, we may claim that they got lucky, but, if things go wrong, we blame them personally.

Autism Spectrum Disorder

Autism spectrum disorder (ASD) is a developmental disorder that affects communication and behaviour. People with ASD have difficulty with social communication and interaction, restricted interests, and repetitive behaviours. Autism is known as a "spectrum" disorder because there is wide variation in the type and severity of symptoms people experience.



Bangladeshi

A person whose ancestry lies in the Indian subcontinent who self identifies, or is identified, as Bangladeshi. Between 1947 and 1971 the land known as Bangladesh was East Pakistan and, before that, India.

Barrier

Something that creates a disadvantage or difficulty for an individual or group with one or more protected characteristics.

Bias

A prejudice in favour of or against one person, or group compared with another, usually in a way that's considered to be unfair.

Bigotry

Means to glorify a person's own group and have prejudices against members of other groups.

Bigender

A person who shifts between traditional "male" and "female" (see Gender Binary) behaviours, expressions and identities.

Bilingual

Fluency between any two languages.

Biphobia

Hatred, hostility or a prejudicial attitude directed towards bisexual people - or those assumed to be bisexual - based on who people are and their perceived lifestyle, culture or characteristics. It can include believing that bisexual people are: deceitful or perverse; greedy, promiscuous or exotic; spreaders of STIs; 'going through a phase'; or damaging to lesbian and gay rights.

Binding

The act of tightly wrapping your chest, whether with special garments like binders, or other materials like bandages and tape (which can be damaging in comparison to binders). People bind to reduce the size/appearance of their breasts, often so they can appear more masculine and for their body to look more like the gender they identify as.

BIPOC

Black, Indigenous, People of Colour. Term commonly used to describe individuals who are not considered white.

Bipolar Disorder

Bipolar disorder is a mental health problem that mainly affects your mood.

If you have bipolar disorder, you are likely to have times where you experience:

- manic or hypomanic episodes (feeling high)
- depressive episodes (feeling low)
- potentially some psychotic symptoms during manic or depressed episodes.

Everyone has variations in their mood, but in bipolar disorder these changes can be very distressing and have a big impact on your life. You may feel that your high and low moods are extreme, and that swings in your mood are overwhelming.

Biracial

A person who identifies as coming from two races. A person whose biological parents are two different races.

Bisexual

A person who can experience romantic, emotional, physical and sexual attractions to people of the same and different genders to themselves. "Bisexual" is commonly shortened as "bi".

Bi - Erasure

The tendency to ignore or dismiss bisexuality or bisexual people in society, the media and or/history.

Black

Any various populations that have a dark pigmentation of skin who identify as Black. Should be capitalised.

Black Lives Matter (BLM)

Black Lives Matter is a movement that addresses systemic racism and violence against African Americans and other groups with ties to Black culture.

Blind

Many people who are legally blind have partial sight. Use visually impaired, partially sighted, or person with low vision in those instances, or whatever term that person prefers, and only use for a person with total loss of sight.

'Blind' Application

Refers to the process of anonymising - i.e. removing all distinguishing or identifying characteristics from a job candidate's application in order to remove bias and ensure a fairer selection process for all. It includes removing names, gender, age, etc and can also include arranging for third parties to conduct interviews to encourage objectivity.

BME/BAME

An acronym that stands for black [and Asian] & minority ethnic. Though generally accepted, as with people of colour, there's been some pushback to these terms in recent years for reducing the nuanced and complex experiences of an individual to an overly simplistic, broad term.

Body Dysmorphic Disorder

Body dysmorphic disorder (BDD) is an anxiety disorder related to body image. You might be given a diagnosis of BDD if you:

- experience obsessive worries about one or more perceived flaws in your physical appearance, and the flaw cannot be seen by others or appears very slight
- develop compulsive behaviours and routines, such as excessive use of mirrors or picking your skin, to deal with the worries you have about the way you look.

If you have BDD, these obsessions and behaviours cause emotional distress and have a significant impact on your ability to carry on with your day-to-day life.

Borderline Personality Disorder

Borderline personality disorder (BPD) is a disorder of mood and how a person interacts with others. It's the most commonly recognised personality disorder. The symptoms of BPD can be grouped into 4 main areas:

- emotional instability - the psychological term for this is affective dysregulation
- disturbed patterns of thinking or perception - cognitive distortions or perceptual distortions
- impulsive behaviour
- intense but unstable relationships with others.

The symptoms of a personality disorder may range from mild to severe and usually emerge in adolescence, persisting into adulthood.

Braille

A system for writing and printing for people who are visually impaired. When characters and letters are formed by raised dots felt with the fingers, not limited to English.

BSL

British Sign Language (BSL) is the signed language of the Deaf community in the UK. A rich and complex visual spatial language, it involves a combination of hand shapes, facial expressions, lip patterns and body language. BSL has its own grammar and sentence structure and is not a signed equivalent of English.

Buddhism

Buddhism is both a religion and philosophy. Though its scriptures and traditions inform countless subsequent sects and ideologies, Buddhism is largely divided into two branches: Theravada - the goal of which is to achieve freedom from ignorance, material attachment, and anger by practising the Noble Eightfold Path, all in pursuit of a sublime state called Nirvana; and Mahayana - the goal of which is aspire to Buddhahood by practising the Zen principles of self-control, meditation, and expression of the insight of Buddha in your daily life, especially for the benefit of others, all to the end of achieving bodhisattva, or an ongoing cycle of rebirth by which you can continue to enlighten others.

Bullying

Bullying can be defined as offensive, intimidating, vindictive, malicious, insulting, or humiliating behaviour, abuse of power or authority which attempts to undermine an individual or group and which may cause them to suffer stress or cause stress related illness.

Butch

Used to describe or identify a woman (or specifically a lesbian) that appears and behaves more masculine. Whilst some lesbians use this term to identify themselves, it can also be viewed as a slur or a stereotype. Therefore, it should only be used if it is someone's identity of choice. Similar to Stud, though used more generally.

Bystander

A bystander is someone who witnesses an incident or event – for example, sexual harassment, prejudice or bias. See Bystander Intervention and Active/Passive Bystander.

Bystander Intervention

Bystander intervention refers to whether and how exactly they responded. See Active Bystander and Passive Bystander.

Carers

Anyone who cares, unpaid, for a family member or friend who due to illness, disability, a mental health problem or an addiction, cannot cope without their support.

Caribbean

A person of African ancestral origins whose family settled in the Caribbean before emigrating and who self identifies, or is identified, as Caribbean.

Caucasian

An 18th century term for the white race of mankind, which derived from the people who lived in the Caucasus. This term is usually used synonymously with Caucasoid, European, or White. Alone among terms derived from traditional racial classification, Caucasian remains popular in both science and everyday language.

Child

In England a child is defined as anyone who has not yet reached their 18th birthday. Child protection guidance points out that even if a child has reached 16 years of age and is:

- living independently
- in further education
- a member of the armed forces
- in hospital
- In custody in the secure estate.

Chinese

A person with ancestral origins in China, who self identifies, or is identified, as Chinese.

Christianity

Christianity is a religion based on the life and teaching of Jesus of Nazareth. Christianity teaches that Jesus is the Son of God and the Messiah (the saviour of humanity foretold in the Torah, the primary scriptural doctrine of the Jewish faith). Christian scripture incorporates both the Torah (referred to by Christians as the Old Testament) with the story of Jesus, his teachings, and those of his contemporaneous disciples (the New Testament). These form the Bible, the central text of the Christian faith.

Cisgender

A person whose gender identity matches the gender that they were assigned at birth. For example, someone may be born the biological sex of someone that is female, and so their gender at birth was assigned as female. They still identify as female.

Civil Partnership

Protected under the Equality Act 2010. It is against the law to discriminate against someone because of their marriage or civil partnership. Same-sex couples can have their relationship legally recognised as a 'civil partnership'. Civil partners must not be treated less favourably than married couples unless this is allowed under the Equality Act (e.g. the purpose of employment is an organised religion, such as a Catholic priest).

Classism

Having prejudicial thoughts or to discriminate against a person or group based on differences in socioeconomic status and income level.

Closeted/In the Closet

A term used to describe gender and sexual minorities who do not want to reveal their sexual orientation and/or gender identity.

Code Switching

When a person switches between languages or dialects (codes) while speaking. Switching may occur for several reasons. The speaker may be unable to express themselves adequately in one language/dialect, the speaker may switch unconsciously when upset, tired, or excited, or the speaker may switch in order to express solidarity with a particular group.

Collusion

Willing participation in the discrimination against and/or oppression of one's own group (e.g., a woman who enforces dominant body ideals through her comments and actions).

Colonialism

Refers to forms of invasion, dispossession, or controlling an underrepresented group, often for economical exploitation.

Colour Blind

The belief in treating everyone “equally” by treating everyone the same; based on the presumption that differences are by definition bad or problematic, and therefore best ignored (i.e. “I don’t see race, gender..”).

Coming Out

Telling other people about your sexual orientation or gender identity. Usually more of an ongoing process than a one-off event. It occurs because we live in a heteronormative society that assumes people are straight unless they state otherwise.

Conscious Bias

Refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.

Confirmation Bias

Confirmation bias is a form of unconscious bias. This is where you have a tendency to reach conclusions or make inferences about someone or an event based on your own beliefs, prejudices and views, instead of merit. Once you’ve made a judgement about someone, you look for other evidence that confirms or supports your views. You may also dismiss or play down evidence that suggests your original assessment is wrong.

Contrast Bias

Contrast bias is a form of unconscious bias. This is where you have a tendency to compare information that you’ve just received with what’s gone before. So, instead of objectively measuring someone against specific job criteria, you might compare them to the candidate you’ve just seen.

Corporate Social Responsibility

Practising good corporate citizenship by going beyond profit maximisation to make a positive impact on communities and societies.

Critical Race Theory

Critical race theory in education challenges the dominant discourse on race and racism as they relate to education by examining how educational theory, policy, and practice are used to subordinate certain racial and ethnic groups. There are at least five themes that form the basic perspectives, research methods, and pedagogy of critical race theory in education:

- the centrality and intersectionality of race and racism
- the challenge to dominant ideology
- the commitment to social justice
- the centrality of experiential knowledge
- the interdisciplinary perspective.

Crossdresser

A term to describe people who dress in clothes associated with their opposite sex, as defined by socially accepted norms, but who identify with the gender that matches their sex assigned at birth.

Culture

The pattern of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals, and clothing.

Cultural Appropriation

The adoption or theft of icons, rituals, aesthetic standards, and behaviour from one culture or subculture by another. It is generally applied when the subject culture is a minority culture or somehow subordinate in social, political, economic, or military status to appropriating culture. This “appropriation” often occurs without any real understanding of why the original culture took part in these activities, often converting culturally significant artefacts, practices, and beliefs into “meaningless” pop-culture or giving them a significance that is completely different/less nuanced than they would originally have had.

Cultural Identity

Means the identity or feeling of belonging to a group based on nationality, ethnicity, religion, social class, generation, locality, or other types of social groups that have their own distinct culture.

Cyber Harassment / Bullying

Using text messages, emails or the internet to harass or bully someone. It can take many forms, from inappropriate advances online, to unwanted sexually explicit emails or text messages, threats of sexual violence and hate speech that targets someone because of their gender, sexual orientation or disability.



Deadnaming

When someone uses a trans person's name they were given at birth, rather than the name they have chosen. This can make them feel invalidated and assume you may not respect their identity and/or their transition (see Misgendering).

Deaf

Used to describe a person with total or profound hearing loss. Many only have mild or partial loss of hearing. Usually a person with hearing loss, partially deaf, or hearing impaired. Do not use deaf-dumb or deaf-mute.

Demisexual

Someone who only experiences sexual attraction towards someone else after forming a strong emotional bond/connection with that person. Some people that identify as demisexual also see themselves as being on the asexual spectrum.

Deportation

The forcible expulsion of someone from the country - usually for criminal offences or suspicion of terrorism, but also for breaching immigration laws (technically termed administrative removal). Those who have been deported are prohibited from returning.

Detention

The confining in prison-like conditions of those arriving in the UK to establish their identity or nationality or the validity of their asylum claim. Others can be detained for an indefinite period, following refusal of entry or of asylum, pending their removal or deportation.

Depression

Depression is a low mood that lasts for a long time and affects your everyday life. In its mildest form, depression can mean just being in low spirits. It doesn't stop you leading your normal life but makes everything harder to do and seem less worthwhile. At its most severe, depression can be life-threatening because it can make you feel suicidal.

Disability

This is one of the protected characteristics under the Equality Act 2010. It is against the law to discriminate against someone on the grounds of their disability. Disabilities are any physical or mental impairments that have a substantial and long-term adverse effect on a person's ability to carry out their normal day-to-day activities.

Disabled People

An inclusive replacement phrase used instead of "the disabled" or "people with disabilities".

Disadvantaged

A historically oppressed group having less than sufficient resources to meet basic needs or a lack of access to the full benefits of economic, social, and political opportunity.

Discrimination

The unjust or prejudicial treatment of groups of people, especially on the grounds of protected characteristics, defined by the Equality Act (2010) as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Discrimination - Associative

Discriminating against an individual because of an association with another person who has a protected characteristic under the Equality Act 2010. However, this does not include the protected characteristics of marriage and civil partnerships, and pregnancy and maternity.

Discrimination - Direct

Less favourable treatment against an individual because of that person's protected characteristic.

Discrimination - Indirect

When there's a practice, criteria, policy or rule which applies to everyone in the same way, but it has a worse effect on some people than others. The Equality act 2010 says it puts you at a particular disadvantage.

Discrimination - Intersectional

When someone is discriminated against due to a combination of two or more protected characteristics. For example, a policy that prevented workers wearing headscarves specifically discriminated against Muslim women. Since this would not impact Muslim men or other women, it cannot be seen as purely sex or religious discrimination. Rather, it is the specific combination of being both Muslim and female.

Discrimination - Perceptive

Discriminating against an individual based on the perception that the individual has of a protected characteristic. However, this does not include the protected characteristics of marriage and civil partnerships, and pregnancy and maternity.

Dissociation & Dissociative Disorders

If you dissociate, you may feel disconnected from yourself and the world around you. For example, you may feel detached from your body or feel as though the world around you is unreal. Dissociation is one way the mind copes with too much stress, such as during a traumatic event. If you dissociate for a long time, especially when you are young, you may develop a dissociative disorder. Instead of dissociation being something you experience for a short time it becomes a far more common experience, and is often the main way you deal with stressful experiences.

Diversity

Diversity is defined as individual differences between groups based on such things as:

- ability/disability
- age
- race/ethnicity
- class
- gender
- sexual orientation
- country of origin
- cultural, political or religious affiliation
- or any other difference.

Drag King/Queen

A man or woman dressed as the opposite gender, usually for the purpose of performance or entertainment. Many times, overdone or outrageous and may present a “stereotyped image.”

Dual Heritage/Mixed Heritage/Multiracial/Multi Ethnic

Terms describing a person who has parentage or ancestors from more than one ethnic and/or racial group. Some people can get confused between interracial and biracial. An individual can be described as biracial if their heritage is mixed; interracial, on the other hand, is used to describe relationships or interactions between individuals from different racial groups.

Dyslexia

When a person has difficulty reading. People with dyslexia may also have difficulty with comprehension, spelling, and writing.

Dyspraxia

When a person has difficulty with movement and coordination. Many people with Dyspraxia also have ADHD or other sensory processing issues.

Eating Problems/Disorders

An eating problem is any relationship with food that you find difficult. Many people think that someone with an eating problem will be over or underweight. People might also think that certain weights are linked to certain eating problems. Neither of these points are true. Anyone can experience eating problems. This is regardless of age, gender, weight or background. Changing your eating habits every now and again is normal. But if you feel like food and eating is taking over your life, it may become a problem.

Economic Migrant

A person who leaves their home country to work in another country.

Equality

Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.

Equality Act 2010

In the UK this refers to the Equality Act of 2010, which provided people whose identity is a protected characteristic, protection from discrimination, ill-treatment and harassment. Protected characteristics include sexual orientation, gender reassignment and sex.

Equality Impact Assessment

This is a formal audit of new or existing policies, practices, services, etc to assess their impact on individuals or groups with a shared protected characteristic. These impacts may be positive or negative. When negative impacts occur, action should be taken to eliminate or reduce this.

Equality of Opportunity

Means everyone having an equal opportunity to achieve their full potential, free from any artificial barriers, such as prejudice or a failure to respond to specific needs or failure to tackle entrenched disadvantage. It does not mean that everyone has to be treated the same.

Equal Pay

This arose as a result of historic inequalities between the pay of men and women (notably at Ford Dagenham). Under the Equality Act 2010, it is unlawful for employers to discriminate between men and women in respect of pay and conditions for the same or similar work, equivalent work or work of equal value.

Equity

Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

ESL

ESL is an acronym for English as a Second Language. ESL refers to individuals who do not speak English as their first language but may still be proficient in speaking English.

Ethnicity/Ethnic Origin

Ethnicity, or Ethnic Group, is a way to divide people into smaller social groups based on characteristics like:

- cultural heritage
- language
- political and economic interests
- ancestral geographical base.

Eurocentric/Eurocentrism

Concepts of expression that place Europe as a centre of the world. Systemic oppression based on preference for European culture over others.

European

European primarily means an inhabitant of Europe, or one with ancestral origins in Europe. Effectively this is used in epidemiology and public health as a synonym for White.

Femme

Used to identify or describe women (or specifically a Lesbian) that appears and behaves more feminine. Like butch, some lesbians use this term to identify themselves, it can also be seen as a slur or a stereotype. Therefore, it should only be used if it is someone's identity of choice. Similar to Lipstick Lesbian.

Feminism

A social movement advocating equal rights and opportunity based on the belief that women are equal to men. The term is often applied in a derogatory way to people who support this belief. Has many subsets, such as intersectional feminism and radical feminism. Though feminist movements have often focused solely on gender and sex, they can also include other types of identities, such as race, class, and ability.

FGM

Female genital mutilation (FGM) comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons. FGM is recognised internationally as a violation of the human rights of girls and women. It reflects deep-rooted inequality between the sexes and constitutes an extreme form of discrimination against women. It is nearly always carried out on minors and is a violation of the rights of children. The practice also violates a person's rights to health, security and physical integrity, the right to be free from torture and cruel, inhumane, or degrading treatment, and the right to life when the procedure results in death.

Flexible Working

Working practices and patterns that offer a better work-life balance. This may include job sharing, homeworking, part-time, flexitime or staggered hours. Workers are entitled to request flexible working after 26 weeks' consecutive service and employers need to consider their request.



Gaslighting

Gaslighting is a form of psychological abuse where a person or group makes someone question their sanity, perception of reality, or memories. People experiencing gaslighting often feel confused, anxious, and unable to trust themselves. While anyone can experience gaslighting, it is especially common in intimate relationships and in social interactions where there is an imbalance of power.

Gay

A person whose primary romantic, emotional, physical, and sexual attraction are to people of the same gender as themselves. This term is most often used by men but can also be used as a general term.

Gender Affirming Surgery

A medical procedure usually performed on a Trans person to adjust their bodies to match their gender identity. Also known as Gender Affirmation Surgery. This includes procedures such as top surgery (altering the size of your chest/breasts) and bottom surgery (the reshaping/reconstructing of your genitals).

Gender Binary

The idea that there are only two genders (male and female) and that everyone identifies as one or the other.

Gender Dysphoria

The distress/unease someone feels due to there being a mismatch between their biological sex/assigned gender at birth, and their gender identity. These feelings of unease and distress can then potentially lead to the development of anxiety and depression.

Gender Equality

According to the European Institute for Gender Equality, gender equality refers to “equal rights, responsibilities and opportunities of women and men and girls and boys”.

Gender Expression

The choices we make on a daily basis regarding what we wear, present and behave that indicates our gender.

Gender Fluid

Someone whose gender identity is not fixed to one specific gender but may instead feel a mix of both masculine and feminine or male and female or feel more towards one or the other at different times/on different days.

Gender Identity

Someone's sense of themselves as being a boy/man, girl/woman, both or neither. It is often described as a spectrum, with many different identities.

Gender Neutral

Often refers to places/objects or words that are not gender-specific or can be used by anyone regardless of gender. So, for example, gender neutral pronouns such as They/Them, or places like Gender Neutral toilets or changing rooms. Having gender-neutral facilities, clothes, pronouns etc makes things more accessible for people that do not identify as cisgender/ their biological gender.

Gender Non-Conforming

Someone who does not have characteristics or express themselves (e.g. the way they dress/present themselves) in a way that conforms to traditional or social constructs of gender.

Gender Marker

Designations such as male/female or Mr/Mrs which are found regularly on ID documents.

Gender Pay Gap

Since 2017, companies with more than 250 employees are required to publish figures about their gender pay gap. The gender pay gap is the difference between the average hourly earnings of men and women, expressed as a percentage relative to men's earnings. Companies must publish the data on their website and report this data to the government online.

Genderqueer

Someone whose gender identity/expression falls outside social norms/ constructs of their assigned gender at birth or does not identify with either of the binary genders (male and female, see Gender Binary) or maybe identifies as a mixture of the two.

Gender Reassignment

Gender reassignment is a characteristic that is protected by the Equality act 2010, and it is further interpreted in the Equality act 2010 approved code of practice. It is a term of much contention.

Gender Recognition Act 2004

A law enacted in 2004 allowing trans people to gain legal recognition of their new gender, as long as they are over the age of 18 and have/are undergoing medical treatment. It is considered to be outdated by many trans people, and have called for reformation due to how long the process is. It has been under review since 2017, but no changes have been made.

Gender Recognition Certificate

A document in the UK that confirms a transgender person has legally changed their gender and gives them full legal protection as the gender they identify as.

Gender Roles

A society expectation or idea of how someone should act, think, dress, feel etc. based upon the gender they were assigned at birth and their biological sex.

Halo Effect

The Halo Effect is a form of unconscious bias. This is where you make positive assumptions about people, which may or may not be accurate, without really knowing them. For example, once you learn something positive or impressive about them (eg they went to a particular university), you may automatically hold them in high regard and be 'blind' to others' skills. See also Horns Effect.

Harassment

Unwanted behaviour related to a protected characteristic, or of a sexual nature, that has the purpose, or effect, of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Hate Crime

An act by any person or group against the person or property of another which constitutes an expression of hostility because of race, religion, sexual orientation, national origin, disability, gender, or ethnicity.

Heteronormativity

Originally used to mean that Heterosexual (Straight) was the preferred or 'normal' sexual orientation, it has since developed to encompass gender identity and gender roles too. Heteronormativity in modern society can sometimes be overlooked as a small issue. For example the lack of representation in tv and films, despite statistics and studies showing that in some areas 1 in 10 people identify as LGBT+.

Heterosexual

A person whose primary romantic, emotional, physical and sexual attraction are to people of a different gender to themselves (Also known as Straight).

Hidden/Invisible Disability

An umbrella term that captures a whole spectrum of hidden disabilities or challenges that are primarily neurological in nature. Invisible disability, or hidden disability, are defined as disabilities that are not immediately apparent. People with some kinds of invisible disabilities, such as chronic pain or some kind of sleep disorder, are often accused of faking or imagining their disabilities. These symptoms can occur due to chronic illness, chronic pain, injury, birth disorders, etc. and are not always obvious to the onlooker.

Hinduism

Hinduism is an Indian religion and dharma, or way of life. While Hinduism has been called the oldest religion in the world, many practitioners refer to their religion as Sanātana Dharma (the Eternal Dharma'), which refers to the idea that its origins lie beyond human history, as revealed in example the lack of representation in tv and the Hindu texts. Hinduism is a diverse system of thought marked by a range of philosophies and shared concepts, rituals, cosmological systems, pilgrimage sites and shared textual sources that discuss theology, metaphysics and mythology, among other topics. Prominent themes in Hindu beliefs include the four Puruṣārthas, the proper goals or aims of human life.

Hispanic

A person of Latin American descent (with some degree of Spanish or Portuguese ancestral origins), who self identifies, or is identified, as Hispanic irrespective of other racial or ethnic considerations.

Homophobia

Hatred, hostility or prejudicial attitude directed towards LGB people. It can include believing that LGB people are unnatural, immoral, sexual predators or paedophiles; that being LGB can be corrected or cured; or that being LGB is a lifestyle choice.

Horns Effect

The horns effect is a form of unconscious bias. It is the opposite of the Halo effect. This is where you make negative assumptions about people, which may or may not be accurate without really knowing them. For example, once you learn something negative or unpleasant about them (e.g. they have a mannerism you find annoying or worked for a rival company in the past), you may struggle to judge them impartially (on merit) or move beyond that. See also Halo Effect.

Human Rights

Human rights are the basic rights and freedoms that belong to every person in the world, from birth until death. They apply regardless of where you are from, what you believe or how you choose to live your life. They can never be taken away, although they can sometimes be restricted - for example, if a person breaks the law, or in the interests of national security. These basic rights are based on shared values like dignity, fairness, equality, respect and independence. These values are defined and protected by law. In Britain our human rights are protected by the Human Rights Act 1998.

Identity

The characteristics and qualities of a person, considered collectively, and regarded as essential to that person's self-awareness.

Immigrant

Person who resides in a nation, country, or region, other than that of their origin.

Impairment

The specific nature or grounds on which a person is classified as disabled. For instance, a person might have a hearing, motor or speech impairment. Impairments may be physical or mental. They may be permanent and long term, or temporary.

Imposter Syndrome

Imposter Syndrome is common in members of underrepresented groups. Imposter Syndrome is present when high-achieving individuals are in constant fear of being exposed as a fraud and are unable to internalise their accomplishments.

Inclusion

The act of creating involvement, environments and empowerment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate with equal access to opportunities and resources embraces differences and offers respect in words and actions for all people.

Inclusive Language

Refers to the use of gender non-specific language to avoid assumptions around sexual orientation and gender identity.

Indian

A person whose ancestry lies in the Indian sub- continent who identifies, or is identified, as Indian. (Major changes to India's geographical boundaries took place in 1947 when Pakistan was created.)

Indigenous People

A term used to identify ethnic groups who are the earliest known inhabitants of an area.

Individual Racism

When a person acts to perpetuate or support racism without knowing that is what they are doing. For example, racists jokes, avoiding people of colour or accepting racist acts.

Institutional Racism

Means that institutional practices and policies create different outcomes for different racial groups. These policies may not specifically target any racial group, but their effect creates advantages for white people and oppression or disadvantages for people of colour.

Internalised Homophobia

Some are taught/learn that heterosexuality is the norm, and that not being straight is wrong. This can lead them to take in, internalising & adopting these negative messages, which is especially harmful for people that are LGBT+ themselves, but try to hide, repress or ignore their feelings because they have been taught that it is wrong.

Internalised Oppression

The process whereby individuals in the target group make oppression internal and personal by coming to believe that the lies, prejudices, and stereotypes about them are true. Members of target groups exhibit internalised oppression when they alter their attitudes, behaviours, speech, and self-confidence to reflect the stereotypes and norms of the dominant group. Internalised oppression can create low self- esteem, self-doubt, and even self-loathing. It can also be projected outward as fear, criticism, and distrust of members of one's target group.

Internalised Racism

When individuals from targeted racial groups internalise racist beliefs about themselves or members of their racial group. Examples include using creams to lighten one's skin, believing that white leaders are inherently more competent, asserting that individuals of colour are not as intelligent as white individuals, believing that racial inequality is the result of individuals of colour not raising themselves up "by their bootstraps".

Intersectionality

Every minority group has experienced one form of discrimination/stigma because of their identity. Whether due to race, religion, ethnicity, gender, sexuality, there are many experiences that can be shared. Intersectionality looks at this crossover, and the similarities between the forms/reasons for discrimination, and how being a part of multiple minority groups can have an additional effect.

Intersex

An umbrella term used for a variety of conditions in which a person is born with physical, hormonal or genetic features that don't fit the typical definitions of female or male, or that have features that are both male and female. For some, the condition is clear at birth. Others do not discover that they are intersex until puberty or later.

Integration

The inclusion of a minority group into an existing community/society on equal terms. It has normally meant that unlike assimilation, BME people could retain their cultures and customs. In 1964 Roy Jenkins defined integration as 'equal opportunity accompanied by cultural diversity in an atmosphere of mutual tolerance'.

Irish

A person whose ancestry lies in Ireland who self identifies or is identified as Irish but this label is generally restricted to the White population.

Irish Travellers

Irish Travellers are a nomadic group of people from Ireland but have a separate identity, heritage and culture to the community in general. The Irish Traveller community is categorised as an ethnic minority group under the Equality Act.

Islam

Islam is a monotheistic religion that, like Christianity and Judaism, traces its roots to the Garden of Eden, Adam, and the prophet Abraham. Islam teaches that Allah is the only God and that Muhammed is his messenger. Islam holds that God spoke to Muhammed through the archangel Gabriel around 600 CE, delivering the revelations that would form the Quran. This primary text of the Islamic faith is believed by adherents to contain the exact words of God and therefore provides a full and non-negotiable blueprint for how to live. The Quran and the Islamic legal code known as Sharia inform every aspect of life, from ethics and worship to family matters and business dealings. Islam holds that good behaviour and adherence will lead to an afterlife in paradise, whereas disregard for Muhammed's teachings will lead to damnation.

Islamophobia

Prejudice, harassment, abuse, discrimination, hatred, fear or bias towards those who follow Islam, of Muslims generally or towards people of Arabian or Asian origin, sometimes including those who do not follow Islam.



Judaism

Judaism is one of the oldest monotheistic world religions and is said to have begun with the figure of Abraham, a man living in the Land of Canaan. In the Tanakh, the body of Jewish scripture which includes the Torah, the Midrash and the Talmud, it is said that God spoke to Abraham and commanded him to recognise the singularity and omnipotence of God. Abraham accepted, becoming the father not just of Judaism but of the various monotheistic religions that followed.

Justification

Companies may be required to demonstrate that their discriminatory actions or policies are lawful. A range of exceptions or justifications for discrimination is set out in the Equality Act 2010.

Lawful Discrimination

The Equality Act sets out exceptions and specific circumstances in which organisations or public bodies may lawfully discriminate against individuals or groups with protected characteristics. For example, a women's refuge may seek women only to support worker roles in this environment, or similarly, a male minister of religion may be appointed, such as a Catholic priest.

Lesbian

A woman whose primary romantic, emotional, physical and sexual attraction are to people of the same gender as themselves.

Lesbophobia

Hatred, hostility or prejudicial attitude directed towards Lesbians. It can include believing that Lesbians just haven't met the right man or can be turned straight if they give it a chance.

LGBTQ+

An acronym used to describe people of all minority Sexual/ Romantic Orientations and gender identities, including but not limited to: Lesbian, Gay, Bisexual, Pansexual, Transgender, Non-Binary, Queer, Asexual and Intersex. There are many different versions and varieties of this acronym.

LGBT+ History Month

A month celebrating the identities, history and culture of LGBT+ people and their fight for equal rights. It is celebrated in the UK every year in February.

Lipstick Lesbian

Used to describe or identify a woman (or specifically a Lesbian) that appears and behaves more feminine (see Femme). It can also be used as a derogative, to refer to a lesbian who is assumed to be/could pass as straight. It should only be used if it is someone's identity of choice.

Looked After Children

A child who has been in the care of their local authority for more than 24 hours is known as a looked after child. Looked after children are also often referred to as children in care, a term which many children and young people prefer. Each UK nation has a slightly different definition of a looked after child and follows its own legislation, policy and guidance. But in general, looked after children are:

- living with foster parents
- living in a residential children's home or
- living in residential settings like schools or secure units.

Mansplaining

A derogatory term used to describe a man explaining something to a woman in an oversimplified, condescending or overconfident way, sometimes inaccurately.

Marginalisation

Treatment of a person, group or concept as insignificant or pervasive and places them outside of the mainstream society.

Marriage & Civil Partnership

These are protected characteristics under the Equality Act 2010. It is against the law to discriminate against someone because of their marriage or civil partnership. Marriage is a union between a man and a woman, or between a same-sex couple. Same-sex couples can have their relationship legally recognised as a 'civil partnership'. Civil partners must not be treated less favourably than married couples unless this is allowed under the Equality Act (e.g. the purpose of employment is an organised religion, such as a Catholic priest).

Medical Model of Disability

A model by which illness or disability is the result of a physical condition, is intrinsic to the individual and may reduce the individual's quality of life and causes clear disadvantages to the individual; the term is not considered to be an inclusive approach to disabled people. This explains ways in which disabled people are stereotyped or judged, when a person is placed at the centre as the "problem".

Mental Health

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood. Over the course of your life, if you experience mental health problems, your thinking, mood, and behaviour could be affected. Many factors contribute to mental health problems, including:

- biological factors, such as genes or brain chemistry
- life experiences, such as trauma or abuse
- family history of mental health problems.

Meritocracy

The opportunity to be recognised and advance on merit, based on your talent, accomplishments, skills and ability.

#MeToo Movement

This is a movement against sexual harassment and sexual abuse which aims to empower (mostly) women to speak out about their experiences of sexual harassment at work, providing solidarity to others. The #MeToo hashtag was first used in 2006 on social media by Tarana Burke, an activist and sexual harassment survivor herself, who also founded the movement. It gained widespread international attention in October 2017 following the Harvey Weinstein case, which resulted in high-profile posts by celebrities, sparking outrage and dismissals.

Microaggressions

A term that describes daily behaviour (verbal or nonverbal) that communicates hostile or negative insults towards a group, either intentionally or unintentionally, particularly culturally marginalised groups.

Migrant

A person who migrates. Frequently refers to farm labourers who move often to different locations to harvest seasonal crops. Not a synonym for immigrant or emigrant.

Misgendering

When you refer to someone as the wrong gender, usually by using the incorrect pronouns. Similar to Deadnaming and can have the same effect.

Misogyny

Hatred, hostility or prejudicial attitude directed towards women or girls. It can be acted out through sexual discrimination, denigration of women, violence against women, and the sexual objectification of women. It affects women and girls as individuals and as a gender.

Mobility/Physical Disability

Mobility and physical disabilities are usually defined by impairments, limitations, or characteristics that limit or prevent independent movement or full use of one or more body parts. Disabilities in this category may be congenital or the result of injury, ageing, disease, or other reasons. A physical disability is a substantial and long- term condition affecting a part of a person's body that impairs and limits their physical functioning, mobility, stamina or dexterity.

Monitoring

The collection, tracking and analysis of data to monitor performance, progress or service use. This data collection may be carried out at different times (e.g. at selection or recruitment, on delivery of services, etc) and in different ways (e.g. via questionnaires, observation, focus groups, etc.). Equalities monitoring enables companies to monitor the experiences and outcomes for individuals and groups with protected characteristics.

Multiculturalism

The practice of acknowledging and respecting the various cultures, religions, languages, social equity, races, ethnicities, attitudes, and opinions within an environment. The theory and practice promote the peaceful coexistence of all identities and people.

Mx

A gender-neutral alternative to Mr/Mrs/Miss.



Nationality/National Origin

A group identity based on the nation from which a person originates, regardless of the nation in which they reside.

Neo-Colonialism

Modern policies used by western "first world" nations and organisations to exert regulation, power, and control disguised as humanitarian help or aid over poorer "third world" nations. These policies are distinct from but related to the earlier periods of colonisation of Africa, Asia, and the Americas

by European nations.

Neurodiversity

Neurodiversity is a relatively new term coined in 1998 by autistic, Australian sociologist Judy Singer in 1998. The neurodiversity definition began as a way to describe people on the Autistic spectrum. Neurodiversity has since broadened to include people with:

- Autism
- Dyslexia
- ADHD
- Dyscalculia
- Dyspraxia
- Dysgraphia
- Tourette Syndrome.

Neurotypical

Means to have a style of neurocognitive functioning that falls within the dominant societal standards of “normal.”

Non-Binary

A person who does not identify as male or female. They may identify as both a man and a woman, or neither.

OCD

- Obsessive-compulsive disorder (OCD) has two main parts: obsessions and compulsions. Obsessions are unwelcome thoughts, images, urges, worries or doubts that repeatedly appear in your mind. They can make you feel very anxious (although some people describe it as ‘mental discomfort’ rather than anxiety).
- Compulsions are repetitive activities that you do to reduce the anxiety caused by the obsession. It could be something like repeatedly checking if a door is locked, repeating a specific phrase in your head or checking how your body feels.

If you experience OCD, it’s likely that your obsessions and compulsions will have a big impact on how you live your life.

Oppression

Systematic mistreatment of particular individuals. Oppression is not just an isolated incident. Rather, it is a complex system of sustained and pervasive beliefs, laws or policies, behaviours, and feelings.

Outing / Being Outed

When you/another person tells others about someone else’s sexuality, gender identity or history, without their permission. The person that is being targeted by this is ‘being outed’.

Pakistani

A person whose ancestry lies in the Indian subcontinent who identifies, or is identified, as Pakistani. Some Pakistanis may have birth or ancestral roots in the current territory of India but identify with Pakistan, a country created in 1947.

Pangender

A person who may feel like their identity encompasses a large number of or all genders, either at the same time or being fluid between them.

Panic Attacks

Panic attacks are a type of fear response. They're an exaggeration of your body's normal response to danger, stress or excitement. During a panic attack, physical symptoms can build up very quickly. These can include:

- a pounding or racing heartbeat
- feeling faint, dizzy or light-headed
- feeling very hot or very cold
- sweating, trembling or shaking
- nausea (feeling sick)
- pain in your chest or abdomen
- struggling to breathe or feeling like you're choking.

Pansexual

A person who can experience romantic, emotional, physical and sexual attractions to people regardless of their gender or anatomical sex. It is commonly shortened to "pan".

Partner

Used to identify someone in a romantic relationship with another, typically same-sex relationships, but becoming used more commonly in heterosexual relationships.

Passive Bystander

A bystander is someone who witnesses an incident or event – for example, sexual harassment, prejudice or bias. A passive bystander is someone who decides not to act and ignores it. See also Active Bystander.

Patriarchy

Structural and ideological system that perpetuates the privileging of particular kinds of masculinity and cisgender men. A system in which cisgender men have institutional control and dominance.

People of Colour (PoC)

An all-encompassing term for non-white people.

Performative Allyship

Performative allyship is where those with privilege, profess solidarity with a cause. This assumed solidarity is usually vocalised, disingenuous and potentially harmful to marginalised groups. Often, the performative ally professes allegiance in order to distance themselves from

potential scrutiny. In many cases, organisational leaders use performance driven activity, in a way that they believe will protect company brand from being highlighted in a negative way.

Political Correctness

Relating to or supporting broad social, political, and educational change, to redress historical injustices in matters such as race, class, gender, sexual orientation, and ability. In practice, people attempting political correctness try to avoid offending others by taking measures or using language they perceive as safe. At the root of political correctness are compassion, respect, and empathy.

Polyamory

When someone has open, consensual romantic and/or sexual relationships with more than one person at a time.

Positive Action

This refers to lawful action that may be taken by a company to remove barriers, redress imbalances or overcome disadvantages that people with protected characteristics (e.g. gender, race, disability) may face. For example, it could include positive steps to encourage under-represented individuals or groups to apply for a job or study at an educational establishment (such as targeted advertising at different groups). You need to ensure that any planned steps, interventions or initiatives are lawful.

Positive Discrimination

Treating someone with a protected characteristic more favourably to counteract the effects of past discrimination. It is generally not lawful although the duty to make reasonable adjustments is an exception where treating a disabled person more favourably may be required by law, so it is legitimate to provide reasonable adjustments which favour of a disabled person.

Post-Traumatic Stress Disorder

PTSD is a mental health problem you may develop after experiencing traumatic events. The condition was first recognised in war veterans. It has had different names in the past, such as 'shell shock', but it's not only diagnosed in soldiers. A wide range of traumatic experiences can be causes of PTSD. If you are given a diagnosis of PTSD, you might be told that you have mild, moderate or severe PTSD. This explains what sort of impact your symptoms are having on you currently - it's not a description of how frightening or upsetting your experiences might have been.

Pregnancy & Maternity

This is one of the protected characteristics under the Equality Act 2010. It is against the law to discriminate against someone on the grounds of pregnancy and maternity. Pregnancy is the condition of being pregnant or expecting a baby, while maternity is the period after the birth of a baby that is linked to maternity leave. Women are protected from discrimination up to 26 weeks after giving birth and are protected from less favourable treatment due to breastfeeding.

Prejudice

Means to pre-judge or have a negative attitude towards one type of person or group because of stereotypes or generalisations.

Privilege

Any unearned benefit, right or advantage one receives in society by nature of their identities.

Profound/Complex Disability

People with profound and multiple learning disabilities have more than one disability, the most significant of which is a profound learning disability. All people who have profound and multiple learning disabilities will have great difficulty communicating. Many people will have additional sensory or physical disabilities, complex health needs or mental health difficulties. The combination of these needs and/or the lack of the right support may also affect behaviour. Complex disabilities, or complex needs, are descriptions used if you are living with two or more disabilities and require high levels of support with aspects of your daily life. You may need support from a range of health and social care services. You may have complex needs from birth, or following illness or injury, or they may develop as you get older.

Pronouns

Words that can be used to refer to a person in place of their name, e.g. he/ she, him/her, they/them.

Protected Characteristics

The personal characteristics of people that are protected from discrimination in the Equality Act 2010, namely, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Public Sector Equality Duty

A list of duties that public sector organisations must undertake to comply with the Equality Act 2010. Organisations must, for instance, eliminate discrimination and other conduct prohibited under the Equality Act, make decisions that advance equality of opportunity, and foster good relations between people with protected characteristics and those who do not share them.



QPOC/QTPOC/QTIPOC Acronyms that stand for:

Queer People of Colour
Queer and Trans People of Colour
Queer, Trans and Intersex People of Colour

Queer

Can be used as an identity, for example as an umbrella term for anything that is not heterosexual or straight, as someone may not feel comfortable using a more specific label but prefer to use a more generalised term instead. However, it also has a history of being used as a slur too, to describe LGBT+ people as weird, strange, or abnormal. Some people have been trying to reclaim its meaning since the 1980s. Only use it if it is someone's identifier of choice.

Questioning

Used by those that are questioning, exploring or are unsure of, their sexual orientation or gender identity.

Race

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Racism

Treating someone unfairly because of their race, colour, nationality or ethnic or national origins.

Racist

A person is racist if they believe that their race makes them better than people of other races and who does or says unfair or harmful things as a result. A person can have racist thoughts, say something racist, or behave in a racist way without consciously subscribing to the idea that their race makes them better or that other races are inferior. These actions can be due to unconscious bias.

Reasonable Adjustments

Reasonable adjustments remove or minimise disadvantages experienced by disabled people. In the workplace, the term means that employers must make reasonable adjustments to make sure people with disabilities, or physical or mental health conditions, aren't substantially disadvantaged when seeking employment or doing their jobs. This applies to all workers, including trainees, apprentices, contract workers and business partners.

Refugee

Someone who is in need of protection and would be at risk of persecution if they returned home. Under international law the word "refugee" has a very precise meaning: someone who: "...owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country..."

Religious Hate Crime

An incident is a religious hate crime if the victim or anyone else thinks it was carried out because of hostility or prejudice based on religion/ religious beliefs.

Religion/Belief

Religion has the meaning traditionally given to it, whereas belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Romantic Orientation/Attraction

Who you are romantically attracted to, and want to have romantic relationships with.

Romany Gipsies/Roma

Romany Gipsies have been in Britain since at least 1515 after migrating from continental Europe during the Roma migration from India.

Romany Gipsies, like the European Roma, originally came from Northern India, probably around the 12th century.

Safe Space

Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.

Scapegoating

Blaming an individual or group for something when, in reality, there is no one person or group responsible. Scapegoating has often been used to blame racial groups responsible as a means to discredit that group.

Schizophrenia

Schizophrenia is a complicated mental health problem related to psychosis. There's lots of misconceptions about it. Many experiences and behaviours can be part of schizophrenia. They can start suddenly, or they might develop gradually over time. Each person's experience is unique. A doctor might suggest you have schizophrenia if you experience some of the following:

- a lack of interest in things
- feeling disconnected from your emotions
- difficulty concentrating
- wanting to avoid people
- hallucinations, such as hearing voices or seeing things others don't
- delusions (strong beliefs that others don't share), including paranoid delusions.

Section 28

Clause 28 of the Local Government Act of 1988 in the UK. It stated that schools must not "intentionally promote homosexuality or publish material with the intention of promoting homosexuality". It was repealed in Scotland in 2000 and in England and Wales in 2003.

Segregation

The enforced separation of people from different 'racial' or ethnic groups and in South Africa and the US in the last century, the provision of separate eating, drinking and socialising establishments.

Sex

A categorisation of male/female based on physical, hormonal or genetic characteristics. Usually assumed to be binary. (See Gender Binary).

Sexism

Systemic oppression based on sex and/or gender. Gendered prejudice + power = sexism, therefore cisgender men cannot experience sexism.

Sexual Harassment

This is where someone with a protected characteristic is subjected to unwanted behaviour and is of a sexual nature which:

- violates their dignity
- creates an intimidating, hostile, degrading, humiliating or offensive environment
- it can include verbal, non-verbal or physical conduct.

While the person's perception of the conduct is key, consideration must also be given to whether it is reasonable for the conduct to have that effect.

Sexual Orientation/Attraction

Who you are sexually attracted to and want to have sexual relationships with.

Sikhism

Sikhism is a monotheistic faith emerging from and remaining concentrated in the Punjabi region that traverses Northern India and Eastern Pakistan. The Sikh religion came into focus during the late 15th century and draws its tenets of faith, meditation, social justice, and human equality from a scripture called the Guru Granth Sahib. The first spiritual leader of Sikhism, Guru Nanak taught that a good, spiritual life must be intertwined with a secular life well-lived. He called for activity, creativity, fidelity, self-control, and purity. More important than the metaphysical, Guru Nanak argued, is a life in which one enacts the will of God.

Similarity Bias

Similarity bias (also known as Affinity Bias) is a form of unconscious bias. It's our tendency to gravitate towards people who are just like us, who look and talk like us, are from the same social background, share the same interests, etc. We may actively avoid or even dislike people who aren't the same.

Sleep Problems & Disorders

There's a close relationship between sleep and mental health. Living with a mental health problem can affect how well you sleep, and poor sleep can have a negative impact on your mental health. If you are having problems with sleep, you might:

- find it hard to fall asleep, stay asleep or wake up earlier than you'd like to (also known as Insomnia)
- have problems that disturb your sleep, such as panic attacks, flashbacks, nightmares or psychosis
- find it hard to wake up or get out of bed
- often feel tired or sleepy - this could be because you're not sleeping enough, not getting good quality sleep or because of health problems
- sleep a lot - which could include sleeping at times when you want, or need, to be awake.

Social Construct

A perception of a person, group, or idea constructed through cultural and social practice and norms but seems natural. For example, gender is a social construct. Any perceived difference among genders is not universally true and is a result of socially constructed/fabricated notions of what any one gender is and how people of that gender should act. Though social constructs do not have a basis in physical reality, they have real implications because their existence is socially upheld and enforced.

Social Justice

A broad term for action intended to create genuine equality, fairness, and respect among peoples.

Social Model of Disability

A reaction to the dominant individual medical model of disability, which is a functional analysis of the body as machine to be fixed in order to conform with normative values

Socioeconomic Privilege

One or a set of advantages held by a person or group owing to their experience and their individual

or family's social and economic status.

South Asian

A person whose ancestry is in the countries of the Indian subcontinent, including India, Pakistan, Bangladesh, and Sri Lanka. This label is usually assigned, for individuals rarely identify with it.

Stereotype

A common preconception about a group of people - for example how they look and act.

Straight

(see Heterosexual).

Stress

Being under pressure is a normal part of life. It can help you take action, feel more energised and get results. But if you often become overwhelmed by stress, these feelings could start to be a problem for you. Stress isn't a psychiatric diagnosis, but it's closely linked to your mental health in two important ways.

- Stress can cause mental health problems and make existing problems worse. For example, if you often struggle to manage feelings of stress, you might develop a mental health problem like anxiety or depression.
- Mental health problems can cause stress. You might find coping with the day-to-day symptoms of your mental health problem, as well as potentially needing to manage treatments, can become extra sources of stress. This can start to feel like a vicious circle, and it might be hard to see where stress ends and your mental health problem begins.

Stud

Most commonly used to indicate a black/African-American and/or Latina/ Hispanic lesbian/queer woman. Holds a similar meaning to Butch.

Systemic Discrimination

Patterns of discrimination embedded in the policies and practices of an organisation, institution, and/or society.

Systemic Racism

Complex interactions of culture, policy, and institutions that create and maintain racial inequality in nearly every facet of life for people of colour.

System of Oppression

Conscious and unconscious, non random, and organised harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.



Temporary Disability

Can be defined as a disability that affects you for a short period of time. These conditions usually keep you incapacitated or out of work for a few days, weeks, months, or years but typically result in the eventual recovery.

Third Gender

Used by someone that does not identify with either man or woman, but instead as another/third gender. It is used by civilisations/societies that recognise three or more genders, such as the Muxes of Mexico, or the Two- Spirit people of North America.

Third-Party Harassment

This is where a third party - such as an employee or service user - is a victim of harassment by someone who is not a member of the organisation or company with whom they have their primary relationship. A worker, for example, could face third-party harassment from one of our customers or suppliers.

Tics

Tics are fast, repetitive muscle movements that result in sudden and difficult to control body jolts or sounds. There are many types of tic. Some affect body movement (motor tics) and others result in a sound (vocal or phonic tics). Tourette's Syndrome is a term that is used when tics have lasted for more than a year.

Tolerance

Acceptance and open mindedness to different practices, attitudes and cultures; does not necessarily mean agreement with differences.

Tokenism

Hiring or seeking to have representation such as a few women and/or racial or ethnic minority persons so as to appear inclusive while remaining mono-cultural.

Tourette's Syndrome

A condition that normally starts in childhood. It affects the brain and nerves, causing people to have uncontrollable motor and/or vocal tics.

Transgender

A person whose gender history, identity or expression does not fit what others assigned them at birth or what others think men and women 'should' be like. Some undergo a process of medical, surgical and/or hormonal transition. Some do not, for many different reasons.

Transgender Man

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male.

Transgender Woman

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

Transitioning

A process of social, legal and/or medical change including physical appearance, clothing and social relationships.

Transphobia

Hatred, hostility and/or prejudicial attitude directed towards trans and gender nonconforming people. It can include believing that trans people are not “real” women/men; that non-binary genders are invalid; that trans people are gay people in denial; or refusing to use the correct name or pronoun of a trans person.

Transsexual

An older term originating from medical/psychological fields, for people who have, or seek to, permanently change their bodies through medical interventions, including but not limited to hormones and/or surgeries. Many people find this word offensive, so only use it if it is someone’s identity of choice.

Trauma

Going through very stressful, frightening or distressing events is sometimes called trauma. When we talk about emotional or psychological trauma, we might mean:

- situations or events we find traumatic
- how we’re affected by our experiences.

Traumatic events can happen at any age and can cause long-lasting harm. Everyone has a different reaction to trauma, so you might notice any effects quickly, or a long time afterwards.

Unconscious Bias

Social stereotypes about certain groups of people that form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organise social worlds by categorising.

Underrepresented Groups

Refers to a subset of a population with a smaller percentage than the general population. For example, women, people of colour, or indigenous people.

Victimisation

Treating a person badly because they have made or supported a complaint about discrimination or harassment or because they are thought to have done one of these things.



White

Usually used to describe people with European ancestral origins who identify, or are identified, as White (sometimes called European). The word is capitalised to highlight its specific use.

White Fragility

Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

White Privilege

Represents the unearned set of advantages, privileges, or benefits given to people based solely on being white.

White Supremacy

A historical, institutional system of exploitation and oppression of continents, nations and individuals of colour by white individuals and nations of the European continent for the purpose of maintaining and defending a system of wealth, power and privilege.

Workplace Inclusion

An atmosphere where all employees belong, contribute and can thrive. It requires deliberate and intentional action.

Xenophobia

A prejudice or a dislike for people from other countries.

Young Care Leaver

A care leaver is a young person aged 16-25 years old who has been 'looked after' at some point since they were 14 years old and were in care on or after their 16th birthday. Care leavers are entitled to some ongoing help and support from Children's Services after they leave care.

Zi / Zir

Gender-inclusive pronouns used to avoid relying on gender binary-based language or making assumptions about people's gender.

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