

Word / Phrase	Definition
Ableism	Prejudice against and/or unfavourable treatment of people with disabilities based on the belief that people without disabilities (known as able bodied) are superior.
Ally	<p>Someone who makes the commitment and effort to recognise their privilege (based on gender, class, race, sexual identity, etc.) and works in solidarity with oppressed groups for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit.</p> <p>Allies commit to reducing their own complicity in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression</p>
Anti-Racism	<p>Anti-racism is an active commitment to working against racial injustice and discrimination.</p> <p>It is making conscious and thoughtful decisions regarding your own behaviours and how they negatively influence and impact your own stereotypes, biases and discriminatory actions. You do not have to be free of racism or bias to be anti-racist. Part of the role as an anti-racist person is self-reflection and self-improvement.</p>
Asexual	A person who experiences little to no sexual attraction. Some asexual people experience romantic or emotional attraction, while others do not.
Bisexual	Bisexual is the term which refers to a man or a woman who is emotionally and sexually attracted to people of both sexes.
BAME (Black and Minority Ethnic)	<p>Whilst there is no single word or phrase which fully covers all members of minority ethnic groups in Britain, the BAME acronym is used to refer to people of non-White ethnicities who are minoritised in the UK. Note that these categories do not include White minority ethnic groups and they do include those who identify as having a mixed ethnicity.</p> <p>However, the term BAME has been increasingly criticised for being over-used, inappropriately used, and pronounced as a word, which means many are no longer comfortable with it. The controversy stems from the grouping together of diverse ethnicities, and the implication that it reflects a singular or homogenous ethnic identity.</p> <p>BAME should not be used as a replacement for directly addressing a specific racial or ethnic group or individual when that is who we are speaking about. They are not adjectives and do not describe an individual identity.</p>
Cisgender (Cis)	Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.
Class (Social Class)	A group of people within a society who possess the same socioeconomic status.
Cultural Appropriation	<p>Theft of cultural elements—including symbols, art, language, customs, etc.—for one’s own use, commodification, or profit, often without understanding, acknowledgement, or respect for its value in the original culture.</p> <p>This comes from the assumption that a dominant culture has the right to take other cultural elements.</p>
Deadnaming	Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition .

<p>Disability (under the Equality Act 2010)</p>	<p>A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.</p>
<p>Direct Discrimination</p>	<p>Direct discrimination is where a person is treated less favourably on the grounds of a protected characteristic. For example, recruiting a male applicant for a job rather than a more qualified woman because of irrational, prejudicial or stereotypical views, or not accepting a disabled person on to a course because it is assumed they would not be able to meet the required course standards due to their disability, would constitute direct disability discrimination.</p>
<p>Diversity</p>	<p>Diversity means the different backgrounds and beliefs of people we serve or work with. Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued. They may include, but are not limited to, differences protected by equalities law known as protected characteristics.</p>
<p>Dual Heritage</p>	<p>An upbringing in which one's parents are of different ethnic or religious backgrounds. People are increasingly referring to themselves as Dual Heritage rather than using the term mixed race.</p>
<p>Equality</p>	<p>Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, what or whom they were born, or because of other characteristics. Equality recognises that historically, certain groups of people with particular characteristics e.g. those of certain races, disabled people, women and gays and lesbians, have experienced discrimination.</p>
<p>Equal Opportunities</p>	<p>Equal opportunities, or equality of opportunity, may be defined as ensuring that everyone is entitled to freedom from discrimination, where individuals have an equal opportunity to fulfil their potential. The term Equal Opportunities has mostly been replaced by Equality and Diversity in recent years.</p>
<p>The Equality Act 2010</p>	<p>Provides the legal framework to protect the rights of individuals with protected characteristics and to advance equality of opportunity.</p>
<p>Equity</p>	<p>Equity recognises that everyone doesn't begin in the same place in society. Some people face adverse conditions and circumstances making it more challenging with the same effort to achieve the same goals. Equity advocates for those who may have been historically disadvantaged, making it difficult for them to be successful. What is "fair" as it relates to equity isn't a question of what is the same but rather the point from which a person begins. Equity takes into account historical and other factors in determining what is fair.</p>
<p>Ethnicity</p>	<p>Ethnicity is broader than race and has usually been used to refer to long shared cultural experiences, religious practices, traditions, ancestry, language, dialect or national origins.</p> <p>Ethnicity can be seen as a more positive identity than one forged from the shared negative experiences of racism. It's more commonly used and asked about within diversity questionnaires in the UK.</p> <p>While someone may say their race is "Black," their ethnicity might be Italian, or someone may say their race is "White," and their ethnicity is Irish.</p>

Ethnic Minority	<p>This terms usually refer to racial and ethnic groups that are in a minority in the population. In the UK, they usually cover all ethnic groups except White British. For example, they include White minority ethnic groups such as Polish or Gypsy, Roma and Irish Traveller.</p> <p>'Minority ethnic' is sometimes preferred over 'ethnic minority'. Use of minority ethnic was proposed to help counter the use of the term 'ethnic' when referring to people who are not White British. Some felt that by not putting 'ethnic' first, 'minority ethnic' better recognised the fact that everyone has an ethnicity including White British people.</p>
Gaslighting	<p>Gaslighting is a form of emotional abuse that is seen in abusive relationships. It is the act of manipulating a person by forcing them to question their thoughts, memories, and the events occurring around them. A victim of gaslighting can be pushed so far that they question their own sanity.</p>
Gay	<p>Gay refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality. Some women define themselves as gay rather than lesbian.</p>
Gender	<p>A social construction relating to behaviours and attributes based on labels of masculinity and femininity.</p>
Gender Dysphoria	<p>Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity.</p>
Gender Fluid	<p>Not having a fixed sense of gender identity or expression.</p>
Gender Identity	<p>The gender to which you feel you belong. A person's innate sense of their own gender, whether male, female or something else (non-binary), which may or may not correspond to the sex assigned at birth.</p>
Gender Re-assignment	<p>When a person changes from one gender to another, with or without medical treatment. The term Trans of Transgender is often used when referring to people who are or who have undergone gender re-assignment.</p>
Harassment	<p>Harassment is behaviour which is unwanted, uninvited, and which fails to respect the individual. Harassment can happen in and around the workplace, in communities, and has a harmful effect and creates negative feelings. It is left to the person experiencing the harassment to determine if the treatment is offensive and unacceptable. Harassment is often subtle and long term and can include a wide range of behaviours including unwelcome comments; offensive material and graffiti; verbal insults, threats or obscene behaviour; malicious complaints; being ignored; overlooking or shunning particular employees; unwanted physical contact; and offensive jokes; bullying; unjustified or unconstructive criticism; and violence.</p>
Heterosexual (Straight)	<p>Heterosexual is the term which refers to a man or woman who is emotionally and sexually attracted to people of the opposite sex.</p>
Homophobia	<p>Homophobia describes the aggressive or fearful feelings and behaviour directed at lesbians, gay men and bisexual men and women. This can range from jokes, graffiti, insults and threats, discrimination, to physical threats and violence.</p>
Homosexual (Gay)	<p>A term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.</p>

Inclusion	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
Indirect discrimination	This is when a provision, criterion or practice is applied in a way that creates disproportionate disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic, and this is not a proportionate means of achieving a legitimate aim.
Institutional Racism	Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of colour .
Intersectionality	The interconnected nature of social categorisations such as race , class , and gender , regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
Intersex	Intersex people are individuals born with anatomy and physiology that differs from contemporary ideas of what constitutes “normal” male and female. Genitalia may be ambiguous but can often appear totally male or totally female. Often, but not always, people choose to present as either male or female.
Lesbian	Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term. The term gay woman is also commonly used.
LGBT / LGBTQ+	This is used as the collective term for people who are Lesbian , Gay , Bisexual and Transgender . The Q+ includes Queer , Questioning, Intersex , Asexual , Agender and Ally .
Microaggressions	A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority .
Mixed Race	A person whose parents belong to different racial groups .
Neurodiversity	The term neurodiversity refers to variation in the human brain regarding sociability, learning, attention, mood and other mental functions in a non-pathological sense.
Non-binary	An umbrella term for people whose gender identity doesn't sit comfortably within the binary categories of “female” or “male”. Non-binary people may feel both male and female, something in between, or not either. They may have a gender identity that changes over time, or they may not relate to gender at all.
Oppression	The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.
Pansexual	Refers to a person whose romantic/sexual attraction to others is not limited by the sex assigned at birth, gender or gender identity.
People of Colour	Often the preferred collective term for referring to non-White racial groups. This term has been used since the late 1970s as an inclusive and unifying term across different racial groups that are not White, to address racial inequities. While “people of colour” can be a politically useful term and describes people with their own attributes (as opposed to what they are not, e.g., “non-White”), it is also important whenever possible to identify people through their own racial/ ethnic group , as each has its own distinct experience and meaning and may be more appropriate.
Positive Action	Positive action is lawful when an employer takes steps to counteract the disadvantages it believes people who shared a protected characteristic face. Any decisions taken following positive action must then be made on merit.

Prejudice	An unfavourable opinion or feeling, formed beforehand or without knowledge or awareness, based on partial knowledge or selective use of knowledge. It is also unreasonable feelings, opinions or attitudes, especially hostile ones.
Privilege	Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.
Pronoun	Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.
Protected Characteristics	The Equality Act 2010 has defined 9 protected characteristics: Age; disability; gender; gender re-assignment; marriage or civil partnership; race; religion or belief including non-belief; pregnancy and maternity; and sexual orientation. It is unlawful under this act to discriminate on grounds of someone's protected characteristic status, or because they are associated with someone who has such a status.
Queer	An umbrella term used for sexual or gender minorities, originally meaning strange or peculiar it came to be used negatively. However through the 1980s activists such as Queer Nation began to reclaim the word, to be provocative or radical within some branches of the LGBTQ+ Community : some members of the LGBTQ+ community are critical of its usage due its negative connotations. It should only be used by those that it has oppressed .
Race	Race is usually associated with biology and linked with physical characteristics, such as hair texture or skin colour and covers a relatively narrow range of options. Yet people of similar complexions/hair textures can be defined as different races. While some may be considered to be of a certain race, Black for example, people may identify more with their individual ethnicity , as opposed to race.
Racism	Racism is the negative behaviour towards people because of their ethnicity , race or national origin. It often takes the form of discrimination in key areas of society.
Reasonable Adjustments	Reasonable adjustments are adjustments which can be made for disabled people , pregnant women, and people undergoing gender re-assignment , to assist them at work. The law places a requirement on service providers and employers to make reasonable adjustments. This could involve making changes to an environment, workplace, working arrangements, to aid communication and access, or by altering policies and processes to make services and employment more accessible and easier to gain. Reasonable adjustments depend on a range of things, the individual, the employer or service provider's capacity to make such adjustments, and the context for the needed adjustment.
Religion and belief, including non-belief	For equality law purposes, the Equality Act 2010 provides a definition of religion and belief, including non-belief. Generally speaking, we mean a belief in a god or gods or teachings which manifest themselves in a personal or institutional system grounded in such a belief or philosophy or worship. Such as, Christianity, Islam, Hinduism, Judaism, Buddhism and Sikhism. However, there are many more religions and systems of belief in the UK.
Sex	The term sex (as in women and men are different sexes) refers to the biological differences between men and women.
Sexual Orientation	Sexual orientation is a combination of emotional, romantic, sexual or affectionate attraction to another person. In other words it is about who you are attracted to, fall in love with and want to live your life with.

Stereotyping	This refers to having a fixed mental impression about particular groups of people. Stereotypes have developed whereby large groups of people are labelled as having the same limited, usually negative, characteristics. Even though most of the people in the group are nothing like the stereotype, the characteristics of a tiny minority are used to maintain the stereotype.
Transgender	An umbrella term for people whose gender identity / or gender expression differs from their birth sex . The term may include, not is not limited to, transsexual people and others who see themselves as not clearly fitting into male or female identities. Transgender people may or may not choose to alter their bodies hormonally and/ or surgically.
Transsexual	A person who feels a consistent and overwhelming desire to transition and fulfil their life as a member of the opposite sex. Someone in this position will have the medical condition gender dysphoria . This term should only be used as an adjective: individuals should be referred to as transsexual people not as transsexuals.
Transitioning	This refers to the process and/or the period of time during which gender reassignment occurs (whether with or without medical intervention).
Transphobia	Transphobia is the fear or dislike of someone based on the fact they are transgender , including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, transgender. Transgender people may experience harassment or discrimination from people who are scared or uncomfortable with their identity.
Unconscious Bias	Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. It is important that we try to recognise these biases and actively challenge them.
Victimisation	Subjecting a person to a detriment because they have done a protected act or there is a belief that they have done a protected act i.e. bringing proceedings under the Equality Act 2010 ; giving evidence or information in connection with proceedings under the Act; doing any other thing for the purposes or in connection with the Act; making an allegation that a person has contravened the Act.
White Privilege	White privilege is the innate advantage White people have within society solely based on their race. The term does not discount the challenges White people have faced but describes the reality that, although White people and people of all races can have similar negative and disadvantageous experiences, White people will not suffer the biases of race in addition.
Woke	Alert to injustice in society, especially racism.

Acronym	Meaning
DEI	Diversity, Equity/Equality and Inclusion
ADHD	Attention Deficit Disorder
ASD	Autism Spectrum Disorder
BIPOC	Black, Indigenous and People of Colour
CIS	Cisgender
CSR	Corporate Social Responsibility
GEI	Gender-Equality Index
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, plus (+) all other sexual orientations
LGBTQQIAP	Lesbian, Gay, Bisexual, Transgender, Transexual, Queer, Questioning, Intersex, Asexual, and Pansexual
PoC	Person of Colour