

Equality, Diversity, and Inclusion (EDI) Terminology Glossary

Introduction

We know that language and terminology change over time, and we sometimes hear phrases or words that we don't fully understand. The EDI Glossary is intended to support our university community to understand different terms relating to equality, diversity and inclusion.

Glossary Content

Section 1: Introduction to EDI	2
Section 2: Protected Characteristics and the Equality Act 2010	2
2. A: Age	3
2. B: Carers	3
2. C: Disability	4
2. D: Gender Reassignment	5
2. E: Marriage and Civil Partnership	7
2. F: Pregnancy and Maternity	7
2. G: Race	8
2. H: Religion and Belief	11
2. I: Sex	12
2. J: Sexual Orientation	12
Section 3: General Terminology	14

Questions and Feedback

If you have feedback or questions about the glossary, or want to suggest changes to this document, please speak to the team at equality@leedsbeckett.ac.uk

Section 1: Introduction to EDI

Diversity – Diversity means that each individual is unique; understanding diversity means we recognise our individual differences.

EDI – The acronym for Equality, Diversity and Inclusion.

Equality - Equality is the state of being equal, especially in status, rights and opportunity. The Equality Act 2010 provides the legal framework to protect the rights of individuals with protected characteristics and to advance equality of opportunity.

Equity - Equity is providing differing levels of support and assistance depending on specific needs or abilities. It refers to fair and equal processes and outcomes, not just equal opportunity.

Inclusion - Inclusion is a basic right, and its objective should be to embrace and include everyone regardless of individual differences.

Section 2: Protected Characteristics and the Equality Act 2010

Direct discrimination – Direct discrimination is where a member is treated less favourably than another in the same or similar situation on the basis of one, or more, of the protected characteristics.

Discrimination – Discrimination occurs when someone is treated unfavourably because of their actual or perceived membership of a certain group or social category.

Discrimination by association (associative discrimination) - Discrimination by association is a form of direct discrimination and is the act of 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 by perception (perceptive discrimination) - Discrimination by perception is a form of direct discrimination, is the act of discriminating against an individual based on the perception that the individual has a protected characteristic. However, this does not include the protected characteristics of marriage and civil partnerships, and pregnancy and maternity.

Harassment – Harassment is unlawful under the Equality Act 2010 and is defined in the legislation as any unwanted physical, verbal or non-verbal conduct or attempted unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment. Unlawful harassment under the Equality Act 2010 must be related to a relevant protected characteristic, which means it may involve conduct of a sexual nature (sexual harassment), or it may be related to Age disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

Harassment also includes treating someone less favourably because they have submitted or refused to submit to unwanted conduct of a sexual nature, or that is related to gender reassignment or sex.

Hate crime/Hate Incident - Hate crime or hate incidents are behaviours motivated by hate, fear, prejudice or intolerance and are often based on real or perceived characteristics of the victim(s) in relation to their age; disability; race; religion or belief; sex; sexual orientation; gender reassignment; pregnancy and maternity; marriage and civil partnership.

Indirect discrimination – Indirect discrimination is where a rule or practice is applied to all but has the effect of disadvantaging a particular group of people compared to others outside the group, unless the rule or practice is needed to achieve a legitimate aim and the means of achieving the aim are appropriate and necessary.

Positive action – A range of measures allowed under the Equality Act 2010 which can be lawfully taken to encourage and train people from under-represented groups to help them overcome disadvantages in competing with other applicants for employment. Positive action must not be confused with positive discrimination, which is unlawful, e.g. the setting of quotas (as opposed to targets, which are lawful) or any form of preferential treatment. Where positive action has been taken to encourage applicants from disadvantaged groups to apply, every applicant must be considered on individual merit and selection for interview and appointment must be based strictly on the agreed selection criteria.

Protected characteristics - The protected characteristics, as stipulated in the Equality Act 2010, are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Public Sector Equality Duty (PSED) – This is a statutory duty that requires public authorities to consider how their actions may affect people with protected characteristics. The duty was introduced by the Equality Act 2010 to help make society fairer by ensuring that public bodies eliminate discrimination, harassment, and victimization, advance equality of opportunity and foster good relations between people with and without protected characteristics.

2. A: Age

Age – The protected characteristic of age applies to all ages.

Age discrimination - Age discrimination, also called ageism, is when someone is treated unfavourably because of their actual or perceived age.

Elder Abuse – A type of abuse which may be financial, physical, sexual or mental, targeted at older adults (generally aged over 60). This could involve a wide range of behaviours that mistreat, neglect or abandon the needs of older adults.

2. B: Carers

Carer - A carer is anyone, including children and adults, who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, mental ill health or an addiction and cannot cope without such support.

Being a carer is not a Protected Characteristic as defined in the Equality Act (2010). However, carers are protected from discrimination by their association to a person with a disability.

Care Experienced - Being care experienced refers to people who have spent time living with foster carers under local authority care, in residential care (e.g. a children's home), looked after at home under a supervision order, or in kinship care with relatives or friends, either officially (e.g. a special guardianship order) or informally without local authority support. Sometimes the term 'care leaver' is used. Although this has a slightly different meaning, it is often used interchangeably with 'care experience'. More information on the [UCAS website here](#).

Working Carer – This term is sometimes used to describe working aged adults who are in work, but also have caring responsibilities for a loved one in their private life outside of work (e.g. they are not paid carers).

2. C: Disability

Ableism - Ableism is conduct, language or an attitude that devalues or demeans Disabled people, often with the implication that Disabled people are inferior. An anachronistic term like 'able-bodied' to refer to a person who is not disabled is ableist, as is using a phrase like 'wheelchair-bound' to refer to someone who uses a wheelchair.

Aspie - This is a term that some people use as a short way of saying "Person with Asperger's Syndrome." The diagnosis of Asperger's Syndrome is no longer considered a separate condition, and is part of the diagnosis of "Autism Spectrum Disorder." However, some people still choose to use this term for themselves.

BSL – British Sign Language. BSL interpreters are used to interpret spoken language for deaf people who are fluent in BSL.

D/deaf - In the UK, the term 'deaf' is used to refer to all levels of deafness. People who describe themselves as deaf are likely to be profoundly deaf. People who have retained a considerable degree of hearing might refer to themselves as 'partially deaf'. People who have experienced hearing loss throughout life may describe themselves as 'deafened' or 'hard of hearing'. Those who refer to themselves as 'Deaf' with a capital D view themselves as culturally deaf; generally sign language will be their first language and they will identify as being a part of the Deaf community.

Disability - Under the Equality Act 2010, 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'. According to the Act, disability can arise from sensory impairments, progressive conditions, auto-immune conditions, organ specific conditions, developmental conditions, learning disability, mental health conditions, mental illness, injuries to the body or brain or long-term fluctuating conditions. This definition aligns with the *Medical Model of Disability* as opposed to the *Social Model of Disability* (see below).

Disablism/Ableism - discriminatory, oppressive or abusive behaviour arising from the belief that Disabled people are inferior to others.

Medical Model of Disability - The Medical model of disability is aligned to the concept of disability contained within the Equality Act (2010). The medical model implies that people are disabled by their impairments or differences. Many disabled people feel that the medical model does not reflect their personal experience of disability. The attitudes that the medical model encourages can lead to discrimination and to disabled people losing choice and independence.

Neurodiversity – Neurodiversity refers to the different ways the brain can work and interpret information. Neurodiversity describes the range of differences in human minds, encompassing cognitive function, learning, mood and information processing. Neurodiversity relates to everyone.

Neurodivergent - Neurodivergent and its opposite, neurotypical, are terms related to neurodiversity. A group may be described as neurodiverse, but an individual is neurotypical or neurodivergent. Most people are neurotypical. Around 15% are neurodivergent, including autistic, dyslexic and dyspraxic people.

Reasonable Adjustments - If a person meets the definition of being disabled in accordance with the Equality Act 2010, employers are required by law to make reasonable adjustments to any elements of the job which place a disabled person at a substantial disadvantage compared to non-disabled people.

Special Educational Needs and Disability Act (SENDA, 2001) – This is legislation that sets out the rights of students with disabilities. The Act introduces the right for disabled students not to be discriminated against in education, training and any services provided wholly or mainly for students or for those enrolled on courses when this is provided by certain 'responsible bodies' as detailed within the legislation. You can read more information [about this legislation here](#).

Social Model of Disability - Social Model of Disability distinguishes between impairment and disability. This model defines disability as created not by impairments, but by barriers like inaccessible environments, prejudicial attitudes, and discrimination.

2. D: Gender Reassignment

Bi-gender - Bi-gender people experience exactly two gender identities, either simultaneously or varying between the two. These two gender identities could be male and female but could also include non-binary identities.

Agender - Agender is a term that refers to people who don't identify as any gender in particular.

Cisgender (aka cis male or cis female) - Cisgender describes someone whose gender identity matches the sex they were assigned at birth, for example a female who identifies as a woman.

Cisnormativity - Cisnormativity describes biases in favour of those whose gender identity coincides with their sex. It includes the assumption that identification as cisgender is the norm and therefore superior.

Deadnaming - Deadnaming refers to when someone is called by a previous name after they have changed their name. This is most often associated with trans people who have changed their name as part of their transition. Deadnaming can be unintentional or done to deliberately harass or discriminate someone.

Gender – Gender is often expressed in terms of masculinity and femininity, is largely culturally determined, and is assumed from the sex assigned at birth. Gender is a social or cultural construct, as opposed to sex which is more intrinsically linked with biology.

Gender dysphoria – Gender dysphoria describes a sense of unease that a person may have because of a mismatch between their biological sex/sex assigned at birth and their gender identity.

Gender expression – Gender expression is how a person chooses to outwardly express their gender, within the context of societal expectations of gender, for example, feminine or masculine clothing, hair, name, mannerisms etc.

Gender identity – Gender identity is a person's sense of their own gender whether male, female, or any other identity on the gender spectrum.

Gender neutral – Gender neutral is a term to mean that something is not associated with a particular gender and is accessible to people of all gender identities.

Gender reassignment – Gender reassignment refers to the process, sometimes including surgical procedures or hormone therapy, to transition towards the gender with which a person identifies. Gender reassignment can, but does not necessarily, include undergoing some sort of medical intervention, changing names, pronouns, dressing differently and living in a self-identified gender. In the Equality Act, gender reassignment is defined as proposing to undergo, undergoing or having undergone a process to reassign sex.

Gender recognition certificate (GRC) - A gender recognition certificate enables transgender people to be issued with a new birth certificate. The process is widely regarded by many as being outdated and has been criticised by trans people as invasive and bureaucratic. You do not generally need a GRC to change your gender markers at work or to change your gender on other documents such as your passport. An employer cannot demand to see a GRC from an employee, however they may need to see a new birth certificate for pension purposes. A GRC provides significant legal protections for transgender people, this can include criminal penalties for the 'outing' of transgender people, even if this is unintentional.

Gender spectrum - The term gender spectrum indicates that gender is not binary (female/male), but rather a spectrum of biological, mental, and emotional traits existing along a continuum between two extremes.

Non-binary – non-binary is an umbrella term for people whose gender identity doesn't sit 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.

It is important to note that being transgender and being nonbinary is not necessarily the same thing and people will have different experiences. It is therefore important not to group trans and non-binary people in as being a homogenous group.

Pronouns - Pronouns are the way in which we refer to people's gender in conversation, such as 'she/her' and 'he/him' or some people prefer gender-neutral pronouns such as 'they/them' or 'ze/zir'.

Trans/Transgender – Transgender is an umbrella term to describe people whose gender identity or expression is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, genderqueer (GQ), genderfluid, non-binary, gender-variant, genderless, agender, nongender, third gender, bigender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Some people may prefer to use the term transsexual to describe themselves, rather than transgender.

Transgender (trans) man - Transgender (trans) man is 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 female-to-male (FTM).

Transgender (trans) woman - Transgender (trans) woman is 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 male-to-female (MTF).

Transitioning – Transitioning describes the steps or process a transgender person may take to live in the gender with which they identify. Each person’s transition will involve different things, for some this involves medical intervention, such as hormone therapy and/or surgeries, but not all transgender people want or are able to have this. Transitioning might involve things such as telling friends and family, dressing differently and changing official documents.

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. A person may use transphobic language or behave in a transphobic way unintentionally, this may be due to a lack of knowledge or through unconscious bias, as set out below.

2. E: Marriage and Civil Partnership

Civil Partnership - A legal relationship which can be registered by two people who aren't related to each other. This is available to male and female couples and same gender couples in the UK. Civil partnerships were originally made available to 'same sex' couples in the UK in 2004, before marriage equality was achieved in 2014. Since 2019, civil partnerships have been available to male-female couples as well as 'same sex' couples.

Marriage – This is referring to the legal union of two adults confirmed by a ceremony (wedding), which for some communities holds significant cultural and religious meaning.

Same Sex Marriage - Same-sex marriage became legal in England and Wales in 2014 after the Marriage (Same Sex Couples) Act was passed in 2013. This is referring to male-male couples and female-female couples.

2. F: Pregnancy and Maternity

Breastfeeding - also known as nursing, is the act of feeding a baby breast milk. It can be done directly from the breast or by pumping the milk and feeding it to the baby in a bottle.

Breastfeeding Stigma - This is a concept that can make it difficult for women to breastfeed in public, which can lead to isolation and women stopping breastfeeding before they want to, due to societal attitudes, sexism, misinformation and lack of suitable facilities when out in public.

Chest feeding – a term used to describe the act of feeding a baby milk from a person's chest. It's often used by transgender and non-binary parents to describe how they feed their babies. Sometimes the term chest feeding is used alongside breastfeeding, to be more inclusive of people of different gender identities. More information is available on the [NHS website here](#).

Postpartum – this term refers to a period of time after giving birth. The postpartum period begins soon after the baby's delivery usually lasts 6 to 8 weeks, and ends when the mother's body has nearly returned to its pre-pregnant state.

Pregnancy - The condition of being pregnant or expecting a baby.

Pregnancy discrimination - The Equality Act 2010 protects pregnant employees from discrimination based on their pregnancy, pregnancy-related illnesses, maternity leave, and maternity pay. This includes treatment at work and redundancy.

Maternity – This refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

2. G: Race

Anti-Racism – Behaviours and actions to address racism. Anti-racist behaviour takes place only when people take an active stance against racism; it does not apply to saying or doing nothing.

BAME - BAME stands for Black, Asian and minority ethnic. The use of BAME as a description is criticised as a reductionist term which suggests a homogenous group. BAME is sometimes used within data analysis to provide a grouping for statistical purposes, however it is always better to spell the words out in full, to recognise the limitations of grouping in this way, and to disaggregate data groupings where possible.

BIPOC - An abbreviation that stands for Black, Indigenous and People of Colour. This term is more commonly used in the US but may be becoming popular in the UK as well.

BLM (Black Lives Matter) – BLM refers to the social justice movement aimed at creating equality for black people. The Black Lives Matter organisation was founded by US community organisers after the murder of Trayvon Martin in 2013. The wider Black Lives Matter movement has grown into an international anti-racism movement. The BLM movement gained momentum in the UK after the murder of George Floyd (in the US).

Colourism - This is prejudice or discrimination directed at people with a darker skin tone. Colourism can apply to people within the same ethnic group. Among the Indian community, for example, light-skinned women have historically been (and often still are) considered more beautiful and enjoy wider opportunities.

Critical Race Theory (CRT) - a concept created by a group of academics, including Kimberlé Crenshaw (who also coined the term 'intersectionality') and Richard Delgado (an American legal scholar teaching civil rights). Although CRT appeared in the late 1980s/early 1990s, its academic roots date back to the 1970s. The theory aimed to understand how (in the US, initially) racism continued to exist despite the introduction of so many anti-discrimination laws. The theory has a loose framework and a set of principles that have

since been picked up globally. It now relates to a wider range of racialised minorities than it originally did.

Decolonise/Decoloniality – The active and intentional process of unlearning values, beliefs and conceptions that have caused physical, emotional, or mental harm to people through colonisation. It requires a recognition of racism as a system of oppression. You can read more about the Centre for Race, Education and Decoloniality (CRED) on [our webpage here](#).

Decolonising the curriculum – this refers to efforts to recognise and address the historical legacies of injustices, disadvantage and racism in perceived knowledge and learning. It is not about deleting existing knowledge or history, but about embracing knowledge systems outside of typical western understanding, and which have previously ignored. Decolonising the curriculum is a part of our inclusive approach to teaching and learning.

Diaspora/African Diaspora - A dispersion of a people, language, or culture that was formerly concentrated in one place, to scatter, to displace, to live in separated communities. The African Diaspora is the voluntary and involuntary movement of Africans and their descendants to various parts of the world during the modern and pre-modern periods.

Dual heritage – Dual heritage refers to an upbringing in which a person's parents are of different heritages, different ethnicities, or different religious backgrounds.

Ethnicity - Advance HE uses a definition of ethnicity which reminds us that it is important to remember that everyone has an ethnicity, and 'white British' is an ethnic group. Ethnicity refers to a group of people who have a shared history, a cultural tradition, a common geographical origin and a common language. As a university, we recognise that 'race' is a social construct and the problematic nature of the terms 'race' and 'ethnicity'. We only use these terms for consistency with other public bodies and in line with Advance HE but we welcome feedback on this terminology.

Ethnic Minority - Used in the UK to describe anyone who is not white British. Can also be used to describe people from other white backgrounds, though this varies depending on context.

Global majority/ Black and Global Majority – The term global majority, coined by Rosemary Campbell-Stevens, is a collective term that first and foremost speaks to and encourages those so-called to think of themselves as belonging to the global majority. It refers to people who are Black, Asian, Brown, dual-heritage, indigenous to the global south, and or have been racialised as 'ethnic minorities'.

Gypsy, Roma and Traveller / Gypsies, Travellers, Roma, Showmen and Boaters – These are distinct peoples with diverse heritage, cultures and experiences. Umbrella terms, such as GRT and GTRSB, are problematic because they assume similarity across and within communities. In the UK, Gypsy and Traveller may refer to a range of ethnic groups, including English or Welsh Romany Gypsies, Irish Travellers, Scottish Gypsies or Travellers and European Roma, as well as cultural and occupational groups who travel, including, but not limited to, New Travellers, liveaboard Boaters and Bargees, and circus and fairground Showmen. Many of them live in settled accommodation all or some of the time.

The term Gypsy is not considered a pejorative in the UK, unless it is used in a derogatory manner. The terms Showmen and Showman are used by members of that community regardless of age or gender. Gypsies, Roma and Travellers are recognised ethnic minorities under the Race Relations Act (2000) and have 'protected characteristics' under the Equality Act (2010).

Institutional Racism - Policies, rules, practices, etc. that are a usual part of the way an organisation works, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race. These definitions link to race and ethnicity. But if we take a step back to look at more general terms, we see that racism also connects with words such as prejudice and discrimination

Racial gaslighting - A type of abuse based on race, in which a white person dismisses, diminishes or otherwise explains away the experiences of a person of colour. It is problematic because it leaves people questioning themselves and their own experiences.

People of Colour/POC - This term tends to be used more in the US than in the UK. Some perceive it as a more positive term than 'BAME' however, others see it as similarly problematic, in that it groups together people of great ethnic diversity and different shared experiences and identities.

Race - According to the Equality Act 2010, race refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins. Many agree that the notion of race is a social construct, and that the division of people into different racial groups with different characteristics has no biological basis, and instead relies of people's conceptions and beliefs.

Racism – Policies, behaviours, rules, etc. that result in a continued unfair advantage to some people and unfair or harmful treatment of others based on race. Harmful or unfair things that people say, do, or think based on the belief that their own race makes them more intelligent, good, moral, etc. than people of other races. You can find the University's [anti-racism statement here](#).

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 may use racist language or behave in a racist way unintentionally. This may be due to a lack of knowledge or through unconscious bias, as set out below.

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

Racially minoritised - Racially minoritised is used to highlight the fact that minoritisation is an active social process shaped by power.

Reverse Racism - The idea that people from the dominant ethnic group (in the UK: white British) can be discriminated against. Although this group can experience prejudice, they're unlikely to experience racism because that's linked to power structures in a way that affects life chances and opportunities.

Structural Racism - Laws, rules, or official policies in a society that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race.

White fragility - The discomfort of white people in discussing race and racism. Typical reactions include: anger, defensiveness, feeling attacked, explaining things away, diminishing someone's experiences, switching the topic to other types of discrimination, invoking reverse racism, refusing to address the issue, or walking away.

White privilege – The lack of obstacles faced by white people in the UK resulting from their ethnic background (which is not to say that white people do not face other barriers

in their lives and careers). An example of white privilege is the way that white people will see people who look like them in every single aspect of life, from work to media to education to politics. White privilege is not experiencing fear or suspicion of the police and other authorities based on a history of unfair and often illegal treatment.

White supremacy - White supremacy is the idea that white people are naturally superior to people of other ethnicities. It can produce overt prejudice, for example the National Front in Britain during the 1970s and 1980s or the racist tweets aimed at the England team's footballers during the Euros in 2021. White supremacy can be all-embracing. In many ways its ideals are subtly woven into the fabric of our lives, from our education system to our healthcare and workplaces, to what we see on TV shows and read in the news

Windrush Generation - Her Majesty's Treasury Empire Windrush was a ship that docked in Tilbury, Essex, in 1948, bringing hundreds of passengers from the Jamaica and the Caribbean to England. Caribbean people were invited to the UK to work in order to rebuild the workforce after the World War.

In 2018, it emerged that the government had not properly recorded the details of people granted permission to stay in the UK, and many were wrongly mistreated (known as the Windrush Scandal). Windrush Day has been held on 22 June since 2018, to celebrate the contribution Caribbean migrants and their families have made to the UK.

2. H: Religion and Belief

Antisemitism/Anti-Jewish racism - [The University adopts the full International Holocaust Remembrance Alliance \(IHRA\) working definition](#) on antisemitism in line with the UK government and recommendations from the United Nations (UN). The definition states: 'antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities'.

Faith Spaces – this refers to the prayer facilities that the university provides on campus to students, colleagues and visitors. The faith spaces can be found on our [webpage here](#).

Humanism – Humanists UK define a humanist as someone who trusts the scientific method when it comes to understanding how the universe works and rejects the idea of the supernatural (and is therefore an atheist or agnostic), makes their ethical decisions based on reason, empathy, and a concern for human beings and other sentient animals. Humanists are non-religious. [Read more here](#).

Islamophobia - Islamophobia is rooted in racism and is a type of discrimination and or/ prejudice that targets expressions of Muslimness or perceived Muslimness.

Protected Beliefs - The Equality Act does not include a definition of belief other than 'belief means any religious or philosophical belief' and includes a lack of a particular belief. The courts have developed a definition of belief through the cases they have decided. A belief need not include faith or worship of a god or gods, but it must affect how a person lives their life or perceives the world. Beliefs such as humanism, pacifism, vegetarianism and the belief in man-made climate change are all protected.

Religion – Religion is an organised system of faith and worship, and includes religions such as Christianity, Hinduism, Paganism and Rastafarianism. It also refers to the specific denominations within a single religion.

Religious beliefs – Religious beliefs mean the belief in a religion's central articles of faith. For example, it is held in Sikhism that believers are not supposed to cut hair from any part of their body.

Spirituality - Spirituality is a sense of connection to something greater than ourselves, often leading to a quest for meaning in life.

2. I: Sex

Feminism - Feminism is the belief in and advocacy of the political, economic, and social equality of the sexes expressed especially through organized activity on behalf of women's rights and interests.

Intersex - Intersex is a term used to describe a person who may have the sex characteristics of both sexes or whose sex characteristics do not fit with societal assumptions about what constitutes male or female. People who are intersex may identify as male, female or in another way.

Mansplaining - The act of mansplaining involves an explanation given by a man, typically to women, in a manner which is regarded as condescending, patronising and assumes that the woman has no knowledge of the topic.

Misandry - Misandry is the hatred of, contempt for, or prejudice against men or boys, and the belief that women are inherently superior. Its meaning is similar to 'sexism' and can refer to behaviour and attitudes. Misandry is often but not exclusively directed by women against men and occurs online and offline.

Misogyny – Misogyny is the hatred of, contempt for, or prejudice against women or girls, and the belief that men are inherently superior. Its meaning is similar to 'sexism' and can refer to behaviour and attitudes. Misogyny is often, but not exclusively, directed by men against women and occurs online and offline.

Patriarchy – Patriarchy refers to a social system in which power is held solely by men, through cultural norms and customs that favour men over, and withhold opportunity from, those of other genders.

Sex – Sex is a biological characteristic assigned to a person on the basis of primary sex characteristics (e.g. genitalia). Sex does not automatically determine gender identity.

Womxn - Womxn is a debated term that offers an alternative spelling of the words 'woman' or 'women' that avoids the perceived patriarchal linguistic norms of the standard spelling. It's also an intersectional term used to signal the inclusion of those traditionally excluded from white feminist discourse, i.e. Black women, women of colour and transwomen.

2. J: Sexual Orientation

Sexual Orientation - Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refer to a person's sense of identity based on their attractions, or lack thereof. Orientations include, but are not limited to, lesbian, gay, bi, ace and straight.

Ace - An umbrella term used specifically to describe a lack of, varying, or occasional experiences of sexual attraction. This encompasses asexual people as well as those who identify as demisexual and grey-sexual. Ace people who experience romantic attraction or occasional sexual attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic or sexual attraction.

Aromantic - Aromantic describes a person who does not typically experience romantic attraction to others, regardless of sex or gender identity, they may however experience sexual attraction. People who identify as aromantic may use the terms aro or ace, though ace is a broad term that may also be used to denote asexuality.

Asexual - A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic attraction.

Bi/Bisexuality - A romantic or sexual attraction or behaviour towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities. However, it is important not to assume that anyone using terms such as pan or queer is bisexual as these terms have their own unique definitions.

Biphobia - Biphobia is the fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi. Bullying - Bullying occurs when someone is subject to offensive, intimidating, malicious or insulting behaviour, that is intended to undermine, humiliate, denigrate or injure them. There is often an imbalance, abuse or misuse of power, or perceived power, and it is normally repeated behaviour rather than a one-off isolated incident.

Gay – Gay commonly refers to someone who is largely or exclusively romantically and/or sexually attracted to people of the same sex and/or gender identity. Although it is commonly used to describe men, it is also used as a generic term for lesbian (see below) and gay sexuality, where some women define themselves as gay rather than lesbian.

Heteronormativity (heterosexism) - Heteronormativity describes biases in favour of heterosexuality (being 'straight'). It includes the assumption that heterosexual relationships are the norm and therefore superior.

Homophobia - Homophobia is the fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

Lesbian – Lesbian refers to a woman who is sexually or romantically attracted exclusively to other women, some non-binary people may also identify with this term.

LGBTQ+ - The acronym for lesbian, gay, bi, trans, queer, questioning and ace. A broader glossary of LGBTQ terms is available on the [Stonewall website here](#).

Pan/Pansexual – The term pan or pansexual refers to a person who has the capacity for sexual, romantic, or emotional attraction to people of any or all genders.

Queer - Queer is an umbrella term used for sexual or gender minorities, originally meaning strange or peculiar it came to be used negatively. However, through the 1980's activists, such as Queer nation, began to reclaim the word, to be provocative or radical within some

branches of the LGBT Community. Some members of the LGBT community are critical of its usage due its negative connotations. People who identify as queer will lead the way by using this word for themselves, and others should not use it to describe others without knowing if it is their preferred terminology.

Questioning – The process of exploring your own sexual orientation and/or gender identity.

Section 3: General Terminology

Active Bystander - Being an active bystander means being aware of when someone's behaviour is inappropriate or threatening and choosing to challenge it, if it feels safe to do so. Active bystanders understand how their actions build an inclusive culture.

Ally/Allyship – An ally describes someone who uses their privilege from being part of a dominant/majority group to take action to challenge oppression by supporting and advocating with the oppressed/discriminated against group. For example, if you are White and live in a White dominant society, you can act as an ally by acknowledging White privilege (defined below), educating yourself about racism and speaking up when you are aware of racist acts.

Awarding gap/Degree Awarding Gap - The degree awarding gap is a term used to describe a persistent trend in the educational system in which certain groups achieve or are awarded greater academic success as opposed to other groups.

Equality Impact Assessment (EIA)/ Equality Analysis – An Equality Impact Assessment, also known as Equality Analysis, is a process designed to ensure that a policy, project or scheme does not unlawfully discriminate against or disproportionately impact on those with a particular protected characteristic, as defined under the Equality Act 2010.

Emotional labour – a term used to describe the work done by those with a protected characteristic to educate others around this characteristic, their needs and their experiences. This education work often falls primarily on those with the protected characteristic, who are often underrepresented, and so can be a heavy burden and require them to consider distressing topics on a more frequent basis.

Emotional tax - Emotional tax is the combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.

Gaslighting - Gaslighting is a form of psychological abuse whereby a person or group manipulates one or more people into questioning their sanity and perception of reality. People who gaslight may intentionally or unintentionally use this form of abuse to exert power or control over others with the goal of manipulating them.

Intersectionality - Intersectionality is the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and multiple discrimination or disadvantage. Professor and lawyer Kimberle Crenshaw first coined the term intersectionality in the 1980s to describe the interlocking inequalities and barriers faced by working class, Black women. Crenshaw understood there to be multiple aspects of discrimination that could not be separated and tackled individually, so an analytical tool began to emerge in response to the layered oppressions faced by Black women. Since then, the lens of intersectionality has been

applied more broadly to a range of disadvantages and discriminations an individual who is othered can face. These interlocking inequalities result in how much power a person holds.

Lived experience - Lived experience refers to the unique knowledge that an individual gains through their experience living as a person with a specific identity, heritage or background. Lived experience relates to the understanding of protected characteristics through the personal direct experiences of having these.

Marginalised/Marginalised Communities - A term to describe communities that may have societal disadvantages placed upon them, often based on their identity or social class. People may belong to more than one marginalised community.

Microaffirmations - Microaffirmations are conscious microbehaviours or micromessages that are used to produce a more inclusive environment and can be used to counteract microinequities.

Microaggressions (Subtle Acts of Exclusion) –The language we use to describe casual, often imperceptible, acts of discrimination has changed. The word ‘microaggression’ is the preferred academic term, but that can be divisive in ordinary conversation. Few people know what a microaggression is; it sounds like a tiny act of aggression. To describe an action as a microaggression immediately puts people on the defensive, which impedes their ability to understand the nature of the action. That’s why many people prefer to call them ‘subtle acts of exclusion’ – or SAEs for short. The SAE is a much clearer description of what takes place. It doesn’t need explaining because it means ‘what it says on the tin’.

Microinequities – Microinequalities are examples of micromessages that are negative and can be used to make individual feel singled out, overlooked, ignored, discounted or excluded. This microinequities produce an ‘in’ and ‘out’ crowd and reduce inclusion in the workplace.

Micromessages – Micromessages are small messages we send and receive verbally and non-verbally in communication. They can be positive (microaffirmations) or negative (microinequities).

Othering – the act of treating someone as though they are not part of a group and are different in some way.

Pay Gap/Gender Pay Gap – This refers to the reporting that large employers are required to do by law which identifies the gap between what their male and female employees are paid. This is then published on the [government's website each year](#). Some organisations also calculate pay gaps based on other characteristics, such as ethnicity and disability, but this is not yet a legal requirement.

Performative action - Talking the talk, but not walking the talk. For example, stating that your organisation is committed to anti-racism but not doing anything about it. Performative action destroys trust among your ethnic minority colleagues and damages your consumer and employer brands.

Prejudice – An unfair and unreasonable opinion or feeling, especially when formed without enough thought or knowledge

Sexual misconduct – Sexual misconduct means any unwanted or attempted unwanted conduct of a sexual nature. It includes, but is not limited to, sexual violence such as rape and sexual assault, sexual harassment; intimate partner violence; sexual assault; grooming; coercion or bullying with sexual elements; sexual invitations and demands; sexual

comments; sexual non-verbal communication; creation of atmospheres of discomfort; and promised resources or advancement in exchange for sexual access.

Tokenism – Tokenism describes the superficial or symbolic effort to recruit or include a small number of people from underrepresented groups to appear diverse and inclusive. Intent is important in the definition of tokenism. The efforts could only be to prevent criticism and give the appearance of fair treatment (tokenism) or there could be a genuine intention to improve diversity, but they have only just begun (not tokenism).

Unconscious bias – Unconscious bias is a theory which states that 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.

Underrepresented groups - Shifting away from terms like 'marginalized' and 'minority', the term underrepresented groups better describes a subset of a population with a smaller percentage than the general population.

Victimisation – Victimisation occurs when an individual is treated in a way that is detrimental because they made, or intend to make, a complaint about being discriminated or harassed, or they acted or intend to act as a witness in support of another person relating to a complaint.

Xenophobia – Xenophobia is a dislike, hatred, or fear of people from other nationalities, ethnic groups, regions, or cultures. It can manifest as hostile attitudes and/or aggressive behaviours.