



## Equality, Diversity and Inclusion Glossary

### Our language is evolving

This is not a fixed list and it will change over time to reflect changes in the language we use.

### A

**Ability:** Power or capacity to do or act physically, mentally, legally, morally, financially, etc.

**Able-Bodied:** A person who does not have a disability.

**Ableism:** A set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other.

**Access:** Creating the necessary conditions so that individuals and organisations desiring to, and who are eligible to, use our services, facilities, programs, and employment opportunities.

**Ageism:** Discrimination against individuals because of their age.

**Ally:** A person of one social identity group who stands up in support of members of another group; typically, a member of a dominant identity advocating and supporting a marginalized group

**Anti-Semitism:** Hostility toward or discrimination against Jews

**Asexual:** A person who does not experience sexual attraction. They may or may not experience romantic attraction.

### B

**Bias:** A conscious or subconscious preference that interferes with impartial judgment.

**Bigotry:** An unreasonable belief or an irrational attachment to negative stereotypes and prejudices about other groups of people.

**Bisexuality:** A sexual orientation in which a person has the potential to feel physically and emotionally attracted to more than one gender.

**Bullying** There is no legal definition of bullying. However, it's usually defined as behaviour that is: repeated, intended to hurt someone either physically or emotionally and often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include: physical assault; teasing; making threats; name calling; cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

### C

**Cisgender:** A person whose gender identity matches the gender they were assigned at birth. For example, a person assigned female at birth that identifies as a woman.

**Coming Out:** When a person chooses to tell others in their life about their sexual orientation or gender identity. This can happen once, but also happens when an LGBTQI person meets someone new.

**Culture:** A way of life of a group of people—the behaviours, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next.

### D

**Deadnaming:** When a person continues to use a trans persons birth name, after they have transitioned. Usually used to bully and degrade someone.

**Disability:** Disability is defined in the Equality Act 2010 as having a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on the ability to do normal daily activities.

**Diversity:** Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, colour, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.

## E

**Equality:** Evenly distributed access to resources and opportunity necessary for a safe and healthy life.

## F

**FTM:** Acronym for female to male. Describes a transgender person, designated female at birth, who identifies as a man.

## G

**Gay:** A common and acceptable word for male homosexuals, but used for both genders.

**Gender:** This refers to our appearance, mannerisms and expected social behaviours. It is possible that biological sex and gender identity do not match.

**Gender-Neutral Terms:** Terms, such as pronouns, that do not designate the gender of the subject. In general, use gender-neutral terms (e.g. "police officer," not "policeman") when possible.

**Gender-Neutral Pronouns:** Pronouns that do not designate gender. Singular "they/them" is considered grammatically correct and should be the default pronouns used until a person expresses their preferred pronouns. Other examples include "xe/xem" (pronounced zee/zem).

**Gender Expression:** An individual's outward and external gendered appearance. This may include hairstyles, clothes, accessories, and mannerisms. Gender expression may also include gender roles which are also defined by an individual's culture/society.

**Gender Identity:** A person's sense of their own gender. It is how people externally communicate or perform their gender identity to others.

**Gender Norms:** Refers to the different roles that women and men, and non-binary/gender-nonconforming people play in society. The behavioural, cultural, and psychological traits typically associated with an individual's biological sex.

## H

**Harassment:** Unwelcome, intimidating, or hostile behaviour.

**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.

**Homophobia:** The irrational fear of people, identities and behaviours which can include negative attitudes, discrimination, and violence towards people who are attracted to the same gender.

**Homosexual:** Person attracted to people of the same gender.

## I

**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.

**Intersex:** Someone who is born with variations in primary sex characteristics including genitals, chromosomes and sex hormones. Their bodies do not usually fit standard medical definition of male or female.

## L

**LGBTQAAI:** The acronym that means Lesbian, Gay, Bisexual, and Transgender. The addition of a “Q” at the end often means “questioning” or “queer.” One “A” stands for “asexual”, another for “allies”. The “I” means “intersex”.

**Lesbian:** Usually refers to same sex attracted women

## M

**Minority:** Segment of the population not in the majority based on certain characteristics and is often subject to differential treatment.

**Misogyny:** Hatred of women, often manifested in sexual discrimination, denigration, or violence against and sexual objectification of women.

**MTF:** Acronym for male to female. Describes a transgender person designated male at birth who is transitioning, has transitioned, or who identifies as a woman

## N

**Non-binary:** Refers to people whose gender is neither female nor male and therefore are outside of the gender binary. Non-binary people fall under the transgender umbrella

## O

**Outing:** Inadvertently or intentionally sharing information about another person’s sexual orientation or gender identity without their consent. This act deprives the person of choosing when, how, and whom they want to tell. There are degrees of being out; a person may be out to some people or groups and not others, or they may only share varying degrees of information about their orientation. Outing someone can have profoundly negative consequences for that person’s safety, life, work-life, and future career opportunities.

## P

**Pansexual:** An attraction to a person of any sex or gender

**Passing:** When a trans person is ‘perceived’ to be the gender that they are comfortable in.

**Prejudice:** A preconceived judgment or opinion regarding a person or a group based on insufficient or incorrect evidence. Can be positive or negative

**(Gender) Pronouns:** words used to refer to a person including he/she/they and his/hers/theirs. Some people will use gender neutral pronouns (it is always better to ask for preferred pronouns)

## Q

**Queer:** Some LGBTQ people use this term as a way of reclaiming the power associated in the past with this term. Others use it as a more general all-inclusive term to represent a variety of sexual orientations and/or gender identities or anything that defies easy definition or categorization.

**Questioning:** When a person is reflecting on their sexual and/or gender identity. This is normal experience for all young people as they pass through puberty.

## R

**Race:** A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time.

**Racism:** Systematic discrimination based on race. Racial prejudice + power = racism.

**Respect:** A feeling or understanding that someone or something is important, valued and should be treated in a dignified way.

## S

**Sex:** Our biological sex is determined by our bodies and hormones, for some of us it is possible that our biological sex (body/hormones) and gender (appearance/mannerisms) do not match. This is called being trans.

**Sexual Orientation:** this is used to describe a person's sexual or romantic attraction to another person – sometimes people call this sexuality. People can be attracted to the same sex as themselves or the opposite. They can also be attracted to one or more sex.

**Stereotyping:** A positive or negative set of beliefs held by an individual about the characteristics of a certain group.

**Straight:** Person who is attracted to people of a gender different than their own. Synonymous with heterosexuality.

## T

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

**Transgender:** Transgender people are those whose psychological self (“gender identity” – one’s internal experience of their gender) differs from the physical sex with which they were born (“biological sex” – one’s body -genitals, chromosomes, etc.). Often, society conflates sex and gender, viewing them as the same thing. However, gender and sex are not the same thing

**Transition:** The process of changing gender or sex. This starts as a social transition ie changing names, pronouns, clothes etc. Medical transition refers to hormone therapy/ surgery to help with the transition or ‘confirmation’.