



EDIMATTERS

Equality, Diversity and Inclusion Glossary of Terms

Ableism	Ableism is prejudice against and/or unfavourable treatment of people with disabilities based on the belief that people without disabilities (known as able bodied) are superior.
Ageism	Age discrimination, also called ageism, is when someone is treated unfavourably because of their actual or perceived age.
Agender	Agender people do not consider themselves to have a gender.
Ally	Someone who uses their privilege from being part of a dominant group to take action to challenge oppression by supporting and advocating with the oppressed/discriminated against group.
Anti-Semitism	Anti-Semitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of anti-Semitism are directed towards Jewish or non-Jewish individuals and/ or their property, toward Jewish community institutions and religious facilities.
Autism	Autism is a lifelong condition which affects how a person communicates with and relates to other people. It also affects how they make sense of the world around them. Everyone with autism is different. Some people with autism can find it hard to tell people how they feel and what they need. Some find it hard to make new friends. Some can find it hard to understand what other people think and how they feel.
BAME	BAME stands for Black, Asian and Minority Ethnic; this term is used to describe people who are not White British.
Bi-gender	Bi-gender people experience 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.
Bisexual	Bisexual is the term which refers to a man or a woman who is emotionally and sexually attracted to people of both sexes.
Bullying	Bullying can be defined as offensive behaviour which violates a person's dignity, or creates an intimidating, hostile, degrading or offensive environment, or which humiliates or undermines an individual or group. Bullying can take various forms, from name calling, sarcasm, teasing, and unwanted criticism, to threats of violence or actual physical violence. Such behaviour can be vindictive, cruel or malicious.
Carers	Carers are people who, without payment, provide help and support to a partner, child, relative, friend or neighbour who could not manage without this help. This could be due to age, physical or mental illness, learning disability, addiction or disability. The carer may be an adult, child or young person.

Cisgender	Someone whose gender identity matches the sex they were assigned at birth, for example a female who identifies as a woman.
Civil Partnership	A civil partnership is a legal relationship which can be registered by two people who aren't related to each other. Civil partnerships are available to both same-sex couples and opposite-sex couples.
Deaf	Whilst most people use the word deaf to mean loss of hearing it can also be used with a capital D to refer to the Deaf community, those with hearing loss who use British Sign Language as the first language.
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.
Discrimination (direct)	Discrimination (direct) is where a person is treated less favourably than another in the same or similar situation on the basis of one, or more, of the protected characteristics.
Discrimination (indirect)	Discrimination (indirect) is where a rule or practice is applied to all but has the effect of disadvantaging a person or 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.
Discrimination by association (associative discrimination)	Discrimination by association (a form of direct discrimination) 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 (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.
Diversity	Diversity means that each individual is unique; understanding diversity means we recognise our individual differences.
Dyslexia	Dyslexia is a common learning difficulty that mainly causes problems with reading, writing and spelling. It's a specific learning difficulty, which means it causes problems with certain abilities used for learning, such as reading and writing. Unlike a learning disability, intelligence isn't affected.
Equal Opportunities	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.
Equality	Equality is the state of being equal, especially in status, rights and opportunity. The Equality Act 2010 The Equality Act 2010 provides the legal framework to protect the rights of individuals with protected characteristics and to advance equity of opportunity.
Gay	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.

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 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 something else.
Gender fluid	Gender fluid is not having a fixed sense of gender identity or expression.
Gender reassignment	Gender reassignment is a way of describing a person's transition towards the gender with which they identify. Gender reassignment can include undergoing some sort of medical intervention, changing names, pronouns, dressing differently and living in their self-identified gender.
Gender recognition certificate (GRC)	This enables transgender people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all transgender people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.
Harassment	Where an individual is subjected to unwanted conduct which has the purpose or effect of violating their dignity or of creating an intimidating, hostile, humiliating or offensive environment.
Hate Crime	Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender
Heterosexual	Heterosexual is the term which refers to a man or woman who is emotionally and sexually attracted to people of the opposite sex.
Homophobia	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.
Inclusion	Inclusion is a basic right and its objective should be to embrace everyone regardless of individual differences.
Intersex	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.
Islamophobia	Islamophobia is a form of irrational hatred or fear of people who follow Islam. It is often replicated as discrimination, harassment, abuse or hate crime towards people of Asian and Arabian origin, sometimes this will include people who do not follow Islam.
LGBTQ+	This means Lesbian, Gay, Bisexual, Transgender and the Q represents Queer or Questioning. The + is added to the acronym to acknowledge

	the many other sexual orientations and gender identities that people may identify as.
Non-binary	Non-binary is 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.
Neurodiversity	Neurodiversity refers to the different ways the brain can work and interpret information. It highlights that people naturally think about things differently. We have different interests and motivations and are naturally better at some things and poorer at others.
Neurodivergent	This is the term used for people who are diagnosed with certain conditions, for example, Autism, Attention Deficit Hyperactivity Disorder (ADHD), Tourette's Syndrome, dyslexia, dyspraxia or other neurological conditions.
Pansexual	Refers to a person whose romantic/sexual attraction to others is not limited by the sex assigned at birth, gender or gender identity.
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.
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. People who identify with any of these groups is protected from discrimination in the workplace by the Act.
Race, ethnicity and nationality	Race includes a person's skin colour, their nationality, their ethnic origin and their national origin. A person's nationality is their citizenship of a particular nation e.g. British. A person's national origin is their connection to a country or nation through birth. A person's ethnic origin is the ethnic group to which they belong.
Racism	Racism is where behaviour, policies, rules etc. result in unfair advantage to some people and unfavourable or harmful treatment of others based on race. These results can be prejudicial, discriminatory and antagonistic.
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 which is defined below.
Reasonable adjustments	Reasonable adjustments are changes to the work environment and/or processes that remove barriers for employees or applicants with disabilities in the workplace or during the recruitment process. Reasonable Adjustments are unique to individuals, so even though two people may have the same condition they may need completely different adjustments. Reasonable Adjustments are designed to remove

	<p>barriers to individuals with disabilities or long term health conditions from applying and being successful in the recruitment process and then remaining at work.</p> <p>What is reasonable will depend on many factors including the disability, how practicable the changes are, the size of the WI, and the cost of making the changes.</p>
Religion	Religion is belief in a god or gods and the activities that are connected with this belief, such as praying or worshipping in a building such as a church or temple.
Religious beliefs	Religious belief means the belief in a religion's central articles of faith, for example, within Christianity that Jesus is the Son of God. It also means beliefs which exist within a religion.
Sex	The term sex (as in women and men are different sexes) refers to the biological differences between men and women.
Sexism	Sexism is discrimination based on sex. Traditionally such discrimination has operated against women by limiting employment and other opportunities, or by restricting rights such as voting rights.
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 to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Transgender people may describe themselves using one or more of a wide variety of terms including (but not limited to) transgender, transsexual, gender-fluid, non-binary, intersex and bi-gendered.
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 female-to-male (FTM).
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 male-to-female (MTF).
Transitioning	The steps 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 5 friends and family, dressing differently and changing official documents.
Transphobia	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 can have transphobic thoughts, say something transphobic, or behave in a transphobic way without consciously subscribing to the idea that they are transphobic. These actions can be due to unconscious bias which is defined below.
Traveller (including Irish Traveller), Gypsy, and Roma	The term Traveller, Gypsy and Roma is used to describe communities who traditionally have nomadic ways of life. Some people wrongly assume that these communities are not a minority community and therefore citizens often face prejudice and discrimination.
Unconscious bias	How a person thinks can depend on their life experiences and sometimes they have beliefs and views about other people that might not be right or reasonable. This is known as unconscious bias and includes when a person thinks: better of someone because they believe they're alike or less of someone because they're different.
Victimisation	Where an individual has taken steps to enforce their rights (or has helped another to do so) and as a result is treated less favourably than those who have not complained.
White privilege	The inherent advantages possessed by White people on the basis of their race in a society where racial inequality and injustice exists. For example, it is the advantage of not worrying that you didn't get the job you interviewed for because of your race.