

Equality, Diversity and Inclusion(EDI) Glossary

The current cultural landscape is evolving at such a rapid pace, it can be hard to stay up to date. However, the importance of learning and understanding is more essential than ever. This is why we've created this resource to help our members remain aware and inclusive.

Ally

A person who offers their support to a particular group of people in society that they themselves do not belong to, to help ensure their basic rights and ability to be happy and successful in society.

Discrimination

Treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit.

Diversity

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, religions, etc.

Equality

Providing equal opportunities to everyone and protecting people from being discriminated against.

Equity

Recognising that we do not all start from the same place and must acknowledge and make adjustments to imbalances ensuring fairness and justice.

Ethnicity

The social characteristics that people may have in common, such as language, religion, regional background, culture, foods, etc.

Fundamental British Values

These values comprise: democracy. the rule of law. individual liberty. mutual respect for and tolerance of those with different faiths and beliefs, and for those without faith.

Glass Ceiling

A metaphor used to represent an invisible barrier that keeps a given demographic from rising beyond a certain level in a hierarchy.

Glass Cliff

The phenomenon of women in leadership roles, such as executives in the corporate world and female political election candidates, being likelier than men to achieve leadership roles during periods of crisis or downturn, when the chance of failure is highest.

Gender Dysphoria

The condition of feeling one's emotional and psychological identity to be at variance with one's birth sex.

Gender Identity

The way somebody considers their own gender, which can be different from the sex they were said to have at birth.

Gender Pronouns

The words that people use to refer to others without using their names.

Inclusion

The fact or policy of providing equal opportunities and resources for people who might otherwise not get them, for example people who are disabled or belong to minority groups.

Intersectionality

The network of connections between social categories such as race, class and gender, especially when this may result in additional disadvantage or discrimination.

Marginalised

A term that is used 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 due to their intersectional identity.

Microaggressions

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalised group such as a racial or ethnic minority.

Neurodiverse

A term that encompasses a group of neurological disorders which affect the development of the nervous system, leading to an intrinsic diversity in human brain function and cognition which may affect emotion, learning ability, self-control, and memory. The effects tend to last for a person's lifetime and are often a spectrum, with variations in the characteristics and severity. Conditions include autism spectrum disorder (ASD), attention deficit hyperactivity disorder (ADHD) and dyslexia among others.

Neurotypical

Refers to people who have brains that function in ways that are considered usual or expected by society and in a similar way to most of their peers. Individuals who are neurotypical develop skills, such as social or organisational skills, at around the same rate as others their age.

Oppression

The combination of prejudice and institutional power creates a system that discriminates against some groups while benefiting other groups. Examples of these systems are racism, sexism, ableism, and anti-Semitism.

Otherring

Language or behaviour that implies or openly refers to separation between individuals and among particular groups. It's a process of power play, whereby one individual or group establishes themselves and their attributes as 'normal', and in doing so distances themselves from those they perceive to be different.

Prejudice

A judgment or opinion that is formed based on an unreasonable dislike or preference, before facts are known or in disregard of facts that contradict it.

Privilege

It operates on personal, interpersonal, cultural, and institutional levels giving advantages, favours. Ultimately benefiting people or groups, at the expense of minority and disadvantaged groups or individuals.

Protected Characteristics

These are specific aspects of a person's identity outlined in the Equality Act 2010, that help to safeguard against discrimination by making it illegal. The nine characteristics are: age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity, sex and sexual orientation.

Safe Space

A place or environment in which a person or category of people can feel confident that they will be treated fairly and not be exposed to discrimination or prejudice.

Social Justice

The fair distribution of wealth and opportunities within a society.

Social Barriers

Refers to differences and inequalities associated with different types of people in society. These can occur because of things like someone's gender, race, religion, or socioeconomic status.

Systemic Oppression

Systemic oppression includes harassment, discrimination, prejudice, and other forms of unequal treatment that often affect historically underserved groups.

Tokenism

The practice of making only superficial or symbolic gestures to appear inclusive without actually implementing positive change.

Transphobia

A collection of opinions and thoughts that encompass a range of negative attitudes, feelings or actions towards transgender people or transness in general. They can include fear, aversion, hatred, violence, anger, or discomfort felt or expressed towards people who do not conform to social gender expectations.

Unconscious Bias

An unfair belief about a group of people that you are not aware of and that affects your behaviour and decisions.

Woke

Being aware of and actively attentive to current important societal facts and issues.