FROM WORDS TO ACTION -

English Glossary for your understanding of and work with DEIB

MWA

Mad Women Academy

"The limits of my language mean the limits of my world"

Wittgenstein

Foreword

This glossary in no way claims to be comprehensive - the area of DEIB is in constant change and development, so new words and expressions are continuously added. However, this is the vocabulary that we at *Mad Women Academy* feel is useful right now.

Please let us know if there are any words you are missing and would like to include.
We will be updating our glossary as we go along, so stay tuned and follow us at
www.madwomenacademy.com and on IG and LinkedIn.

We wish you the best of luck and success with your understanding of and work with DEIB.

Best regards,

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Ableism

Ableism means the practices or dominant attitudes by a society that devalue or limit the potential for people who are differently abled. The act of ableism gives inferior value or worth to persons who are differently abled physically, emotionally, or in a developmental or psychiatric way.

Affinity Bias

Affinity Bias means giving favour to persons/candidates with a similar background to the majority of the people within a context, or for example the interviewer in a recruitment situation.(e.g., common background/socio-economic background, education, interests, religion).

Ageism

Ageism means prejudiced thoughts and attitudes and discriminatory actions based on differences in age; often that of younger persons against older, but also of older persons against younger.

Ally/Allyship

Ally is a term for people who advocate for individuals from underrepresented or marginalised groups in a society.

Allyship is the process in which people with privilege and power work to develop empathy towards and support the advance of the interests of an oppressed or marginalised group. Allyship is part of the anti-oppression or anti-racist conversation, which puts into use social justice theories and ideals.
The goal of allyship is to create a culture in which the marginalised group are supported and not marginalised..

Amplification

Amplification is a term used for the techniques a person uses to give a member of a less dominant or less represented group more visibility, presence and credit by repeating, sharing and thereby amplifying their message.

Anti-racist/racist/racism/racialize

Anti-racist =(*noun*) A person who opposes racism and promotes racial equality.
(*Adjective*) Opposing racism and promoting racial equality.

Racism = (1) Prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised. (2) The belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another.

Racist = (noun) A person who is prejudiced against or antagonistic towards people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised. (adjective)= Characterised by or showing prejudice, discrimination, or antagonism against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.

Racialize= In sociology, **racialization** or **ethnicization** is a political process of ascribing ethnic or racial identities to a relationship, social practice, or group that does not identify itself as such, for the purpose of domination and social exclusion.

Assimilation

A process by which outsiders (*persons who are considered a societal attitude as others by virtue of cultural heritage, gender, age, religious background, and so forth*) are brought into, or made to take on the existing identity of the group into which they are being assimilated.

The term imposes coercion and a failure to recognise and value diversity.

Belonging

Belonging is a term used to define the experience of being accepted and included by those around you; often a group in power and majority. Belonging means to have a sense of social connection and identification with others; to be valued and seen for who you truly are, your full self.

Biases

Unconscious biases, also known as implicit biases, are social stereotypes about certain groups of people that individuals form *outside* their own conscious awareness.

Unconscious biases are often incompatible with one's conscious values and stem from our tendency to categorise according to gender, age, race, weight etc.

Conscious biases, also known as explicit biases**,** refer to the attitudes and beliefs we have about a person or group on a *conscious* level.

Expressions of conscious biases include discrimination, hate speech, etc. and occur as the result of deliberate thought. In the case of conscious biases, the person is very clear about his or her feelings and attitudes, and related behaviours are conducted with intent.

Binary gender

The gender binary describes the inaccurate concept that gender is categorised into only two distinct forms (i.e. man/woman). Many gender-expansive identities exist either between or outside of this binary, such as gender fluid, genderqueer, non-binary or agender:

Genderqueer – An umbrella adjective for someone who avoids conventional ideas of gender, e.g. gender fluid, non-binary, agender.

Gender fluid – Describes a person who experiences gender as dynamic and changing over time.

Non-binary – Describes a person who does not identify exclusively as masculine or feminine

Agender – Describes a person who rejects a gender identity or is gender-neutral.

BIPOC

The BIPOC acronym stands for Black, Indigenous, People of Color.
POC stands for People of Colour.

Cisgender/Cissexual

Cisgender means a person whose gender identity matches the sex they were assigned at birth. The abbreviation for Cisgender is CIS.

Cissexual is a term that refers to a person who identifies with the same biological sex that they were assigned at birth.

Colour blind

Color Blind(ness) or being Color Blind means treating people as equally as possible without regard to race, culture, or ethnicity.

Cultural appropriation

Cultural appropriation means the non-consensual/inappropriate use of cultural elements for commodification or profit purposes – including symbols, art, language, customs, etc. – often without understanding, acknowledgment or respect for its value in the context of its original culture.

Cultural appropriation has been seen for example in popular culture, and as used by some fashion brands.

Decolonize

Decolonization refers to the active resistance from indigenous culture groups against colonial powers.
The active and intentional process of unlearning values, beliefs and conceptions that have caused physical,
emotional or mental harm to people through colonisation.

DEIB

DEIB stands for Diversity, Equity, Inclusion & Belonging. Sometimes only the abbreviation DEI is used, leaving out Belonging, although belonging is more and more being recognised as an absolutely necessary part of working longterm and successfully with diversity, equity and inclusion.

Diaspora

The term diaspora comes from an ancient Greek word meaning 'to scatter about'.
It means a group of people who spread from their original homeland or country to other countries or the act of spreading in this way.

Disability

Disability is a term used to describe people who have a mental or physical impairment which has a long-term effect on their ability to carry out day-to-day activities. "Person with a Disability" is a more inclusive, less biased term to describe someone who is disabled.

In the 1990s, the term "differently abled" was introduced as a substitute for the term "disabled."
While well-meaning, this term works to avoid talking about a person's disability in honest and specific terms (critics point out that in a pure dictionary definition, everyone is "differently abled"). Use of the term waned in the mid-2000s, and now many individuals in the disability community consider this term condescending or offensive.

Discrimination

Discrimination is the process of making unfair, prejudicial and often unlawful distinctions between people based on the groups, classes, or other categories to which they belong or are perceived to belong, such as race, gender, age, religion or sexual orientation.

In Swedish law, for example, these are the seven grounds of discrimination:

- Sex
- Transgender identity or expression
- Ethnicity
- Religion or other belief
- Disability
- Sexual orientation
- Age

Diversity

Diversity is defined as individual differences between groups based on such things as: abilities, age, disability, life experience, neuro-diversity, race/ethnicity, class, gender, sexual orientation, country of origin, cultural, political or religious affiliation, or any other difference.

Ethnicity

Ethnicity is a social construct which divides individuals into affiliation and belonging to smaller social groups based on characteristics such as a shared sense of group membership, based on culture, values, behavioural patterns, language, political and economic interests, history and ancestral geographical base.

Race and ethnicity are both used to categorise sections of the population. Race refers to dividing people into groups, often based on physical characteristics. Ethnicity refers to the cultural expression and identification of people of different geographic regions, including their customs, history, language, and religion. In basic terms, race describes physical traits, and ethnicity refers to cultural identification. Race may also be identified as something you inherit, whereas ethnicity is something you learn.

Equality

The state of being equal, especially in status, rights, or opportunities. In the context of diversity, the term is typically defined as treating everyone the same way and giving everyone access to the same opportunities.

Equity

The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups.

Iin the context of diversity, the term "equity" refers to proportional representation (by race, class, gender, age, etc.) for example in employment opportunities.

Gaslighting

Gaslighting is the psychological manipulation of a person usually over an extended period of time that causes this person to question the validity of their own thoughts, perception of reality, or memories. It typically leads to confusion, loss of confidence and self-esteem, uncertainty of one's emotional or mental stability, and creates a dependency on the perpetrator.

Tactics can include withholding critical information, meeting invitations or silent treatment, isolation (exclusion, causing conflict with coworkers), and discrediting (consistently shooting down the target's ideas, ignoring or taking credit for them).

The term is derived from the title of a 1938 British stage play, Gas Light, which was subsequently produced as a film "Gaslight", in the United Kingdom in 1940 and in the U.S in 1944.

Gender - *various terms*

Gender is a term used to describe socially constructed roles, behaviours, expressions, activities, and attributes that society considers "appropriate" for girls, women, boys ans men and gender diverse persons. It is separate from 'sex', which is the biological classification of male or female based on physiological and biological features.

Gender diversity is an umbrella term that is used to describe gender identities that demonstrate a diversity of expression beyond the binary framework.

Gender identity means a person's perception of their gender. Gender Identity may or may not correspond with their birth assigned sex.

Gender Non-Conforming (GNC) — Gender Non-Conforming sometimes called Gender-Variant is a term used to describe a person who does not conform to society's expectations of gender expression.

Gender Role is a socially assigned expectation or cultural norm related to behaviour, mannerisms, dress, etc. based on gender

Harassment

The definition and boundaries for what's considered harassing behaviour may slightly vary, depending on state laws. However, most states consider these two main factors when deciding the validity of an accusation:

- The perpetrator's intention (or un-intention) to annoy, threaten, or demean the victim.
- Repetition and severity of the unwanted action.

Harassment covers a wide range of unwanted behaviour, including physical contact and verbal abuse that causes emotional distress to the harassed. There are seven common types of harassment charges:

- Domestic violence
- Elder or Dependent Adult abuse
- Workplace violence or harassment
- Sexual harassment
- Civil harassment
- Criminal harassment
- Cyberbullying or cyberstalking

Imposter Syndrome

In 1978, the two psychologists Clance, P. R., & Imes, S. A, defined something called "impostor phenomenon" as an experience of feeling intellectually stupid, in a paper published in the journal *Psychotherapy: Theory, Research, and Practice.*

Today the term 'imposter syndrome' is used to describe high-achieving individuals who are in constant fear of being exposed as a fraud and are unable to internalise their accomplishments or believe that they are as competent as they are. Imposter Syndrome is common in members of underrepresented groups. The paper in 1978 was named *'The imposter phenomenon in high achieving women'*.

Inclusion

Inclusion refers to the process of bringing people that are traditionally excluded into decision making processes, activities, or positions of power. Inclusion is sometimes called Inclusiveness and allows individuals or groups to feel safe and able to bring their full selfs into different spaces like work or education; where they are respected, motivated, and engaged.

Indigenous people

Indigenous People is a term used to identify ethnic groups who are the earliest known inhabitants of an area, also known as First People in some regions.

Among the indigenous peoples are those of the Americas (for example, the Lakota in the USA, the Mayas in Guatemala or the Aymaras in Bolivia), the Inuit and Aleutians of the circumpolar region, the Saami of northern Europe, the Aborigines and Torres Strait Islanders of Australia and the Maori of New Zealand.

Institutional racism

Institutional racism, also often called Structural racism, refers to institutional practices or policies that create different outcomes for various racial groups. The effects of Institutional racism usually create advantages for white people and oppression or disadvantages for people of color.

Intersectionality

Intersectionality is the complex, cumulative way in which the effects of multiple forms of discrimination against for example race, sex, age or class) combine, overlap, or intersect especially in the experiences of marginalised individuals or groups.

We cannot look at forms of discrimination in isolation, but we need to look at how they intersect.

LGBT - and multiple variations

LGBT is the abbreviation for lesbian, gay, bisexual, and transgender (often used to encompass sexual preference and gender identities that do not correspond to being heterosexual).

LGBT is an acronym with multiple variations such as:

- LGBTQ — Lesbian, gay, bisexual, transgender, and queer (or questioning).
- LGBTQIA — Lesbian, gay, bisexual, transgender, queer (or questioning), intersex, and asexual (or allies).
- LGBTA — Lesbian, gay, bisexual, transgender, and asexual/aromantic/agender.
- LGBTIQQ — Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, and Questioning.
- LGBTQ2+ — Lesbian, gay, bisexual, transgender, queer (or sometimes questioning), and two-spirited. The "+" signifies a number of other identities and is used to keep the abbreviation brief when written out. Some write out the full abbreviation which is LGBTTTQQIAA.

Master Suppression Techniques

Master suppression techniques are manners of offensive discrimination, i.e. repeated unjust and negative actions towards one or several individuals in which the person(s) exposed are excluded from a context like a work place or academia.

In the 1970s, Berit Ås, a Norwegian professor of social psychology, identified five expressions of master suppression techniques: Making invisible, Ridiculing, Withholding information, Double punishment and Blaming and shaming (Ås, 1978). At the time the focus was on how women were ruled by men, today it is about how anyone can practice suppression techniques.

Another two techniques have been added; Objectifying (treating a person as a commodity or an object) and Violence or threats of violence (Ås, 2004).

Micro-agressions

Micro-aggressions are the everyday verbal, nonverbal, and environmental slights or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons, particularly culturally marginalised groups.

Minority stress

Minority stress refers to the additional stress the marginalised groups, including racial and sexual minority groups, have to face daily due to the prejudice, discrimination, and/ or racism they face. This term surfaced in 2003, when the impacts of stress on marginalised LGBTQ+ groups were researched.

Over the years, it has been explored further amongst all minority groups with studies proving that the impacts of minority stress on an individual can lead to an increased risk of developing a wide range of health issues.

Non-binary

Non-binary is the preferred term for a gender-neutral person who does not identify exclusively as male or female.

Patriarchy

The word 'patriarchy' is derived from the Greek word *patriarkhēs*. It literally means 'the rule of the father' and is used to refer to a social system where men control a disproportionately large share of social, economic, political and religious power, and inheritance usually passes down the male line.

POC

POC stands for People of Color. It is commonly used as an acronym, especially in the United States, to describe people who are not white.

Prejudice

Prejudice means a preconceived opinion that is not based on reason or actual experience. Prejudice means pre-judging or having a negative attitude towards one type of person or group, based on stereotypes or generalisations.

Privilege

Privilege (in the context of diversity) means an unearned social power for members of a dominant group of society including benefits, entitlements, or a set of advantages in society.

Race

Race is a social term that is used to divide people into distinct groups based on characteristics like:

- physical appearance (mainly skin color)

- cultural affliction

- cultural history

- ethnic classification

- social, economic, and political needs

According to Wikipedia the term race first used to mean an identifiable group of people who share a common descent. First introduced into English in about 1580, from the Old French rasse (1512), from Italian razza.

Racism/Racist/Anti-racist/Racialize

Racism = (1) Prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised. (2) The belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another.

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Safe space

Safe Space means a place people can be comfortable expressing themselves without fear as it relates to their cultural background, biological sex, religion, race, gender identity or expression, age, physical or mental ability.

Sexual orientation

Sexual orientation refers to the sex(es) or gender(es) a person is connected to emotionally, physically, sexually, or romantically. Examples of sexual orientation include:

- gay

- lesbian

- bisexual

- heterosexual

- asexual

- pansexual

- queer

"Sexual orientation" is considered more politically correct than "sexual preference" since "preference" implies a conscious choice.

Stereotyping

Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorisations and generalisations in that they are typically negative, are based on little information and are highly generalised.

Structural racism

Structural racism, sometimes called Institutional racism, refers to institutional practices or policies that create different outcomes for various racial groups. The effects of Structural racism usually create advantages for white people and oppression or disadvantages for people of color.

Tokenism

Is the practice of placing or promoting individuals from disadvantaged groups (e.g. women, ethnic minorities, disabled people) into high-profile roles in the organisation in order to give the impression that the organisation practises equal opportunity.

It represents a cynical move by managers to disguise or ignore the structures and procedures that disadvantage women, ethnic minorities, and disabled people.

 In this way, whilst the token individuals may benefit personally, their role does nothing to help further the cause of the disadvantaged group to which they belong. In fact, it might have a negative impact because the token individuals become examples for organisational decision-makers to illustrate the meritocratic nature of the organisation and to neutralise arguments for change.

Underrepresented group

An Underrepresented group is a group which is less represented in one subset than in the general population. This can refer to gender, race/ethnicity, physical or mental ability, LGBTQ+ status, and many more.

White fragility

White fragility refers to the discomfort white people may experience in reaction to discussions about racism. Common reactions are to act defensively or with blame, be aggressive or back away and avoid the issue all together.

The term was popularised by sociologist and author Robin DiAngelo in her book, "*White Fragility: Why It's So Hard for White People to Talk About Racism.*" In her book, DiAngelo focuses on white fragility as a response to racism against Black people.

White privilege

White Privilege (also referred to as white-skin privilege) represents the unearned set of advantages, privileges, or benefits given to people based solely on being white. Generally white people who experience such privilege do so without being conscious of it.

White supremacy

White Supremacy refers to the belief that the white race is inherently superior to other races/people of colour and that white people should have control over people of other races/people of colour, through exploitation or oppression, for the purpose of maintaining and defending a system of wealth, privilege, and power.

Xenophobia

Xenophobia stands for the fear or dislike of anything which is perceived as being foreign or strange; the fear and even hatred of foreigners/strangers or of their politics or culture.

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