

GLOSSARY OF TERMS



**Read our glossary of terms
on Equality, Diversity and Inclusion!**

2021 EDITION



WELCOME TO TEAM #STOPHATE UK!

Thank you for joining our fight against Hate!

We believe that everyone should be able to move freely and safely without their identity being targeted.

Education is the only way to create the change we need and communication is the vital building block in changing hearts and minds. That's why we've collected a glossary of terms to help you build your knowledge of the different definitions to consider as you go through the process of learning – or perhaps unlearning, in the area of Equality, Diversity and Inclusion. So, have a read, enjoy, and let us know if there is anything you'd like us to include!



A

Ableism: Ableism is discrimination in favour of non-disabled people.

Absolute Right: A right that is so fundamental that it can never be interfered with, for example, the right not to be tortured.

Asexuality: Asexuality is the lack of or low or absent sexual interest or desire. An asexual person feels little or no sexual attraction, but they may engage in sexual activity. Asexuality is a sexual orientation, like being gay or straight. It is different from celibacy or abstinence.

Acephobia: Hatred, discrimination or prejudice against people who identify as asexual or perceived to be asexual.

Ageism: Prejudice or discrimination against someone based on their age. Occurs when a person is treated less favourably because of their age (sees them as less able, inferior, less important, etc.)

Allyship: Allyship is the practice of emphasizing social justice, inclusion, and human rights by members of typically a majority group or ingroup, to advance the interests of an oppressed or marginalized outgroup.

Alternative sub-culture: A discernible group that is characterised by a strong sense of collective identity and a set of group-specific values and tastes that typically centre on distinctive style/clothing, make-up, body art and music preferences. Includes goths, emos, punks, metallers (although this list is not exhaustive).

Anti-racism: Active process of identifying and challenging racism, by changing systems, organisational structures, policies and practices, and attitudes, to redistribute power in an equitable way.

Anti-Semitism: Prejudice, discrimination and hostility towards a Jewish person, Judaism and related symbols.

B

Bisexual: Being bisexual means different things to different people. Many people use “bisexual” as the umbrella term for any form of attraction to two or more genders.

Biphobia: Hatred or prejudice against people who identity as or are perceived to be bisexual.

D

Dignity: A value owed to all humans, to be treated with respect. Every human being is born with an inherent dignity that must not be disregarded.

Direct Discrimination: Less favourable treatment against a person based on their identity or perceived identity. For example, recruiting a male applicant for a job rather than a more qualified woman because of irrational, prejudicial or stereotypical views.

Disability: A physical or mental condition which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Disablism: Disablism is discrimination or prejudice against disabled people.

Discrimination: Discrimination actions against a group of people based on their race, religion/faith, sexual orientation, gender identity, disability, age or gender.

Diversity: Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued. In the sense of a diverse population, people are from a range of backgrounds, ethnicities and cultures.

E


Ethnicity: An ethnic group or ethnicity is the associating of people who identify with each other on the basis of shared attributes that distinguish them from other groups such as a common set of traditions, ancestry, language, history, society, culture, nation, religion, or social treatment within their residing area.

H

Harassment: Unwanted and uninvited conduct based on a person's identity or perceived identity, with the purpose of intimidation and hostility, creating an offensive or humiliating environment that has the effect of violating a person's dignity. It can either be a serious isolated event or be a 'course of conduct', meaning it happens on a number of occasions. Harassment is often subtle and long term, and can include a wide range of behaviours including unwelcome comments; offensive material and graffiti; verbal insults, threats or obscene behaviour; malicious complaints; being ignored; overlooking or shunning particular employees; unwanted physical contact; and offensive jokes; bullying; unjustified or unconstructive criticism; and violence.

Hate Crime: A Hate Crime is any criminal behaviour that is motivated by hostility towards a victim's race, religion/faith, sexual orientation, gender identity, disability, age or gender. Any crime has the potential to be a Hate Crime including: verbal abuse, physical assault, harassment, bullying, damage to property, intimidation, etc.

Homophobia: Hatred or prejudice against people who identify as or are perceived to be gay, lesbian or bisexual people.



Identity: The characteristics and qualities of a person, considered collectively, and regarded as essential to that person's self-awareness.

Indirect Discrimination: When a requirement, criterion or practice is implemented in a way that creates disproportionate disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic.

Interphobia: Interphobia can be described as prejudice towards people who are believed to possess biological sex traits that are not typically male or female. Intersex people can also be targeted for simply exhibiting non-binary gender identity or expression. Both intersex children and adults are often subjected to stigma, and in extreme cases can suffer human rights violations.

Intersectionality: The interconnected nature of social categorisations of a person such as race, class, and gender, combining to create different modes of discrimination and privilege.

Intersex: Intersex or IVSC (Intersex Variations in Sex Characteristics) is an umbrella term that refers to anyone who is born with a variation(s) in sex characteristics that do not fit into the binary concept of "male" or "female" bodies.

Islamophobia: Prejudice, fear and hatred towards a Muslim person, Islam or related symbols.

M

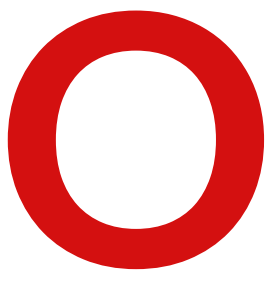
Microaggressions: Everyday, common, subtle, intentional or unintentional comments, behaviours or environment that communicate negative, hostile or derogatory attitudes towards a culturally marginalised or stigmatised group of people.

Micro-Inequities: Subtle, often unconscious, messages that devalue and discourage people. Individuals are overlooked, singled out or ignored. Can be based on characteristics such as race, gender, ability, etc. Conveyed through facial expressions, gestures, tone of voice, choice of words.

Misogyny: The belief that women are lesser beings than men and should have a lower social status than men. The hatred and hostility associated with this belief manifests in violence against women such as physical intimidation and abuse, sexual harassment and rape, social shunning and ostracism, etc.

N

Non binary: Term used to describe people who feel their gender cannot be defined within the margins of gender binary. It can mean different things to different people. Some non-binary people think of it as experiencing both masculine and feminine aspects of gender, whilst some think of it as being outside of gender altogether, and not identifying with anything masculine or feminine. It is also of an umbrella term because it includes things like being 'gender fluid' which is where you feel that your gender is constantly changing; some days, a person may feel more masculine, feminine, or neither.



Oppression: Results from the use of institutional power and privilege where one person or group benefits at the expense of another; oppression is the use of power and the effects of domination.

Othering: A phenomenon in which some individuals or groups are defined and labelled as not fitting in within the norms of a social group. On an individual level, othering plays a role in the formation of prejudices against people and groups.



Prejudice: Beliefs, attitudes, feelings or opinions about a group of people, not originating from actual experience.

Privilege: An advantage that only one person or group of people has, usually because of their nationality, race, gender or class. Someone who is privileged has an advantage or opportunity that most other people do not have.

Pronouns: She/her or he/him. Non-binary people may choose one of these pronouns, but may prefer a gender-neutral pronoun such as they/them. Some people use more than one set of pronouns e.g. she/her/they/them. If you are unsure about someone's pronoun, ask them. You may want to share your pronouns as well.

Protected Characteristics: Characteristics protected by the law. Discrimination based on these characteristics is unlawful. The characteristics are: disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

R

Race: Refers to the protected characteristic of Race. A group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Religion/Belief: The belief in and worship of a god or gods which manifest themselves in a personal or institutional system grounded in the belief, its philosophy or worship. Religions in the UK include: Christianity, Islam, Hinduism, Judaism, Atheism Buddhism and Sikhism. However, there are many more religions and systems of belief in the UK.

Respect: Taking into account the views, feelings, desires and rights of others.

Right: A right is a moral or legal entitlement to have or do something.

S

Sexism: Prejudice and discrimination based on gender stereotypes and norms rooted in misogynist beliefs. Typically, by men against women, it limits employment and other opportunities. For example, a woman should not pursue science or technology careers because women are “intellectually inferior” than men.

T

Transgender: Transgender identity is a really broad umbrella term. In general, it refers to anyone who isn't cis and is inclusive of a range of identities such as trans woman and trans man. Some people who cross dress will also identify as trans. It's important to note that trans people may not want to fit into a binary e.g some people identify as trans-masculine non binary or trans-feminine non binary. Check out our definition on Non-binary for more information.

Transphobia: Hatred or prejudice against people who identity as or are perceived to be transgender.

U

Upstander: A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.

V

Values: 'Values are principles, fundamental convictions, ideals, standards or life stances which act as general guides to behaviour or as points of reference in decision-making or the evaluation of beliefs or actions and which are closely connected to personal integrity and personal identity.' (Halstead, 1996, p5). Halstead, J.M. (1996) 'Values and Values Education in Schools'.

X

Xenophobia: Fear, hatred or prejudice against people from other countries (refugees, immigrants, asylum seekers, foreigners).