



# **Equity, diversity, and inclusivity (ED&I) Glossary of Terms**

## GLOSSARY OF TERMS

This glossary has been developed by WP9 (Equity, Diversity, and Inclusivity) to facilitate a shared understanding of terms used in the YUFE ED&I Strategy and in further documents related to equity, diversity, and inclusivity.

WP9 recognises that not all the terms contained within this glossary are used at all YUFE institutions, and some institutions have taken conscious decisions not to use certain terms, to fit their own particular context and environment.

WP9 also recognises that language evolves over time. Terms that were once widely used are considered inappropriate and unacceptable and others enter the vernacular. This glossary is therefore a snapshot in time and will inevitably change throughout the lifetime of YUFE.

### DIVERSITY EQUITY, DIVERSITY, AND INCLUSIVITY (GENERAL)

#### Glossary of terms

<b>ACTIVE BYSTANDER</b>	A person who is aware of when someone's behaviour is inappropriate or threatening and steps in or speaks up (at the time or later) to challenge it.
<b>ANTI-DISCRIMINATORY PRACTICE</b>	Actively opposing any form of discrimination and promoting equality.
<b>ALLY</b>	Someone who actively advocates for the lives and rights of members of under-represented or marginalised groups.
<b>ALLYSHIP</b>	The process in which people with privilege and power take steps to understand and develop trust and empathy with people from under-represented or marginalised groups.
<b>AUTHENTIC</b>	Being true to yourself through your thoughts, words and actions.
<b>BIAS</b>	Inclination for, or against, one person or group especially in a way considered unfair.
<b>CARER</b>	Unpaid role of care or support for a child, an elderly, sick, disabled, or addicted family member, for tasks such as hygiene, food, medication, mobility, household tasks, emotional support, personal administration. This is in a framework with a broad definition of family.

<b>COACH</b>	Someone who supports another person (the coachee) in achieving a specific personal or professional goal through helping them to set milestones and develop strategies for action.
<b>CONSCIOUS BIAS</b>	Stereotypes and prejudices that we are aware of and act on intentionally.
<b>CULTURE</b>	The ideas, customs and social behaviour of a particular people or society.
<b>CULTURAL INTELLIGENCE</b>	The capability to relate and work effectively across cultures.
<b>DISCLOSURE</b>	Sharing of personal information.
<b>DISCRIMINATION</b>	The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories.
<b>DIVERSE</b>	A group made up of people or things that are very different from each other.
<b>DIVERSITY</b>	Embracing and taking into account the differences between individuals and groups of people
<b>DIVERSITY-SENSITIVE COACHING</b>	A coaching service that focuses on supporting students and staff from under-represented groups to achieve their potential.
<b>EGALITARIAN (also see NON-ELITIST)</b>	Believing in, or based on the principle that all people are equal and deserve equal rights and opportunities
<b>EquALITY</b>	Being equal in status, rights or opportunities.
<b>EQUITY</b>	Adjusting for need in order to achieve equality.
<b>FAMILY-FRIENDLY</b>	The organisation has a culture of understanding and facilitating the combination of work or study with caring tasks
<b>FLEXIBLE</b>	Being willing and able to change to adapt to different circumstances.
<b>GENDER MAINSTREAMING</b>	Integrating a gender equality perspective at all stages and levels of policies, programmes, and projects.
<b>GENDER-SENSITIVE LANGUAGE</b>	Avoids the use of language that refers explicitly or implicitly to only one gender and helps perpetuate stereotypes. Acknowledges that gender is not binary.
<b>INCLUSIVE</b>	Something that does not leave any part, or group, out.
<b>INCLUSIVE ENVIRONMENT</b>	One in which all members feel respected by, and connected to, one another. All members contribute to the formation of the group's goals and to the realisation of those goals.

<b>INCLUSIVE LEADERS</b>	Leaders who are aware of their own biases and preferences, actively seek out and consider different views and perspectives to inform better decision-making.
<b>INCLUSIVITY</b>	The practice or policy of including people who might otherwise be excluded or marginalised
<b>IN-GROuP</b>	A social group to which an individual identifies as being a member.
<b>INTERSECTIONALITY</b>	The combination of different identities such as cultural, sexual orientation, dis/ability that combine to define a person, and can help clarify the different ways one can simultaneously experience privilege and oppression.
<b>LIVED EXPERIENCE</b>	The personal accounts and impressions of living as a member of a minority or oppressed group.
<b>MENTOR</b>	Someone with experience in a particular role or on a particular topic who supports and advises someone with less experience to help them develop.
<b>MICROAGGRESSIONS</b>	The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalised group membership.
<b>MOBILITY</b>	The ability to freely move or be moved.
<b>NON-ELITIST (ALSO SEE egalitarian)</b>	Believing in, or based on the principle that all people are equal and deserve equal rights and opportunities
<b>OPEN</b>	Accessible to all. Free from limitations, boundaries or restrictions.
<b>OPPRESSION</b>	A situation in which people are governed in an unfair and cruel way and have limited or no opportunities or freedoms.
<b>OTHERING</b>	The process of thinking about, talking about and treating individuals and groups of people who are already marginalised or under-represented as inferior to the rest of society.
<b>OUT-GROUP</b>	A social group with which an individual does not identify.
<b>PARENT</b>	A primary caregiver for a child, regardless of gender, biological relationship, or other family definition. Parent encompasses anyone who has custody or guardianship of a child.

<b>POWER</b>	Access to anything that enhances a person's chances of getting what they need to live a comfortable, safe, productive, and profitable life.
<b>PREJUDICE</b>	A preconceived opinion that is not based on reason or actual experience.
<b>PRIVILEGE</b>	A special right or advantage that is only available to a particular person or group.
<b>REVERSE MENTOR</b>	Someone with less privilege, status and power supports and advises someone with more privilege, status, and power to help them see things from a different perspective.
<b>ROLE MODEL</b>	Someone whose behaviour, example or success is emulated by others
<b>SOCIAL ENGAGEMENT</b>	Refers to one's degree of participation in a community or society.
<b>STEREOTYPE</b>	A widely held but fixed and over-simplified image or idea of a particular type of person or thing.
<b>STUDENT-CENTRED</b>	An approach that addresses the distinct learning needs, interests, aspirations or cultural backgrounds of individual students and groups of students.
<b>TOLERANCE</b>	The ability or willingness to tolerate the existence of opinions or behaviour that one dislikes or disagrees with.
<b>UNCONSCIOUS (OR IMPLICIT) BIAS</b>	Learned stereotypes and prejudices that are automatic, unintentional, deeply ingrained, universal and able to influence behaviour.
<b>UNDER-REPRESENTED GROUP</b>	A subset of a population that holds a smaller percentage within a significant subgroup than the subset holds in the general population.
<b>UPSTANDER</b>	Someone who acts in the face of injustices bullying, or harmful situations
<b>UNIVERSAL DESIGN</b>	An approach to the design and creation of a building, product, service, or environment so that it can be accessed, understood, and used to the greatest extent possible by everyone, regardless of age, disability or any other factors
<b>ZERO TOLERANCE</b>	Commitment to challenging and addressing all forms of discrimination.