

Equality, Diversity and Inclusion Glossary of Terms

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| 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. For example, if you are White and live in a White dominant society, acknowledging White privilege (defined below), educating yourself about racism and speaking up when you see a racist act. |
| BAME | BAME stands for Black, Asian and minority ethnic. |
| 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. |
| Bullying | <p>There is no legal definition of bullying. However it is usually defined as behaviour that is intended to make someone feel intimidated or offended. It can be carried out by a group or an individual. It is usually understood to be repeated behaviour but can happen at a single event.</p> <p>Example: At a WI meeting, one member teases and undermines another member when they raise their view about a resolution.</p> |
| Cisgender | Someone whose gender identity matches the sex they were assigned at birth, for example a female who identifies as a woman. |
| Crossdresser | Crossdresser is a term to describe people who dress in clothes associated with their opposite sex, as defined by socially accepted norms, but who identify with the gender that matches their sex assigned at birth. |
| 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 member 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 particular 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. |

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| | <p>Example: A WI only arranges outings during the day on weekdays. Members who are of typical working age are unable to attend these outings because they are working during the day on weekdays. This places some members at a disadvantage because of their age.</p> |
| <p>Discrimination by association (associative discrimination)</p> | <p>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.</p> <p>Example: A WI member suggests to her president that the WI attend a local Pride event which she usually attends with her friends who are a lesbian couple. The president knows that the member is not a lesbian but starts to treat her less favourably than other members. The president is treating the member differently due to her association with lesbians. Even though the member is not a lesbian, her friends are lesbians and the law protects against the discrimination of sexual orientation.</p> |
| <p>Discrimination by perception (perceptive discrimination)</p> | <p>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.</p> <p>Example: A WI member is incorrectly perceived as disabled and for this reason is not asked to a WI event. This is direct discrimination by perception because disability is a protected characteristic.</p> |
| <p>Discrimination by failing to make reasonable adjustments</p> | <p>Reasonable adjustments remove or minimise disadvantages experienced by people with disabilities. What is reasonable will depend on the circumstances of each individual case and failing to make reasonable adjustments may be discrimination.</p> |
| <p>Diversity</p> | <p>Diversity means that each individual is unique; understanding diversity means we recognise our individual differences.</p> |
| <p>Equality</p> | <p>Equality is the state of being equal, especially in status, rights and opportunity.</p> |
| <p>The Equality Act 2010</p> | <p>The Equality Act 2010 provides the legal framework to protect the rights of individuals with protected characteristics and to advance equality of opportunity.</p> |
| <p>Gay</p> | <p>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.</p> |
| <p>Gender</p> | <p>Gender is often expressed in terms of masculinity and femininity, is largely culturally determined, and is assumed from the sex assigned at birth.</p> |

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| 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. |
| 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. |
| LGBT+ | This means Lesbian, Gay, Bisexual and Transgender. The + includes Queer, Questioning, Intersexed, Asexual, Agender and Ally. |
| 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. |
| Pansexual | Refers to a person whose romantic/sexual attraction to others is not limited by the sex assigned at birth, gender or gender identity. |
| The 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. |
| Race | 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. This group share the same history and cultural traditions such as speaking the same language, or |

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| | having the same religion. |
| 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 | <p>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.</p> <p>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.</p> |
| Racist and religious hate crime | An incident is a racist or religious hate crime if the victim or anyone else thinks it was carried out because of hostility or prejudice based on race or religion. |
| Reasonable adjustments | Under the Equality Act 2010 reasonable adjustments must be made where possible to make sure people with disabilities can access associations and clubs, including the WI. 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. |
| Religion | An organised system of faith and worship, such as Christianity, Islam and Judaism. This includes specific denominations or sects within a religion such as Methodists within Christianity, or Orthodox within Judaism. |
| Religious beliefs | Religious beliefs mean the belief in a religion's central articles of faith. For example, the belief of some Christians that you should wear a cross as a symbol of your faith. |
| Sex | A biological characteristic assigned to a person on the basis of primary sex characteristics (genitalia). Sex does not automatically determine gender identity. |
| 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 (trans) 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 (trans) 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 |

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| | friends and family, dressing differently and changing official documents. |
| Transphobia | <p>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.</p> <p>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.</p> |
| Unconscious bias | Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. It is important that we try to recognise these biases and actively challenge them. |
| 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. |

Contact us

We encourage open discussion on inclusion and are here to support you with any questions or comments you may have. Therefore, if you would like to contact us about this glossary, please email membership@nfwf.org.uk. You can also call 0207 371 9300 (Ext. 201) or write to us at NFWF, Membership and Engagement Team, 104 New Kings Road, London, SW6 4LY.

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