

Diversity and Inclusion Terms

Affinity Bias – The tendency to connect with people who look and seem most like ourselves.

Affinity Groups – A group of people who share the same interest or purpose such as gender, age, religion, race, or sexual orientation.

Affirmative Action – The practice/policy of favoring individuals belonging to groups known to have been discriminated against previously.

Ageism – Stereotyping and discriminating against individuals on the basis of their age.

Ally - Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.

Allyship – Using your position of privilege to make a more inclusive workplace.

Asexual – A person who doesn't experience sexual attraction.

Atheism – Disbelief or lack of belief in the existence of God or gods.

Bi (Bisexual, pansexual, bi-curious) – An attraction towards more than one gender.

Bi-cultural – The condition of being oneself regarding the combination of two cultures.

Bias – Systematic patterns where our brains stray from rationality in judgment which can result in attitudes for or against a person, group, or concept especially in a way considered to be unfair.

Cisgender – A term used to describe people whose gender identity matches the sex they were assigned at birth.

Deadnaming – Calling someone by their birth name after they have changed their name.

DEI – An acronym that stands for diversity, equity, and inclusion.

Disability – A physical or mental condition that limits movements, senses, activities, or emotions.

Discrimination – Behavior or action (usually negative) against a certain individual or group based on their shared characteristics; occurs when a person, or a group of people, is treated less favorably than another person or group because of their background or certain personal characteristics.

Diversity – Including representatives from more than one social, cultural, or economic group.

Equality – Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.

Equity – Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

Gay – An attraction between two men or a generic term for lesbian and gay sexuality.

Gender – A social and cultural construct of “female” and “male”.

Heterosexual/Straight – A person who is sexually attracted to people of the opposite sex.

Diversity and Inclusion Terms

Homosexual (Gay, Lesbian, Bi) – A person who is sexually attracted to people of the same sex.

Imposter Syndrome - A collection of feelings of inadequacy that persist despite evident success.

Inclusion – Seeking out, identifying, understanding, and removing barriers to full participation and belonging; intentionally including additional difference in a group or process; and encouraging high levels of both individuality and belonging.

Intersectionality – Having multiple identities that intersect like gender, race, and sexual orientation, which sometimes can offer advantages in some ways, but disadvantages in other ways.

Intersex – A term used to describe a person who may have the biological attributes of both sexes or whose biological characteristics do not fit within traditional societal assumptions about what it means to be male or female.

LGBTQ+/LGBTQI/LGBTQIA – The acronym for lesbian, gay, bi, trans, questioning (or queer), intersex + other gender variants such as asexuality or allied.

Microaggression – Seemingly harmless but impactful everyday slights and exclusions that negatively highlight an individual's Otherness.

Non-Binary – A person who doesn't identify as only male or only female, or who identifies as both.

Oppression – A state of being subject to unjust treatment or control either at the individual level or systematic level.

People of Color (PoC) – All-encompassing term for non-white people.

Prejudice – Refers to the (conscious or unconscious, positive or negative) attitudes and feelings one has towards an individual or group of individuals based on certain traits.

Privilege – One or a set of unearned benefits given to people owing to their membership in a specific social group relating to aspects of their identity; those aspects include race, gender, sexual orientation, ability and religion, as well as privilege related to wealth and class.

Psychological Safety – Term coined and defined by Harvard Business School professor Amy Edmondson, it is a belief that you will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.

Queer – Term used by those wanting to reject specific labels of romantic orientation, sexual orientation, and/or gender identity.

Racism – Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.

Sex – The biological category (female or male) given at birth based on physical characteristics, i.e. chromosomes and genitalia.

Stereotypes – Cognitive representations of how members of a group are similar to one another and different from other groups.

Diversity and Inclusion Terms

Tokenism – The practice of doing something (such as hiring, promoting, or otherwise lifting up a person who belongs to a minority group) only to prevent criticism and give the appearance that people are being treated fairly.

Trigger – An experience which causes an individual, normally unintentionally and indirectly, to recall previous trauma.

Trans or Transgender – A person whose gender is not the same as the sex they were assigned at birth.

Transsexual – A medical term, similar to homosexual, that refers to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Unconscious Bias – a deep-seated assumption we made about people who are different than us without even realizing it—usually called implicit bias.

Underrepresented Groups – Groups who have traditionally not had equal access to economic opportunities because of discrimination or other societal barriers.

White Privilege – The unquestioned and unearned set of advantages and benefits bestowed on people solely because they are white.

Workplace Diversity – Workplaces composed of employees with varying characteristics including, but not limited to, religious and political beliefs, ethnicity, education, socioeconomic background, sexual orientation, and geographic location.

Xenophobia – Dislike of or prejudice against people from other countries.

This list may not include all of the terms that are in the Diversity and Inclusion dictionary, however it does cover a multitude of them.

Listed below are the websites where these definitions originated.

<https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/>

<https://www.urbandictionary.com>

https://ifforg-prod-prime.s3.amazonaws.com/media/documents/The_Basics_of_Diversity__Inclusion_in_Your_Workplace.pdf

<https://www.stonewall.org.uk/help-advice/glossary-terms>

<https://www.oxfordlearnersdictionaries.com>

<https://www.catalyst.org>