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**The Diversity and
Inclusion Glossary**

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Introduction

We all have a responsibility to be understanding and respectful when talking to each other about diversity. That's why the words we use are so important.

Sometimes we can be unsure or worry about knowing which words to use when talking about diversity and inclusion. Sometimes it causes people to not talk about it at all, which means we end up not creating dialogue about race, gender, sexual orientation and other subjects at work.

Everyone is different, so if you're unsure, the best thing to do is ask your colleagues which words they prefer you use, rather than assuming.

This glossary will guide you through some common words and terms used when talking about diversity, so you can build up your understanding, enabling better conversations.

If there's a term we have not included that you would like to add, please contact **Chelsea.Kirk@qehkl.nhs.uk**

A

Abro (sexual and romantic) - A word used to describe people who have a fluid sexual and/or romantic orientation which changes over time, or the course of their life. They may use different terms to describe themselves over time.

Accessibility - The design, development or state of physical or digital environments, resources and services that are easy to reach, enter, use, see, etc. for all users.

Ace - An umbrella term to include variations in an absence of sexual or romantic interest, including the experiences of asexual, aromantic, demisexual, demiromantics and grey-As.

Agender - A lived experience that does not relate to gender.

Ally - A person who supports and advocates for LGBTQ+ people.

Allyship - Is about building relationships of trust, consistency and accountability with marginalised individuals and/or groups of people.

Aromantic - A person who does not experience romantic attraction. Some aromantic people experience sexual attraction, while others do not. Aromantic people who experience sexual attraction or occasional romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their attraction.

Asexual - Refers to a person who doesn't experience sexual attraction

Assigned Female at Birth (AFAB) - Any person whose sex assignment at birth resulted in a declaration of "female".

Assigned Male at Birth (AMAB) - Any person whose sex assignment at birth resulted in a declaration of "male".

B

BAME - An acronym that stands for Black, Asian and minority ethnic.

Bias - Bias is something we all have because of the way in which we process information and make decisions. Bias can cause us to have an unfair inclination or prejudice for or against someone or something, so it is important we recognise and challenge our own biases.

Biphobia - Prejudice, discrimination, fear or dislike towards someone that is bisexual based on their identity.

Bisexual - An individual who is attracted to more than one gender. One should not assume this is always an equally weighted attraction to different genders.

C

Cisgender - A person whose gender identity aligns with the sex they were assigned at birth.

Civil partnership - In the UK a civil partnership is a legal relationship entered into by a couple which is registered and provides them with similar legal rights to married couples. Civil partnerships were introduced in 2005 to provide legal recognition and protection for same sex couples. Since then, the law has further developed to enable marriages between same sex couples too.

Coming Out - When a person first tells someone/others about their orientation and/or gender identity.

D

Deadname - A trans person's previous or birth name. It is considered offensive to use this name. 'Deadname' can be used as a noun and a verb.

Demisexual - A person who only experiences sexual attraction once they have an emotional bond with a person.

Diversity - Diversity is about recognising difference. It's acknowledging the benefit of having a range of perspectives in decision-making and the workforce being representative of the organisation's customers.

Discrimination - The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, physical/mental abilities and other categories that may result in differences in provision of goods, services or opportunities.

E

Enby - Colloquialism for non-binary.

Equality Act 2010 - The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone. The Equality Act is made up of nine protected characteristics which are age, disability, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, race (including colour, nationality, ethnic and national origin), religion or belief, sex and sexual orientation.

Equity - This refers to offering varying levels of support to individual's or communities, depending on the individual needs to achieve fairness and impartiality.

F

FTM/MTF - Referring to Female-to-Male/Male-to-Female transition.

G

Gay/Homosexual - A general label for same sex attraction. Most used with men who are exclusively or preferentially attracted to other men in an emotional, sexual and/or physical manner.

Gender - A social construct informed by the norms, roles and behaviours that we attribute to being masculine, feminine or third gender.

Gender confirmation/affirmation - Replacing the term 'Gender Reassignment'.

Gender dysphoria - The discomfort felt between one's gender and their sex assigned at birth. This may be mental, physical or social.

Gender expression - How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

Gender fluid - A form of gender and expression that is not fixed.

Gender identity - An individual's personal sense of having a particular gender.

Gender reassignment - Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender. Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice.

Gillick competence - A term used in medical law to decide whether a child (under 16 years of age) is able to consent to their own medical treatment, without the need for parental permission or knowledge.

H

Harassment - By law, harassment is when bullying or unwanted behaviour is related to any of the following (known as 'protected characteristics' under the Equality Act 2010). For it to count as harassment, the unwanted behaviour must have either, violated the person's dignity, whether it was intended or not or created an intimidating, hostile, degrading, humiliating or offensive environment for the person, whether it was intended or not.

Heterosexism/Heteronormative assumptions - A system of attitudes or beliefs that assumes or favours opposite sex relationships and attraction.

Heterosexual - A person who is romantically or sexually attracted to someone of a different gender.

Hidden disability - Not all disabilities are visible, you may not be able to see when a patient or staff member may have a condition that means they may need some assistance or adjustments.

Homophobia - Prejudice, discrimination, fear or dislike towards someone that is homosexual based on their identity.

I

Indeterminate - A person of indeterminate sex or gender is someone whose biological sex is unable to be classified as either male or female, or someone who identifies as neither male or female.

Intersectionality - Theory introduced by Prof. Kimberlé Crenshaw to describe how multiple facets of a person's identity can combine to make unique forms of oppression and discrimination.

Intersex - A general term used for a variety of instances in which a person is born with reproductive or sexual characteristics that do not fit the typical definitions of female or male. They may express their gender as male, female or non-binary. Clinically known as Variations in Sex Characteristics (VSC).

Institutional Racism - The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin.

L

Lesbian - A woman who is exclusively or preferentially attracted to other women in an emotional, sexual and/or physical manner.

LGBTQ - Initialisation of Lesbian, Gay, Bisexual, Transgender and Queer. Used to refer to the broader sexual and gender minority community.

LGBTQIA+ - A variant of LGBT that includes Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and others.

LGBT-phobia - Prejudice, discrimination, fear or dislike towards someone that is LGBT based on their identity.

M

Men who have sex with men (MSM) - A term for any man who has sex with men to include homosexual, bisexual, pansexual and those who do not identify as a sexual minority.

Micro-aggressions - statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalised group such as a racial or ethnic minority. Micro-aggressions can take several different forms. They can be: **Verbal** - A verbal micro-aggression is a comment or question that is hurtful or stigmatizing to a certain marginalized group of people. For example, saying, "You're so smart for a woman" would be a verbal micro-aggression. **Behavioural** - A behavioural micro-aggression occurs when someone behaves in a way that is hurtful or discriminatory to a certain group of people. An example of a behavioural micro-aggression would be a bartender ignoring a transgender person and instead serving a cisgender person (someone whose biological sex matches their gender identity) first. **Environmental** - An environmental micro-aggression is when a subtle discrimination occurs within society. One example of an environmental micro-aggression would be a college campus that only has buildings named after white people.

N

Non-binary - A term for people who do not identify with the discrete categories of male and female. This term includes a variety of gender expressions.

Neopronouns - A category of new (neo) pronouns that are increasingly used in place of “she,” “he,” or “they” when referring to a person. Some examples include: xe/xem/xyr, ze/hir/hirs, and ey/em/eir.

O

Outing someone - Identifying someone as LGBTQ+ without their consent. This is considered extremely harmful as there may be social factors or issues of safety involved in a person's choice to be discreet.

P

Pansexual - A person whose attraction to others is not constrained by sex or gender.

Prejudice - A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

Pronoun - A word that takes the place of a noun in a sentence. The most common third-person pronouns we encounter are he, she and they. Correct pronoun use corresponding to a person's gender is important.

Q

Queer - An umbrella term for LGBTQ+ people. Also refers to a mode of critical theory and political discourse. It is a reclamation of a slur.

Questioning - The process of exploring your own sexual orientation and/or gender identity.

R

Racism - Racism is grounded in a presumed superiority based on racial heritage or ethnic background. Racism is often defined as Prejudice + Power as it is the combination of prejudice and power which enables the mechanisms by which racism leads to different consequences for different groups.

S

Sex - The underlying biological profile of a person. It influences a range of bodily responses that are important in tackling infection or disease.

Sexual minority - Individuals who do not identify as heterosexual. Gender minority may also be used for individuals who do not identify as cisgender.

Sexual orientation - A person's sexual feelings towards certain genders. Activity does not equate orientation as some people will have same-gender sexual activity for various reasons and not classify themselves as LGBTQ+.

Sexuality - A term referring to someone's sexual attractions, behaviours, kinks and desires. Sexuality is a term broader than sexual orientation to encompass a sense of what a person enjoys and with whom.

SOGI - Shorthand for sexual orientation and gender identity.

Stealth - Community term describing the ability to live as your gender without disclosing your transition.

T

Third gender - A distinct form of gender from that of male or female. Often culturally informed with a rich history such as the Hijra, Māhū, Fa'afafine, Two-Spirit and Muxe.

Top surgery - Common term for bilateral mastectomy and male chest reconstruction.

Transfeminine - A person who was assigned male at birth but whose gender identity is more female than male.

Transgender - An umbrella term for a person whose gender identity differs from the sex they were assigned at birth.

Trans(gender) man - A man who was assigned female at birth.

Trans(gender) woman - A woman who was assigned male at birth.

Transitioning - The steps a trans 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 surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

Transmasculine - A person who was assigned female at birth but whose gender identity is more male than female.

Transphobia - Prejudice, discrimination, fear or dislike towards someone that is transgender based on their identity.

U

Unconscious bias - Refers to a bias that we are 'unaware of', and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgements and assessments of people and situations, influenced by our background, cultural environment, and personal experiences.

Undetectable - HIV medication (antiretroviral treatment, or ART) works by reducing the amount of the virus in the blood to undetectable levels. This means the levels of HIV are so low that the virus cannot be passed on. This is called having an undetectable viral load or being undetectable.

W

Women who have sex with women (WSW) - A term for any woman who has sex with women to include homosexual, bisexual, pansexual and those who do not identify as a sexual minority.

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