

Belong Glossary

We want to make it easy for everyone to talk freely about diversity and inclusion without feeling intimidated. We've created this diversity glossary as a reference point for the definitions and best practice recommendations for some common terminology. Language is always evolving and changing, so we'll do our best to adapt and add any new terminology as it comes along.

General Terms around Diversity and Inclusion

Ageism

Stereotyping and discrimination on the basis of age.

Allyship

An active and consistent effort to use your privilege to support and advocate for others who may be under- represented or at a disadvantage in order to create an inclusive workplace.

DEI

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

Imposter syndrome

A psychological pattern in which an individual doubts their contribution to their accomplishments and has a persistent internalised fear that they will be exposed as a “fraud”.

Intersectionality

The way in which an individual’s differing identities combine to create advantages or disadvantages (i.e. the combination of a single individual’s gender, race, sexual orientation, age).

Psychological safety

Feeling that you are able to express your opinions, beliefs and ideas without fear of humiliation, judgement or punishment.

Unconscious bias

Deep-seated assumptions we make about people who are different to us without even realising it. Can also be called implicit bias.



Our Preferred Terms around Race Equality

Anti-Black Racism

The unequal treatment specifically targeted at Black people, similar to Antisemitism.

BIPOC

Acronym for Black, Indigenous and People of Colour.

Black

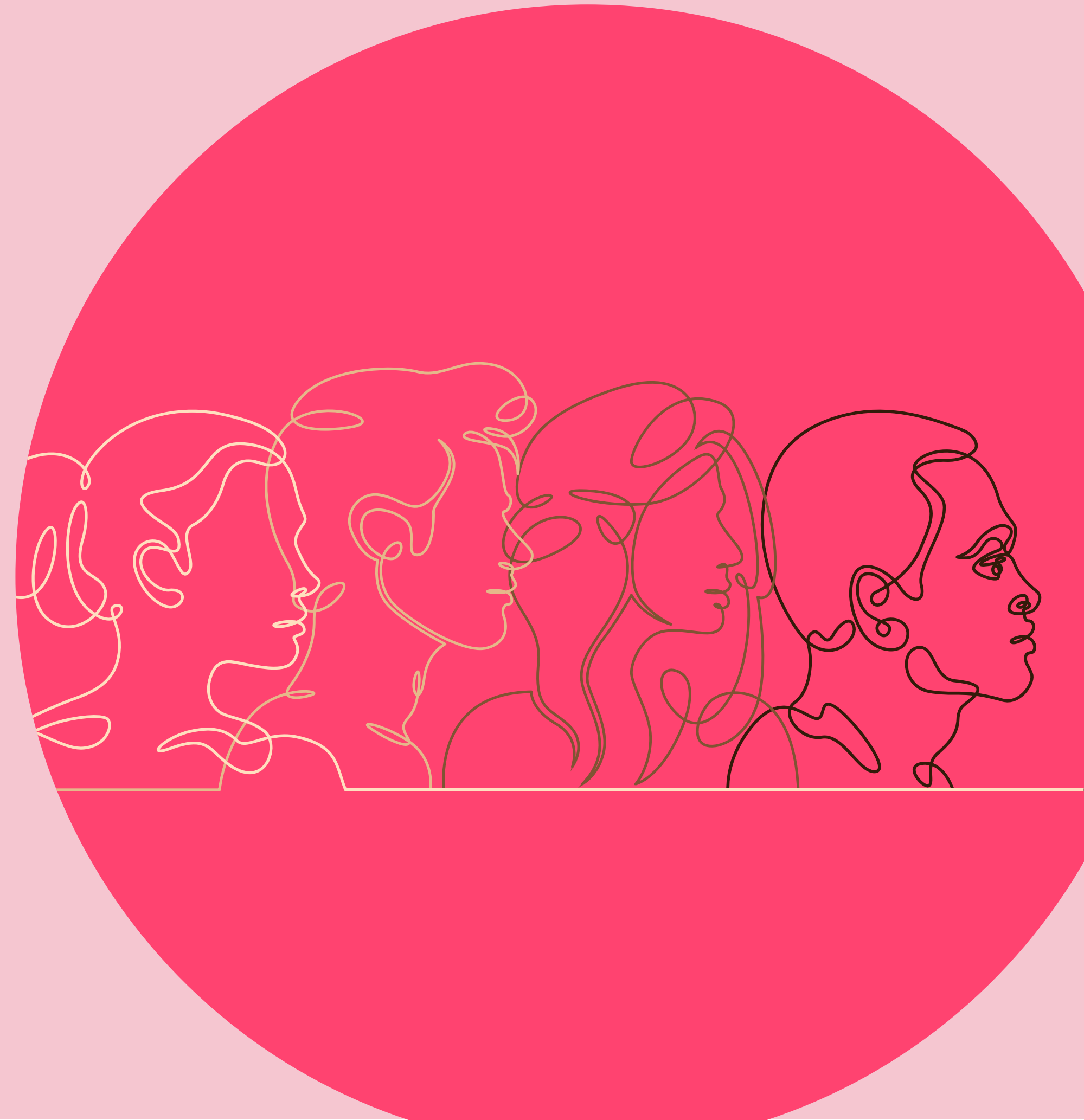
A term for people with ethnic origins in the African continent, including people from across the African diaspora. Note that we encourage capitalising Black (when you're talking about race) — this is consistent with usage for other ethnic groups like Asian, Arab, Latin.

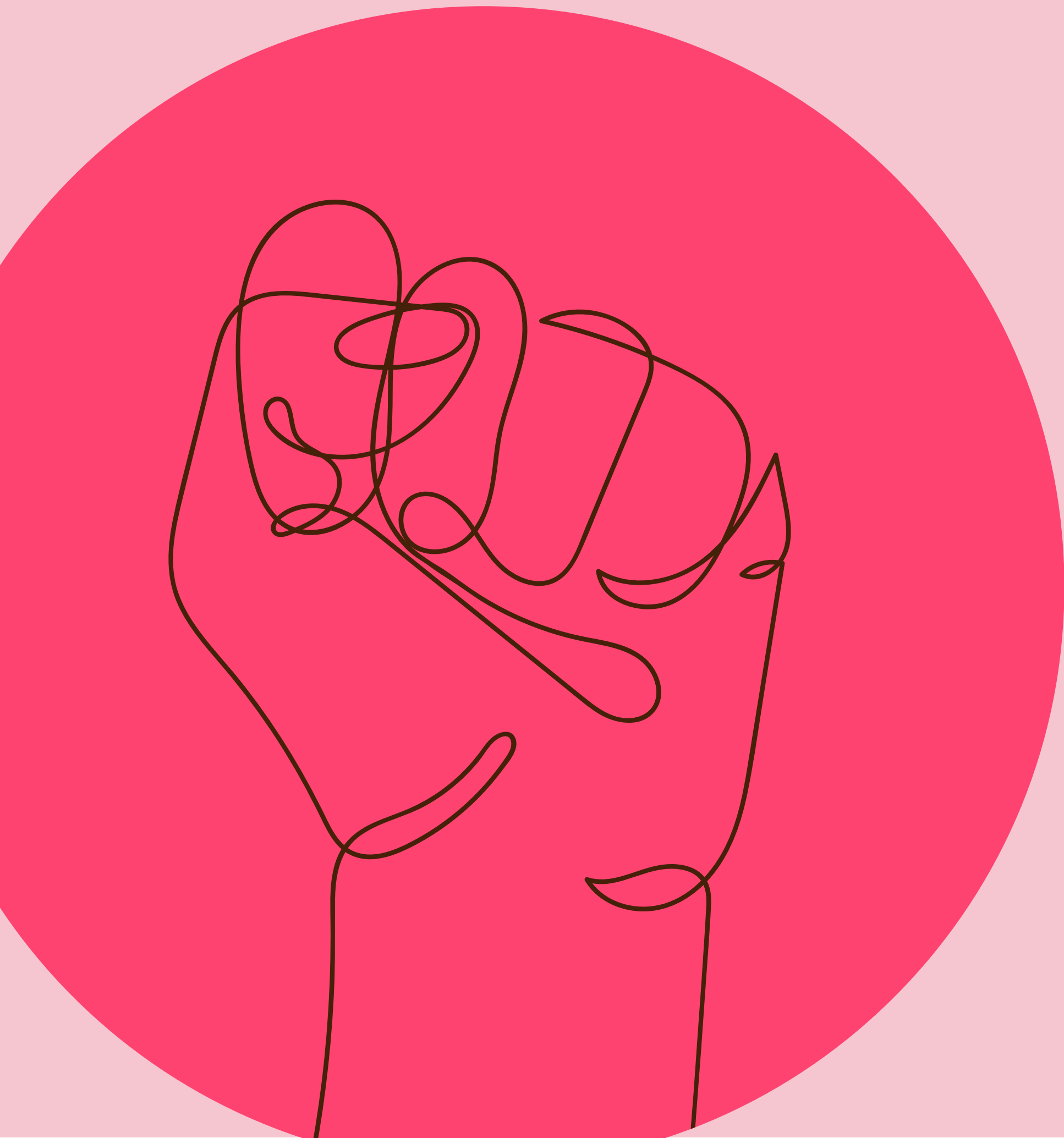
Dual heritage

An upbringing in which one's parents are of different ethnic or religious backgrounds.

Ethnicity

A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioural patterns, language, political and economic interests, history, and ancestral geographical base.





Microaggression

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages directed to members of marginalised groups.

POC

Acronym for People Of Colour, used to refer to a multi-racial group of non-white people with differing ethnic backgrounds.

Privilege

A particular advantage or right afforded only to a specific group of people.

Racism

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

Our Preferred Terms around LGBTQ+ Communities

Asexual

People who do not experience sexual attraction. Sometimes referred to as “ace”.

Bisexual

Someone who experiences attraction towards more than one gender. Often abbreviated to “bi”.

Cisgender

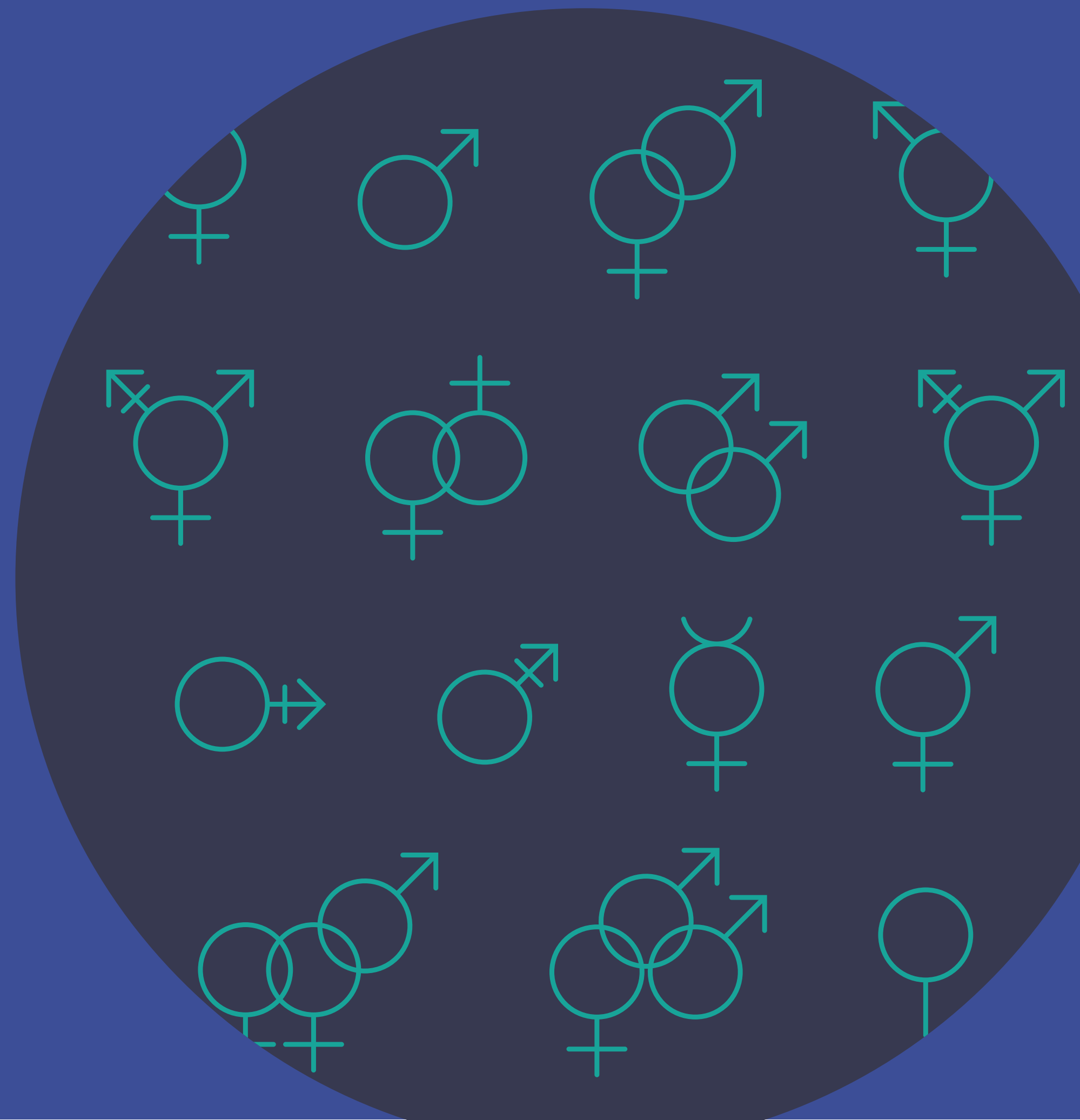
Refers to people whose gender identity aligns with the biological sex they were assigned at birth. Often abbreviated to “cis”.

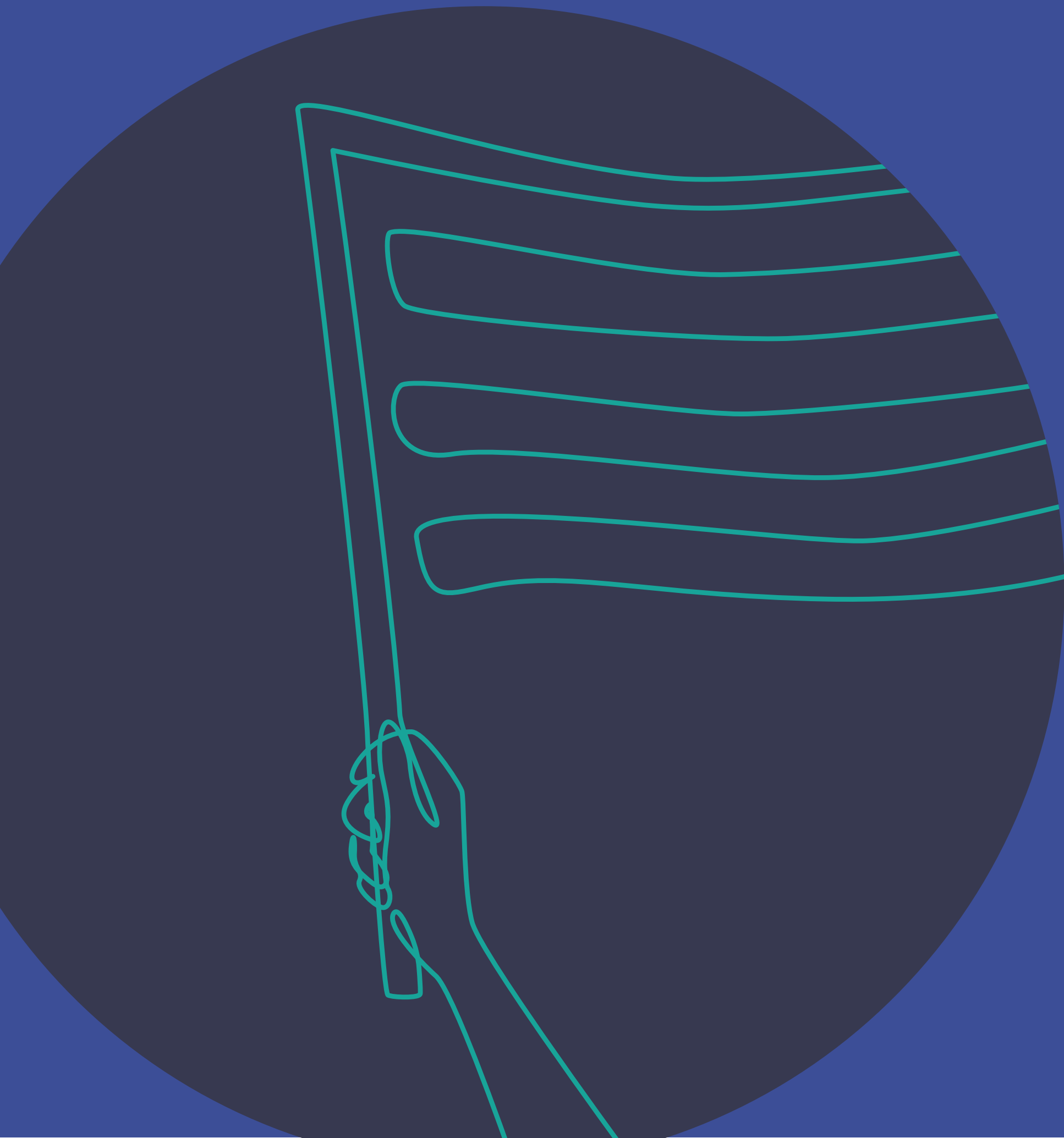
Gay

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. Some non-binary people may also identify with this term.

Gender

The social and cultural construct of male and female, which does not always align with biological sex.





Gender fluid

A person who experiences their gender identity on a fluctuating spectrum. May some days feel “more male” or “more female” or neither/in-between (also known as gender-queer).

Homophobia

Prejudice against and/or dislike of homosexual (or non-heterosexual) people.

Intersex

A person whose anatomy does not entirely fit either of the typical biological definitions of male or female.

Lesbian

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

LGBTQ+

Lesbian, Gay, Bisexual, Transgender, Queer. The “+” represents the multitude of gender and sexual identities that are not encompassed by the preceding letters.

Non-binary

An umbrella term for people whose gender identity doesn’t sit comfortably with ‘man’ or ‘woman’. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely. A person whose gender identity falls outside of binary (male-female) concepts of gender. Sometimes abbreviated to NB or “enby”.

Pansexual

A person who is attracted to all genders, unlike bisexual people, who are attracted to multiple genders. Often abbreviated to “pan”.

Queer

An umbrella term for non-heterosexual/non-cisgendered people. Often used by those who prefer not to define themselves by a more rigid or specific defining label within the spectrum of romantic, sexual and/or gender identity.

Questioning

Refers to anyone who is questioning their sexual orientation and/or gender identity.

Transgender

Someone whose personal and gender identity does not align with the sex they were assigned at birth. Often abbreviated to “trans”.

Transitioning

Refers to transgender people who are going through the steps to adopt the characteristics of the gender they identify with; can include but not limited to a change of name and legal documentation, surgeries, hormone therapies.



Our Preferred Terms around Disability

Ableism

A belief that there is an ideal way for a body and a mind to be, which leads to discrimination against those with physical and mental disabilities.

Blind

Use only for a person with total loss of sight. Many people who are legally blind have partial sight. Use visually impaired, partially sighted, or person with low vision in those instances.

Learning Difficulty

Affects the way information is learned and processed but occurs independently of intelligence e.g. Dyslexia, ADHD, Autism, Aspergers.

Learning Disability

A reduced intellectual ability and difficulty with everyday activities which affects someone for their whole life.





Neuro-diverse/Neuro-diversity

The concept that there is great diversity in how people's brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation. This includes, but is not limited to, people with ADHD or people diagnosed with or having the characteristics of an autistic spectrum disorder and learning disabilities.

Non-visible/invisible disabilities

Is used to describe disabilities that might not be obvious or visible. Non-visible disabilities are not any less valid than other disabilities.

Physical disabilities

Usually refers to someone that experiences a disability related to mobility, and is inclusive of D/deaf and blind or partially sighted people and more.

Visible disabilities

A term used to describe disabilities that are visibly present and are not necessarily physical disabilities. A visible disability for example could be facial visible difference or disfigurement but that doesn't necessarily mean the person has a physical disability.

Contact

If you have any questions about the terms we use, or any additions, please contact banijaygroupcomms@banijay.com