



2021 EDITION



Vendium

D&I TERMS

LEARN THE LANGUAGE OF YOUR AUDIENCE

Content & Disclaimer

The following document contains terms in the common D&I vernacular. This is a non-exhaustive list and just as with any definitions, the meanings are subject to change.

The intention of this document is to provide employees with a quick-reference guide to better understand the high-level meanings of commonly used terms. For ease of reference the terms are abridged so they may have additional context that the reader is encouraged to research further.

The definitions were collated from multiple sources by a diverse team of Human Resource professionals of varying genders, ethnicities, nationalities, cultures, religions, and races. Any definition lacking context, taken as offensive, or of missed meaning was not intentional and suggested corrections can be submitted to:

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For additional information or support with your diversity and inclusion initiatives, please visit:

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The Vendium team wishes you happy learning!

AAPI: AAPI is an acronym for Asian Americans & Pacific Islanders. Other similar acronyms are APA which means Asian-Pacific American and API which means Asian-Pacific Islander. These acronyms replace a derogatory term, "Oriental" in the 1960s.

AAL: African American Language, similar to AAVE (defined below).

AAVE: AAVE is an acronym for African American Vernacular English. AAVE is a dialect of American English characterized by pronunciations and vocabulary used by some North American Black people and is a variation of Standard American English.

Ableism: Ableism means the practices or dominant attitudes by a society that devalue or limit the potential for people with disabilities. Ableism is the act of giving inferior value or worth to people who have different types of disabilities (physical, emotional, developmental, or psychiatric).

Ace: Lacking sexual attraction to others. Other families under the ace umbrella are "graysexual" (little sexual attraction), "aromantic" (no romantic attraction), and "demisexual" (sexual attraction after a strong emotional bond).

Accessibility: Accessibility is the term for making an area usable by people with physical disabilities. Examples of accessibility include self-opening doors, elevators, raised lettering on signs, and entry ramps.

Accountability: Accountability refers to ways individuals and communities hold themselves to their goals, commitments, and actions. Accountability requires adherence to the values of the receiving party.

Acculturation: Acculturation is the process of adopting the norms, values, beliefs, languages, and/or behaviors of another culture.

Achievement Gap: Achievement Gap is a term used in the US describing student success differences based on race.

ADA: ADA is an abbreviation for the Americans with Disabilities Act. The ADA is a civil rights law that prohibits discrimination against people with disabilities.

ADHD/ADD: Attention Deficit Hyperactivity Disorder (sometimes referred to as ADD or Attention Deficit Disorder) means that a person has difficulty with attention span, activity levels, and impulsive actions.

ADOS: ADOS means American Descendants of Slavery. ADOS is a group that seeks to reclaim and restore the critical national character of the African American identity and experience in the United States.

AFAB/AMAB: Acronyms referring to Assigned Female at Birth or Assigned Male At Birth. This refers to the initial gender identity of the person and is most commonly used by intersex, trans, and non-binary people.

Affinity Groups: Affinity Groups are a collection of individuals with similar interests or goals. Affinity Groups promote diversity, equity, inclusion, belonging, and other efforts that benefit employees from underrepresented groups.

Affirmative Action: Affirmative Action is the practice of providing advantages to people in historically discriminated against groups. An example is requiring lower hiring or placement standards to support and account for historical inequities.

African American: African American refers to people in the United States who have ethnic origins to Africa.

Agender: Agender is a person who does not identify themselves as having a particular gender.

Ageism: Ageism is a term referring to discriminatory perceptions or practices based on age. Ageism is also called Age Discrimination or Adulthoodism.

Alaska Native: Alaska Native is a term for the indigenous people of Alaska. This general term encompasses over 200 federally recognized tribes speaking 20 different languages.

Ally: Ally is a term for people who advocate for, sponsor, or champion individuals from underrepresented or marginalized groups.

Allyship: Allyship is the process of being an Ally. An example is when people with privilege or power support oppressed or marginalized groups in achieving equity, empathy, and belonging.

Amplification: Amplification refers to when a person in a more powerful position uses their voice, platform, and resources to provide credibility to a less dominant individual or group.

Androgyne: Androgyne is a term for a person identifying or expressing gender outside of binary gender identities (Male/Female).

Anglo: Anglo or Anglo-Saxon means to be related to the descendants of Germanic people who reigned in Britain until the Norman conquest in 1066. Anglo often refers to white English-speaking persons of European descent in England or North America, not of Hispanic or French origin.

Anti-Black: Anti-Black refers to the marginalization of Black People and the unethical disregard for Anti-Black institutions and policies.

Anti-Racism: Anti-Racism means to actively oppose racism by advocating for political, economic, and social change directly or indirectly improving racial equity. In contemporary practice, many racial equity groups classify people into the categories of Racist or Racist Enablement (allowing racist acts to occur, not using power to fight racism, actively committing racist acts) or Anti-Racist.

Anti-Racist Ideas: Anti-Racist Ideas refer to the assumption that racial groups are equals despite cultural differences.

Antisemitism: Antisemitism is the fear or hatred of Jews, Judaism, and related symbols.

Arab: Arab refers to people who have ethnic roots in the Arabic-speaking lands including Algeria, Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Sudan, Syria, Tunisia, the United Arab Emirates, and Yemen.

ASD: ASD is an acronym referring to Autism Spectrum Disorder describing a person that has neurological differences because of atypical brain connections affecting their development. These differences might lead to unusual development, challenges, or special abilities. ASD is sometimes used synonymously with Autism Spectrum Condition (ASC).

Asexual: Asexual is a term used to describe a person that does not experience sexual attraction.

Asian-American: Asian-American is a term describing people people who live in the United States but have origins in the Asia or India subcontinents.

Asperger's Syndrome: Asperger's Syndrome is a condition on the autism spectrum that affects how people communicate and interact with others. People with Asperger's can be highly functional and may not have learning disabilities associated with other types of autism.

Assimilation: Assimilation is a term for the concept where an individual, family, or group gives up certain aspects of their culture to adapt to the norms, values, beliefs, language, patterns, and behaviors of a new host country, location, or culture.

Autism: Autism is a developmental disability that appears during early childhood. Autism can have an impact on a person's ability to self-regulate, communicate, socialize, and form relationships. There are different types of autism, which is why some people refer to people as being "on the autism spectrum".

BAME: BAME meaning "Black, Asian and Minority Ethnic" is an acronym used mostly in the United Kingdom to identify Black and Asian people.

Belonging: Belonging is a term used to define the feeling and experience of being accepted and included by those around you. Belonging means to have a sense of social connection and identification with others.

Bias: Bias means to have a prejudice against groups that are not similar to you or to show preference for people that are similar to you.

Bi-Cultural: Bi-Cultural is a term that refers to people who possess the norms, values, beliefs, languages, and behaviors of two distinct ethnic, cultural, or racial groups.

Bigotry: Bigotry means to glorify a person's own group and have prejudices against members of other groups.

BIPOC: The BIPOC acronym stands for Black, Indigenous, People of Color.

Biphobia: Biphobia means to have an irrational fear, hatred, or intolerance for people who identify as bisexual.

Biracial: Biracial is a term used to describe a person who identifies as being of two races.

Birth Assigned Sex: Birth Assigned Sex refers to a person's biological, hormonal, and genetic composition at the time of their birth.

Biromantic Asexual: A person who is romantically but non-sexually attracted to multiple genders.

Biromantic Demisexual: A person who is sexually attracted to multiple genders but only when they are romantically attracted to a person.

Bisexual: Bisexual, also known as "Bi", is a term for individuals who are attracted to people of two genders.

Black: Black means to be related to people who have ethnic origins in Africa, or not of white European descent. Black is often used interchangeably with African American in the United States and is more general in the case where the ethnic origin of the person is unknown. As an example, a person originally from Jamaica living in the United States is Black but not African American.

Black-American: Black-American is a term referring to Black people born in the United States who do not identify with having ethnic roots in Africa.

Black Ethnic Group: Black Ethnic Group is the term commonly used in the UK describing a person who identifies as Black.

Black Lives Matter: Black Lives Matter is a movement that addresses systemic racism and violence against African Americans and other groups with ties to Black culture.

Block List: An inclusive replacement phrase in the US and the UK for “blacklist” or “black list”.

Bloomberg Gender-Equality Index (GEI): The Bloomberg gender-equality index tracks the performance of public companies who disclose their efforts in supporting gender equality.

BME: BME is an acronym commonly used in the UK referring to Black (and Asian) and Minority Ethnic also used interchangeably with BAME.

Caren Act: “CAREN Act” (Caution Against Racially Exploitative Non-Emergencies) is a statewide bill in the US state of California making it unlawful for a caller to “fabricate false racially-biased emergency reports.”.

Caucuses: Caucuses are groups that provide spaces for people to work within their own racial or ethnic groups.

CD&I: Acronym for Culture, Diversity and Inclusion. Walmart, the U.S. Navy and others use CD&I to describe their overall diversity initiatives.

Chicanx: Chicanx is a term referring to a person related to Mexican Americans or their culture. Chicanx is a gender-neutral term used in the place of Chicano (masculine) or Chicana (feminine).

Cisgender (CIS): Cisgender means a person whose gender identity matches the sex they were assigned at birth. The abbreviation for Cisgender is CIS.

Cissexual: Cissexual is a term that refers to a person who identifies with the same biological sex that they were assigned at birth.

Classism: Classism is a term that means to have prejudicial thoughts or to discriminate against a person or group based on differences in socioeconomic status and income level.

Code-Switching: Code-switching means when a person changes the way they express themselves culturally and linguistically based on different parts of their identity and how they are represented in the group they’re with.

Color Blind: Color Blind(ness) or being Color Blind means treating people as equally as possible without regard to race, culture, or ethnicity.

Collusion: Collusion is when a person acts as part of a coordinated effort to oppress or otherwise limit a certain person or group.

Colonization: Colonization refers to forms of invasion, dispossession, or controlling a group.

Color Brave: Color Brave is when a person has conversations about race that can help people better understand each other's perspectives and experiences to improve inclusiveness in future generations.

Coming Out: Coming Out is a phrase used to define the process of making others aware of one's sexual orientation and is also known as Coming Out of the Closet.

Communities of Color: Communities of Color is used in the US to describe groups of people who are not identified as White, with emphasis on common experiences of racism.

Corporate Social Responsibility: Corporate Social Responsibility means to practice positive corporate citizenship to make a positive impact on communities, not just focusing on maximizing profits.

Covert Racism: Covert Racism is an indirect behavior used to express racist attitudes or ideas in hidden or subtle forms.

Critical Race Theory: A theory based on how historical laws and social structures impact present-day racial inequality.

Cross-Dresser: Cross-Dresser refers to people who wear clothing that is traditionally associated with a different gender than the one they identify with.

Cultural Appropriation: Cultural Appropriation means the act of stealing cultural elements for a person's own use or profit.

Cultural Identity: Cultural Identity means the identity or feeling of belonging to a group based on nationality, ethnicity, religion, social class, generation, locality, or other types of social groups that have their own distinct culture.

Culture: Culture is defined as a social system of norms, values, and beliefs that have been developed by a group of people.

Culture Add: Culture Add refers incorporating additional cultural elements into a corporate culture to make it more inclusive, equitable, or to better serve the workforce and customer base. Culture Add may also refer to the bringing in an individual(s) who would positively impact an organization.

Culture Fit: Culture Fit refers to a person's attitudes, values, behaviors, and beliefs being in line with the values and culture of an organization. Culture Add, defined above, is becoming a preferred alternative to Culture Fit.

D&I: D&I stands for "diversity and inclusion" and is often a catch-all for diversity initiatives. D&I may also be seen as I&D depending on the forum.

Deadnaming: Using someone's birth name instead of their chosen name, usually trans or non-binary.

Decolonization: Decolonization refers to the active resistance against or removal of colonial powers from indigenous culture groups.

DEI: DEI is an acronym that stands for Diversity, Equity & Inclusion.

Demisexual: A sexual orientation where people experience sexual attraction only to people that they are emotionally close to.

Differbility/Diffability: Differbility and Diffability are the combination of the words "different" and "ability". These terms are used as an alternative to "disability" and are intended to remove the negative connotations.

Disabled People: An inclusive replacement phrase used in the UK for "the disabled" or "people with disabilities".

Disability: Disability is a term used to describe people who have a mental or physical impairment which has a long-term effect on their ability to carry out day-to-day activities.

Disablism: Disablism is a term referring to the promotion of unequal or differential treatment of people with actual or presumed disabilities; either consciously or unconsciously.

Diaspora: Diaspora is a term describing the voluntary or forcible movement of people from their homelands into new regions.

Discrimination: Discrimination is a term used to describe the unequal treatment of individuals or groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, physical or mental abilities, and other categories that may result in differences.

Diversity: The act of Diversity refers to gaining further representation of diverse groups or identities. The term of Diversity refers to differing abilities, age, life experiences, culture, race, thought, class, gender, sexual orientation, country of origin, religion, political views, or another differing trait.

Dominant Culture: Dominant Culture is a term that refers to the cultural beliefs, values, and traditions that are based on those of a dominant society. Practices in a Dominant Culture practices are considered “normal” and “right.”

Drag Queen/King: A Drag Queen adopts a feminine persona for performance for entertainment, recreational, or professional purposes. A Drag King does the same with a masculine persona.

Dyscalculia: Dyscalculia is when a person has difficulty with calculations and numbers.

Dysgraphia: Dysgraphia is when a person has difficulty spelling or putting thoughts together on paper.

Dyslexia: Dyslexia is when a person has difficulty reading. People with dyslexia may also have difficulty with comprehension, spelling, and writing.

Dyspraxia: Dyspraxia is when a person has difficulty with movement and coordination. Many people with Dyspraxia also have ADHD or other sensory processing issues.

Echolalia: Echolalia is when a person with autism repeats something they hear back to another person.

EDI: EDI is an acronym that stands for Equity, Diversity, and Inclusion.

EEO: EEO is an acronym for Equal Employment Opportunity. EEO is part of the US Civil Rights Act of 1964 which prohibits discrimination in any aspect of employment based on an individual’s race, color, religion, sex, or national origin.

Emotional Tax: Emotional Tax refers to the negative impact of of being on guard to protect against bias at work due to gender, race, ethnicity, religion, sexual orientation, or another defining trait. Emotional Tax has effects on a person’s health, well-being, performance, sense of belonging, and the ability to be successful at work.

Enby: Enby is the phonetic pronunciation used to describe a nonbinary (NB) person in the LGBTQ community. Enby people do not identify their gender as male or female.

Equality: The term “Equality” (in the context of diversity) is typically defined as treating everyone the same and may also refer to the same outcome.

Equity: The term “equity” (in the context of diversity) refers to fairness of opportunity and access within a workplace.

ERG: ERG is an acronym for Employee Resource Group. ERGs are employee identity or experience-based groups that are meant to build the feeling of community in the workplace. Other terms for ERGs include Affinity Groups or Diversity Groups.

Ethnic Diversity: Ethnic Diversity refers to the presence of different ethnic backgrounds or identities.

Ethnic Minorities: Ethnic Minorities is a term most often used in the UK when referring to all ethnic groups that do not identify as the “White British Group”.

Ethnicity: Ethnicity, or Ethnic Group, are terms to describe social groups of people by their cultural heritage, values, behaviors, language, ancestry, or another defining origin trait.

Ethnocentrism: Ethnocentrism is a term referring to the tendency people have to favor their own cultural group and evaluate others from their own cultural beliefs.

ESL: ESL is an acronym for English as a Second Language. ESL refers to individuals who do not speak English as their first language but may still be proficient in speaking English.

Exclusion: Exclusion means leaving someone out based on their differences. These differences can be related to race, gender, sexual orientation, age, disability, class, or other social groups.

Femme: Femme is a gender identity where a person has exhibits some or all of the cultural standards of femininity and actively displays a feminine appearance or role.

Filipinx: Filipinx means a person whose national origin is from the Philippines, or a person of Filipino descent. Filipinx is a gender-neutral term used in the place of Filipino (masculine) or Filipina (feminine).

First Nations: First Nations is a term used to describe indigenous people from Canada who are not Inuit or Métis. Many First Nations people prefer to define or identify themselves by their specific tribal affiliations.

Folx: Folx is an umbrella term for people with non-normative sexual orientation or identity.

FTM: FTM is an acronym for Female-to-Male. FTM is used by people who are assigned female at birth but identify with or express their gender as a male all or part of the time.

Gay: Gay is an umbrella term used to refer to people who experience a same-sex or same-gender attraction. Gay is also an identity term used to describe a male-identified person who is attracted to other male-identified people in a romantic, sexual, and/or emotional sense.

Gender: Gender is a term used to describe socially constructed roles, behaviors, activities, and attributes that society considers “appropriate” for men and women. It is separate from ‘sex’, which is the biological classification of male or female based on physiological and biological features.

Gender Binary: Gender Binary is a term used to describe the classification system consisting of two genders, male and female.

Gender Dysphoria: Gender Dysphoria is a phrase used to describe a feeling of discomfort that occurs in people whose gender identity differs from their sex assigned at birth.

Gender Expression: Gender Expression is a term describing the outward display of masculine or feminine traits in dress, demeanor, social behavior, or another expression.

Gender Fluid: Gender Fluid is a term describing a person who may switch their Gender Expression and/or Gender Identity at different times.

Gender Identity: Gender Identity means a person’s perception of their gender. Gender Identity may or may not correspond with their birth assigned sex.

Gender Neutral: Gender Neutral, or Gender Neutrality, refers to the policies, language, and other social institutions used to avoid distinguishing based on sex or gender in order to avoid discrimination.

Gender Non-Conforming (GNC): Gender Non-Conforming sometimes called Gender-Variant is a term used to describe a person who does not conform to society’s expectations of gender expression.

Gender Policing: Gender Policing means the enforcement of normative gender expressions on a person who is perceived as not participating in behavior that aligns with their assigned gender at birth.

Gender Queer: Gender Queer, or Genderqueer, is a catch-all term for people who have non-binary gender identities.

Gender Role: Gender Role is a socially assigned expectation or cultural norm related to behavior, mannerisms, dress, etc. based on gender.

Gender Spectrum: Gender Spectrum refers to the idea that there are many different genders, besides male and female.

Globalism: Globalism refers to the attempts and practice of viewing the world through its interconnections.

Graygender: Graygender is a term for a person with strong ambivalence about their gender identity and expression.

Graysexual: Graysexual is a term for a person who has a limited feeling of sexual attraction.

Groupthink: Groupthink is a term for when people discourage a person from thinking a certain way or making decisions using individual creativity.

Gypsies: Gypsies are a recognized ethnic group in the UK under the Race Relations Act.

HBCU: HBCU is an acronym that stands for “Historically Black Colleges and Universities”. HBCUs were established after the American Civil War in the United States to primarily serve the Black community, although they allow admission to students of all races.

Hepeating: Hepeating is when a man repeats a woman’s comments to takes them as his own to gain credit or praise for the idea.

Heteroflexible: Heteroflexible refers to a person who identifies as straight but may have occasional homosexual activity. This is not bisexuality because a straight person doesn’t experience same-sex attraction.

Heteronormativity: Heteronormativity is the assumption that heterosexuality is natural, ideal, or superior to other sexual preferences.

Heterosexism: Heterosexism is a term used to describe the belief that heterosexuality is superior or “normal” compared to other forms of sexuality or sexual orientation.

Heterosexual: Heterosexual a term used to identify a female-identified person who is attracted to a male-identified person, or a male-identified person who is attracted to a female-identified person.

Hidden Bias: Hidden Bias refers to the attitudes or stereotypes that affect a person’s understanding, actions, or decisions unconsciously as it relates to people from different groups. Hidden Bias is also referred to as Implicit Bias or Unconscious Bias.

Hispanic: Hispanic is a term used to describe people who are descended from Spanish-speaking populations.

Homophobia: Homophobia is a term referring to the irrational fear or intolerance of people who are homosexual, gay, or having feelings of homosexuality.

Host Culture: Host Culture refers to the dominant culture in a place where a person or people live in after leaving their home country.

Hypersensitivity: Hypersensitivity is when a neurodivergent person has a very high or intense response to a certain stimulus often including colors, smells, textures, or sounds.

Hyposensitivity: Hyposensitivity is when a neurodivergent person has a very low response to a certain stimulus often including light, sound, or pain.

Implicit Bias: Implicit Bias refers to the attitudes or stereotypes that affect a person's understanding, actions, or decisions unconsciously as it relates to people from different groups. Also known as Unconscious Bias or Hidden Bias.

Imposter Syndrome: Imposter Syndrome is when high-achieving individuals are in constant fear of being exposed as a fraud and are unable to internalize their accomplishments.

Inclusion: Inclusion refers to the process or act of bringing people that are traditionally excluded into decision making processes, activities, or positions of power. Inclusion is sometimes called Inclusiveness and allows individuals or groups to feel safe, respected, motivated, and engaged.

Inclusive Language: Inclusive Language refers to the use of words to not disassociate certain groups by gender, sexual orientation, race, etc. and the assumptions therein.

Indigenous People: Indigenous People is a term used to identify ethnic groups who are the earliest known inhabitants of an area, also known as First People in some regions.

Individual Racism: Individual Racism is when a person acts to perpetuate or support racism without knowing that is what they are doing. For example, racists jokes, avoiding people of color, or accepting racist acts.

In-Group Bias: In-Group Bias is when people respond more positively to people from their self-identified group or "in-groups" than they do for people from different groups or "out-groups".

Institutional Racism: Institutional Racism refers to the institutional practices and policies that create different outcomes for different racial groups. These policies may not specifically target any racial group, but their effect creates advantages for the race in power and oppression or disadvantages for races with less power. Institutional Racism is often used interchangeably with Structural Racism.

Intercultural Communication: Intercultural Communication is the term referring to communication and the skills to communicate effectively with differing cultural groups.

Intercultural Competence: Intercultural Competence is the expression of skills demonstrating deep cultural understanding, sensitivity, and the ability to work well with people from other cultures.

Intercultural Training: Intercultural Training is the practice of training people on the nuances of working effectively across cultures. Intercultural Training is intended to improve the Intercultural Competence of the attendees.

Integration: Integration is when an individual maintains their own cultural identity while also becoming a participant in a host culture.

Intersectionality: Intersectionality refers to the overlapping of social identities like gender, race, ethnicity, social class, religion, sexual orientation, or gender identity which causes unique opportunities, barriers, experiences, or social inequality.

Intersex: Intersex means to be born with a combination of male and female biological traits.

Inuit: Inuit is a term used to describe a member of an indigenous group from northern Canada and parts of Greenland and Alaska.

Irish Traveler: A recognized ethnic group in the UK under the Race Relations Act.

Karen: Karen is a derogatory term representing the common stereotype of white women who use privilege to demand something out of the scope of what is necessary.

Latino: Latino is a term used to describe people who are from or descended from people from Latin America.

Latinx: Latinx is a gender-neutral term used to replace Latino (masculine) or Latina (feminine) when referring to a person of Latin-American descent.

Lesbian: Lesbian is a term that refers to a female-identified person who is attracted emotionally, physically, or sexually to other female-identified people.

Lesbophobia: Lesbophobia is an irrational fear or hatred of, and discrimination against lesbians or lesbian behavior.

LGBT: LGBT is an acronym meaning lesbian, gay, bisexual, and transgender (often used to encompass sexual preference and gender identities that do not correspond to heterosexual norms).

Other variations may include:

- **LGBTQ:** Lesbian, gay, bisexual, transgender, and queer (or questioning).
- **LGBTQIA:** Lesbian, gay, bisexual, transgender, queer (or questioning), intersex, and asexual (or allies).
- **LGBTQA:** Lesbian, gay, bisexual, transgender, and asexual/aromantic/agender.
- **LGBTIQQ:** Lesbian, gay, bisexual, transgender, intersex, queer, and questioning.
- **LGBTQ2+:** Lesbian, gay, bisexual, transgender, queer (or sometimes questioning), and two-spirited. The "+" signifies a number of other identities and is used to keep the abbreviation brief when written out. Some write out the full abbreviation which is LGBTTTQQIAA.

Mansplain: Mansplain is a term used to describe when men are explaining something to a person in a condescending or patronizing manner, typically a woman.

Marginalization: Marginalization means to exclude, ignore, or relegate a group of people to an unimportant or powerless position in society.

Melting Pot: Melting Pot is a metaphor used to describe a society where various types of people blend together as one.

Métis: Métis is a French word that refers to someone with mixed ancestry. Métis is a common term referring to a multi-ancestral indigenous group whose homeland is in Canada and parts of the United States between the Great Lakes region and the Rocky Mountains.

Metrosexual: Metrosexual refers to a well-groomed style for non-queer men that is a mix of the words "heterosexual" and "metropolitan".

Mexican American: Mexican American refers to the group of Americans of full or partial Mexican descent in the United States.

Microaggression: Microaggression is a term that describes a behavior(s) (verbal or nonverbal) that communicates hostile or negative insults towards a group, either intentionally or unintentionally, particularly towards culturally marginalized groups.

Minority: Minority is a term used to describe underrepresented or lower population groups of a certain race, ethnicity, religion, or another defining trait.

Misgender: Misgender or Misgendering is the act of referring to someone using a word (especially a pronoun or form of address) that does not correctly reflect the gender with which they identify.

Mixed Race: Mixed Race means a person who has parents that belong to different racial or ethnic groups.

MLM: MLM is an acronym for Men Loving Men and is used as an umbrella term for gay, bisexual, and pansexual people that identify as male.

Model Minority: Model Minority is a term that was created by sociologist William Peterson to describe the Japanese community, whom he saw as being able to overcome oppression because of their cultural values.

Movement Building: Movement Building refers to an effort to address systemic problems or injustices while promoting alternative solutions or visions.

MTF: MTF is an acronym for a Male-to-Female transition. MTF is used to describe people who are assigned the male gender at birth but identifies or express their gender as a female all or part of the time.

Multicultural: Multicultural refers to a person or environment the possesses traits from multiple cultures.

Multicultural Competency: Multicultural Competency refers to the process of learning about other cultures and exhibiting the skills to effectively interact with other cultures.

Multiethnic: Multiethnic describes a person who comes from more than one ethnicity.

Multiracial: Multiracial describes a person who comes from more than one race.

Narrative: Narrative (in the context of Diversity) is a term used to describe a slanted perspective or story often using limited facts to support a person or groups beliefs.

Native American: Native American is a broad term that refers to people of North and South America but is generally used to describe the indigenous people from the United States. Native American is often used interchangeably with American Indian, although many Native Americans find the word "Indian" offensive and prefer to identify themselves by their specific tribe.

NB: NB is an acronym for nonbinary (people who do not identify their gender as male or female). The phonetic word of "Enby" is sometimes used as an alternative to NB.

Neurodivergent (ND): Neurodivergent represented by the acronym ND refers one who thinks or acts outside of societal norms.

Neurodiversity: Neurodiversity is a term used to describe people with neurological differences, differing ways of thinking, or to varying neurological disabilities.

Neurodiverse: Neurodiverse is used to describe a group of people where some members of the group are neurodivergent. As defined above, this represents ways of thinking outside of the social or societal norms.

Neurodiversity Movement: The Neurodiversity Movement is a social justice movement that is seeking equality, respect, inclusion, and civil rights for people with Neurodiversity.

Neuroatypical: Neuroatypical refers to a person with a neurocognitive functioning that falls outside the dominant societal standards of "normal".

Neurotypical: Neurotypical is often abbreviated as NT and refers to a person with a neurocognitive functioning that falls within the dominant societal standards of "normal".

Neurominority: Neurominority refers to an underrepresented group of Neurodiverse people who may face challenges or bias from society.

Noise: Noise is a term used to describe a barrier to communication manifesting in visual, emotional, or perceptual interference.

Non-Binary: Non-Binary is a term used to describe people who identify with a gender that is not exclusively male or female or is in between both genders.

Non-White: Non-White is an offensive term used to describe People Of Color and negatively reinforces "White" as the societal norm.

On the Spectrum: On the spectrum refers to someone who is on the Autism spectrum or with ASD (Autism Spectrum Disorder).

Oppositional Sexism: Oppositional Sexism is the belief that femininity and masculinity are rigid and exclusive categories.

Oppression: Oppression refers to systemic and institutional abuse of power by a dominant or privileged group at the expense of targeted, less privileged groups.

Outgroup Bias: Outgroup Bias is when people view people from outside their "group" as less similar and have negative bias against them.

Pacific Islander: Pacific Islander, or Pasifika, is a term that refers to the indigenous inhabitants of the Pacific Islands, specifically people with origins whose origins from the following sub-regions of Oceania.

Pansexual: Pansexual is a term used to describe a person who has an attraction to a person regardless of where they fall on the gender or sexuality spectrum.

Passing: Passing is a term used to describe when a transgender person is perceived as the gender they identify as and not as a trans person.

Patriarchy: Patriarchy refers to a social system where power and authority are held by men.

People-First Language (PFL): People-first language is a method of communicating that references the persons traits or behaviors without defining that person by the trait or behavior. An example is saying X person has a disability rather than saying X person is disabled.

People of Color: People of Color is a phrase used in the US to describe people who are not white and is meant to be inclusive of non-white groups, with emphasis on common experiences of racism.

POC: POC is an acronym for People of Color and is commonly used in the United States to describe people who are not white.

Polyamory: Polyamory is the consensual practice of intimate relationships with multiple partners. All parties may be involved with each other or only with a specific person.

Polygender: Polygender is a person with several gender identities.

Power: Power (in the context of Diversity) is considered to be unequally distributed globally due to factors such as wealth, citizenship, societal influence, education, etc.

Prejudice: Prejudice means to pre-judge or generalize a person or group based on stereotypes.

Privilege: Privilege (in the context of Diversity) means an unearned social power for members of a dominant group of society including benefits, entitlements, or a set of advantages in society.

Projection: Projection (in the context of Diversity) is a term describing the attribution of one's ideas, feelings, or attitudes to people or groups, especially the externalization of blame, guilt, or responsibility.

Pronouns: Pronouns (in the context of Diversity) are consciously chosen gender identifying word used to describe people.

QPOC: QPOC is an acronym for Queer People of Color and is used in the UK and Canada. Another similar acronym is QTPOC which stands for Queer, Transgender, and Intersex People of Color.

Queer: Queer is an umbrella term that allows non-heterosexual people to identify their sexual orientation without stating who they are attracted to. The term Queer includes gay men, lesbians, bisexuals, and transgendered people.

Questioning: Questioning refers to a person who may be uncertain of their sexuality or gender. The term is used to avoid using a defining label which may be changed in the future.

Race: Race is a social term that is used to categorize people as within distinct groups based on physical appearance (mainly skin color), cultural affiliation, ethnic classification, or social and political needs.

Racism: Racism is a term describing the prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.

Racial and Ethnic Identity: Racial and Ethnic Identity refers to a person's experience of being a member of an ethnic and racial group.

Racial Justice: Racial Justice means to reinforce policies, practices, actions, and attitudes that produce equal treatment and opportunities for all groups of people.

Racial Profiling: Racial Profiling is the practice of constructing a set of characteristics or behaviors based on race and then using that set of racially oriented characteristics to decide whether an individual might be guilty of some crime or transgression.

Reclaimed Language: Reclaimed Language is language that has traditionally been used to degrade certain groups, but members of the community have reclaimed and used as their own to remove or reduce the negative power of the language.

Religion: Religion is a system of beliefs that are spiritual and part of a formal, organized institution.

Restorative Justice: Restorative Justice is an effort to repair the harm caused by crime and conflict related to bias or racism.

Reverse Racism: Reverse Racism is a contemporary term referring to racism exhibited by a less dominant race towards the more dominant race.

Roma Traveler: Roma Traveler is a recognized ethnic group in the UK under the Race Relations Act.

Safe Space: Safe Space refers to a physical or digital area where individuals can interact without fear of reprisal, especially when expressing thoughts regarding cultural background, biological sex, religion, race, gender identity or expression, age, physical or mental ability.

Savant: Savant is a term describing a person who has special talents, usually in math, art, or music.

Scoliosesexual: Scoliosesexual describes a person who is attracted to people who are transgender or nonbinary.

Segregation: Segregation is a systemic separation of people into racial or ethnic groups during the activities of daily life.

Self-Stimulating/Stimming: Self-Stimulating refers to the behaviors used by people on the autism spectrum to assist with concentration or calming.

Separation: Separation is when an individual or group rejects a host culture and maintains their cultural identity.

Sex: Sex (in the context of Diversity) refers to the biological classification of male or female based on the physical and biological features of a person. A person's sex may vary from their gender identity.

Sexual Orientation: Sexual Orientation refers to the sex(es) or gender(s) that a person is attracted to emotionally, physically, sexually, or romantically.

Social Justice: Social Justice is the relation of individuals and society by comparing differences of wealth, liberty, and opportunities and how they relate to their social group or identity.

Sponsorship: Sponsorship is an action by allies that are taken to advance the career of members of marginalized groups.

Stereotype: A Stereotype is a generalized belief about a particular group or category of people. A Stereotype represents the expectation that each individual of a particular category or group shares commonalities, especially negative ones.

Straight: Straight refers to a person who is attracted to a person of a different gender to their own.

Structural Racism: Structural Racism refers to institutional practices or policies that are directed to negatively impact outcomes for certain races.

TERFs: TERFs is an acronym for trans-exclusionary radical feminists which is a derogatory term for feminists that do not view transwomen as women.

Third Gender: Third Gender refers to a category of people who do not identify as male or female, but rather as neither, both, or a combination of male and female genders.

Tokenism: Tokenism is a practice of including one or a few members of an underrepresented group in a team or company.

Tourette's Syndrome: Tourette's Syndrome is a condition that normally starts in childhood affecting the brain and nerves, causing people to have uncontrollable motor or vocal tics.

Trans: Trans is the shortened version of Transgender, an umbrella term for a person whose gender identity is not the same as their assigned sex. The use of Trans is considered more politically correct than the outdated terms of Transvestite or Transsexual.

Transfeminine: Transfeminine describes a person who identifies as "trans" but identifies their gender expression as feminine.

Transgender: Transgender is an umbrella term for people whose gender expression or identity is different from their assigned sex at birth.

Transmasculine: Transmasculine means a person who identifies as "trans" but identifies their gender expression as masculine.

Transition/Transitioning: Transition (in terms of diversity) is a process that people go through to change their physical appearance or gender expression through surgery or using hormones to align with their gender identity.

Trans-Phobia: Trans-Phobia refers to the fear, hatred, or discrimination against people who identify as Transgender.

Transvestite: Transvestite is an offensive term for a person who presents themselves or identifies as the binary opposite gender expression. Cross-Dresser or Transgender should be used in modern interactions based on which applies.

Triad of Impairments: Triad of Impairments is an autism theory that identifies neurological characteristics that affect communication, imagination, and social interactions.

Two-Spirit: Two-Spirit is a phrase that refers to a person who is Native American that embodies both masculine and feminine genders.

Unconscious Bias: Unconscious Bias refers to attitudes or stereotypes about certain groups which are often based on mistaken or inaccurate information. Implicit Bias or Hidden Bias are also used to describe Unconscious Bias.

Underrepresented Group: Underrepresented Group is a term referring to a subset of a population with a smaller percentage than the general population.

Unity: Unity (in terms of diversity) is an expression of harmony between dissimilar individuals or groups.

URM: URM is an acronym meaning underrepresented minorities.

Values Fit: Values Fit is a term describing a cohesive pairing of internal value systems within a larger group or organization.

White Privilege: White Privilege represents the unearned set of advantages, privileges, or benefits given to people based solely for being white.

White Supremacy: White Supremacy refers to the exploitation or oppression of nations or people of color by white people for the purpose of maintaining and defending a system of wealth, privilege, and power.

Wimmin: Wimmin is a nonstandard spelling of the word "women" used by feminists in an effort to avoid the word ending "-men".

WLW: WLM is an acronym for Women-Loving-Women used as an umbrella term for lesbians, bisexual, and pansexual women.

Womxn: Womxn is a term sometimes used to replace the word women in an attempt to get away from patriarchal language. Womxn is also meant to be inclusive of trans women, and some non-binary people, but it not always accepted.

Womyn: Womyn is a nonstandard spelling of the word "women" used by feminists in an effort to avoid the word ending "-men".

Workforce Diversity: Workforce Diversity refers to the mixture of defining traits within a workforce typically including age, gender, race, physical abilities, religion, sexual orientation, and more.

Work-Life Effectiveness: Work-Life Effectiveness is a talent management strategy that focuses on success in both work and home environments.

Workplace Inclusion: Workplace inclusion is an intentional effort to create an atmosphere of belonging where all parties can contribute and thrive regardless of their age, gender, race, ethnicity, gender, sexual orientation, or other trait.

Xenophobia: Xenophobia is prejudice or a dislike for people from other countries.