

NARN DEIJ Glossary

Diversity, Equity, Inclusion & Justice Terminology sourced from multiple existing documents online

Source	Term	Definition
UW College of the Env	"Isms"	A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group. For example, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.
hivelearning.com	AAPI or API	"Asian Americans & Pacific Islanders" or "Asian-Pacific Americans". This label has widespread usage across educational and political contexts and was intended to cast off the derogatory "oriental" term in the 1960s. Asian Americans and Pacific Islanders share a number of intersecting histories and issues. Still, it can be considered reductive or tough to relate to and unions and groups may prefer different terminology.
hivelearning.com	Ableism	Dominant attitudes in society that assume there is an ideal body and mind, leading to discriminatory behaviors toward people who differ from this norm.
hivelearning.com	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.
hivelearning.com	Ace	Ace is an umbrella term used to describe a variation in levels of romantic and/or sexual attraction, including a lack of attraction.
hivelearning.com	Affinity bias	The tendency to connect with people who look and seem most like ourselves.
hivelearning.com	Affinity groups	A group of people who share the same interest or purpose such as gender, age, religion, race or sexual orientation.
hivelearning.com	Affirmative action	The practice / policy of favoring individuals belonging to groups known to have been discriminated against previously.
hivelearning.com	Ageism	Stereotyping and discriminating against individuals on the basis of their age.
hivelearning.com	Ally	A person who may or may not be part of the LGBT+ community, but supports their rights and promotes equality for all.
UW College of the Env	Ally	Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.
DEI Institute - Encompass	Ally / Accomplice / Actor	As currently understood, an ally is a white non-racist supporter, and an accomplice is a white person who actively engages in anti-racism. At Encompass, we challenge this notion: "I don't want an ally. Because an ally means you came here to help me. How are you helping me solve the problem you caused? Why am I not the ally and you the actor? Why is Blackness the responsibility holder and whiteness gets to be the helper?" -- Sonya Renee Taylor
hivelearning.com	Allyship	Allyship is using your position of privilege to make a more inclusive workplace.
DEI Institute - Encompass	Anti-Blackness	The notion that Black people are at the bottom of the racial hierarchy.
DEI Institute - Encompass	Anti-racism	Actively working to dismantle racism and create racial equity in our day-to-day, systems, and culture.
hivelearning.com	Asexual	Refers to a person who doesn't experience sexual attraction.
hivelearning.com	Atheism	Disbelief or lack of belief in the existence of God or gods.
hivelearning.com	Attribution error	Using a false assumption to explain someone's behavior.
hivelearning.com	Behavioral diversity	Behavioral Diversity relates to personal experiences that help shape our world view to be more open-minded and accepting of others who are different than us.
hivelearning.com	Bi	An attraction towards more than one gender. Bi people may also describe themselves as bisexual, pansexual, bi-curious, queer, and other non-monosexual identities.
hivelearning.com	Bi-cultural	Bicultural identity is the condition of being oneself regarding the combination of two cultures.
hivelearning.com	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.
UW College of the Env	Bias	A form of prejudice that results from our tendency and needs to classify individuals into categories.
UW College of the Env	Bigot	A person who is obstinately devoted to his or her own opinions and prejudices and intolerant towards other diverse social groups.
hivelearning.com	Biphobia	A person with fear of or antipathy toward bisexuals and bisexuality.

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UW College of the Env	BIPoC	An acronym used to refer to black, Indigenous, and people of color. It is based on the recognition of collective experiences of systemic racism. As with any other identity term, it is up to individuals to use this term as an identifier.
hivelearning.com	Black	A broad term for all people with ethnic origins in the African continent. Less commonly this term is used to refer to all people around the world who are not of white European descent. Note that we encourage capitalising Black (when you're talking about race) — this is consistent with usage for other ethnic groups like Asian, Arab, Latinx. In the US, the term Black or Black American is typically preferred over African-American for two reasons: it better describes folks who are many generations removed from African ancestors and don't identify with Africa, and the term African-American has been criticised by some for being an overly politically correct alternative or even a euphemism for Black.
hivelearning.com	BME or BAME	An acronym that stands for black [and Asian] & minority ethnic. Though generally accepted, as with people of color (see below), there's been some pushback to these terms in recent years for being too reductionist and too inclusive. By reductionist we mean it reduces the nuanced and complex experiences of an individual to an overly simplistic, broad term.
hivelearning.com	Butch	Refers to a person with an overtly/stereotypically masculine or masculine-acting woman. Often used to denote the dominant role in a lesbian relationship.
UW College of the Env	Cisgender	A term for people whose gender identity, expression, or behavior aligns with those typically associated with their assigned sex at birth.
hivelearning.com	Cisgender or Cis	Refers to a person whose gender identity is the same as the sex they were assigned at birth. Often used by the allies, who by using this term recognize that trans people exist and matter.
hivelearning.com	Cognitive diversity	Cognitive diversity accounts for differences in our perspective and the way we process information.
DEI Institute - Encompass	Colonialism and Imperialism	Domination of one culture over the other, usually for exploitative reasons. Colonialism can be thought of as the practice and imperialism as the ideology.
UW College of the Env	Color Blind	The belief that everyone should be treated "equally" without respect to societal, economic, historical, racial or other difference. No differences are seen or acknowledged; everyone is the same.
DEI Institute - Encompass	Colorism	Prejudice against people who have darker complexions and are not white-presenting; this prejudice can exist within your race, nationality, ethnicity.
hivelearning.com	Confirmation bias	Seeking out or only noticing information that reinforces our existing beliefs.
hivelearning.com	Conscious prejudice	Preconceived, usually negative, feelings towards people based solely on their group membership, like religion, race, ethnicity or age.
hivelearning.com	Corporate social responsibility	Practicing good corporate citizenship by going beyond profit maximization to make a positive impact on communities and societies.
hivelearning.com	Cover	An action where an individual intentionally downplays or omits disclosure of known stigmatized identity to fit in with the dominant culture.
hivelearning.com	Creative abrasion	A culture and a practice where ideas are productively challenged. It's about having heated, yet healthy, arguments to generate a portfolio of alternative ideas.
UW College of the Env	Cultural Appropriation	The non-consensual/misappropriation use of cultural elements for commodification or profit purposes – including symbols, art, language, customs, etc. — often without understanding, acknowledgment, or respect for its value in the original culture.
hivelearning.com	Culture fit	Individual attitudes, values, behaviors, and beliefs being in line with the core values and culture of an organization.
hivelearning.com	Deadnaming	Calling someone by their birth name after they have changed their name. Often associated with trans people who have changed their name.
UW College of the Env	Decolonize	The active and intentional process of unlearning values, beliefs, and conceptions that have caused physical, emotional, or mental harm to people through colonization. It requires a recognition of systems of oppression.
hivelearning.com	DEI	An acronym that stands for diversity, equity, and inclusion.
hivelearning.com	Diaspora	A scattered population which originated from a different geographical area.
hivelearning.com	Disability	A physical or mental condition that limits movements, senses, activities or emotions.
UW College of the Env	Disability	Physical or mental impairment that affects a person's ability to carry out normal day-to-day activities.
hivelearning.com	Discrimination	Different from prejudice, discrimination is the behavior or action (usually negative) against a certain individual or group based on their shared characteristics.

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UW College of the Env	Discrimination	The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favor one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.
DEI Institute - Encompass	Diversity	Bringing multiple perspectives rooted in different identities to the same table/operating space.
hivelearning.com	Diversity	Diversity refers not only to innate diversity (like race, age, gender, etc.), but also behavioral diversity like cultural fluency and cross-functional knowledge.
UW College of the Env	Diversity	Socially, it refers to the wide range of identities. A broad includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.
hivelearning.com	Dominant Culture	A cultural practice that is dominant within a particular political, social or economic entity, in which multiple cultures are present. It may refer to a language, religion/ritual, social value and/or social custom.
hivelearning.com	Emotional tax	The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.
hivelearning.com	Employee Resource Group	A largely voluntary, employee-led group that promotes a diverse, inclusive workplace aligned with organizational goals and objectives.
hivelearning.com	Equality	Treating everyone the same way while assuming that everyone starts out on equal footing with equal opportunities.
DEI Institute - Encompass	Equity	Giving everyone what they need to succeed.
hivelearning.com	Equity	Working toward fair outcomes for people or groups by treating them in ways that address their unique barriers.
UW College of the Env	Equity	The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist in the provision of adequate opportunities to all groups.
hivelearning.com	Ethnic groups	The fact or state of belonging to a social group that has a shared cultural tradition.
hivelearning.com	Ethnocentrism	The tendency to believe that your own ethnic group is centrally important and measure all others using the standards and customs of your own.
hivelearning.com	Femme	Femme is a term used in LGBT community to describe someone who expresses themselves in a typically feminine way.
hivelearning.com	Gay	Refers to a man who is attracted to men. Also a generic term for lesbian and gay sexuality – some women define themselves as gay rather than lesbian. NB: though homosexual is a perfectly acceptable word, it has a medical connotation, so gay or lesbian is preferred.
hivelearning.com	Gender	Gender is a social and cultural construct of “female” and “male”. Although our sense of gender can align with our assigned sex, it goes well beyond chromosomes.
hivelearning.com	Gender dysphoria	Gender dysphoria often occurs in transgender or genderqueer people. Gender dysphoria is often used to describe when a person feels uncomfortable identifying as the gender they were born with, and feeling distress with their gender identity.
hivelearning.com	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.
hivelearning.com	Gender identity	Gender identity is personal: it's how we see and define ourselves.
UW College of the Env	Gender Identity	Distinct from the term “sexual orientation,” refers to a person’s internal sense of being male, female, or something else. Since gender identity is internal, one’s gender identity is not necessarily visible to others.
UW College of the Env	Gender Non-conforming	An individual whose gender expression is different from societal expectations related to gender.
hivelearning.com	Gender privilege	Gender privilege usually refers to male privilege, meaning a set of privileges granted to men on the basis of their gender.
hivelearning.com	Gender reassignment	See Transitioning.
hivelearning.com	Genderqueer	Someone who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.
hivelearning.com	Groupthink	The practice of thinking or making decisions as a group in a way that discourages creativity or individual responsibility.

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hivelearning.com	GSD	Acronym for Gender and Sexual Diversity.
UW College of the Env	Harassment	The use of comments or actions that can be offensive, embarrassing, humiliating, demeaning, and unwelcome.
hivelearning.com	Hepeating	A situation where a man appropriates or repeats a woman's comments or ideas and then is praised for them being his own.
hivelearning.com	Heterosexual privilege	'Straight' privilege and cis-gendered privilege is the receiving of advantages that are favorably granted to someone solely because of their heterosexual orientation or the gender they identify with.
hivelearning.com	Heterosexual/Straight	A person who is sexually attracted to people of the opposite sex. Also referred to as straight.
hivelearning.com	Homophobia	A strong dislike or fear of homosexual people. See Homosexual.
hivelearning.com	Homosexual	Refers to a person who is sexually attracted to people of the same sex. Also see Gay, Lesbian, Bi.
DEI Institute - Encompass	Implicit bias	Unconscious attitudes and stereotypes that influence our behavior.
UW College of the Env	Implicit Bias	Negative associations expressed automatically that people unknowingly hold and that affect our understanding, actions, and decisions; also known as unconscious or hidden bias.
hivelearning.com	Imposter Syndrome	A psychological pattern in which an individual doubts their accomplishments and has a persistent internalized fear of being exposed as a "fraud".
hivelearning.com	In-group bias	The tendency to respond more positively to people from our in-groups than we do to people from our outgroups.
DEI Institute - Encompass	Inclusion	Acknowledging people already have a voice but that those have been suppressed and amplifying those voices.
hivelearning.com	Inclusion	Inclusion is the result of welcoming, respecting, supporting, involving, valuing and empowering those around you equally.
UW College of the Env	Inclusion	The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
hivelearning.com	Inclusive Leader	A form of leadership that intentionally welcomes and incorporates the contributions of all stakeholders within an organization to encourage teams to voice different perspectives, discuss difference of opinion, and inform the overall business strategy.
hivelearning.com	Innate diversity	Innate Diversity is the range of differences in people like gender, age, race, physical ability and sexuality. It also includes differences in the way we think and process information.
UW College of the Env	Institutional Racism	Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes and opportunities for different groups based on racial discrimination.
DEI Institute - Encompass	Intersectionality	The specific marginalization of Black women in the legal system.
hivelearning.com	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.
UW College of the Env	Intersectionality	A social construct that recognized the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.
hivelearning.com	Intersex	The 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.
hivelearning.com	Lesbian	Refers to a woman who is attracted to women. NB: some women define themselves as gay rather than lesbian.
hivelearning.com	Lesbophobia	The fear or dislike of someone because they are or are perceived to be a lesbian.
hivelearning.com	LGBTQ+/LGBTQI	The acronym for lesbian, gay, bi, trans, questioning (or queer), intersex + other gender variants. This is the most inclusive, all-encompassing term for the gay community, including those with non-cis gender identities.
hivelearning.com	LGBTQIA	LGBTQIA is an acronym and refers to lesbian, gay, bisexual, transgender, queer or questioning, intersex, and asexual or allied.
UW College of the Env	LGBTQIA	An inclusive term for those who identify as lesbian, gay, bisexual, transgender, queer, intersex, and asexual.
hivelearning.com	Mansplain	Mansplain is a combination of two words – "man" and "explain". Mansplaining refers to a man explaining something to someone, typically a woman, in a manner regarded as condescending or patronizing.

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hivelearning.com	Mentor	A mentor supports and guides you in your professional world either within or outside your organization.
hivelearning.com	Microadvantages	Microadvantages are facial expressions, gestures, tone of voice and choice of words that are even more subtle than micro-affirmations, but equally as important in making a person feel appreciated and valued.
hivelearning.com	Microaffirmations	Microaffirmations are subtle acknowledgments of a person's importance and accomplishments, which creates a feeling of being valued and a sense of belonging.
DEI Institute - Encompass	Microaggression	Accepted regular slights or aggressions, insults, etc. hostile to a group.
hivelearning.com	Microaggression	Microaggressions are seemingly harmless but impactful everyday slights and exclusions that negatively highlight an individual's Otherness.
UW College of the Env	Microaggression	The verbal, nonverbal, and environmental slights, snubs, insults, or belittlement, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon discriminatory belief systems.
UW College of the Env	Multicultural Competency	A process of embracing diversity and learning about people from other cultural backgrounds. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world, and an openness to learn from them.
hivelearning.com	Multiracial, mixed heritage, dual heritage, mixed-race, mixed-ethnicity – or simply “mixed”	Terms describing a person who has parentage or ancestors from more than one ethnic and/or racial group. Some people can get confused between interracial and biracial. An individual can be described as biracial if their heritage is mixed; interracial, on the other hand, is used to describe relationships or interactions between individuals from different racial groups.
hivelearning.com	Neurodiverse	Neurodiversity describes the spread of neurological differences (learning and developmental difficulties, ADHD and Autism are examples).
hivelearning.com	Non-binary	Refers to a person who doesn't identify as only male or only female, or who identifies as both.
hivelearning.com	Oppression	A state of being subject to unjust treatment or control either at the individual level or systematic level.
UW College of the Env	Oppression	The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures.
DEI Institute - Encompass	Organization culture (what are unwritten rules for success in orgs/mvmt)	The set of shared attitudes, goals, practices, and values of an organization.
hivelearning.com	Outgroup bias	The tendency to view people from outside our own group as less similar and, as a result, have negative biases against them.
hivelearning.com	Pan	Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.
UW College of the Env	Patriarchy	Actions and beliefs that prioritizes masculinity. Patriarchy is practiced systemically in the ways and methods through which power is distributed in society (jobs and positions of power given to men in government, policy, criminal justice, etc.) while also influencing how we interact with one another interpersonally (gender expectations, sexual dynamics, space-taking, etc.).
UW College of the Env	People of Color	A collective term for men and women of Asian, African, Latinx, and Native American backgrounds; as opposed to the collective “White”.
hivelearning.com	People of color (PoC)	An all-encompassing term for non-white people.
DEI Institute - Encompass	Power	The ability to impact or influence the outcomes in your own and others' lives.
hivelearning.com	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.
UW College of the Env	Prejudice	an inclination or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.
hivelearning.com	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 can include race, gender, sexual orientation, ability and religion, as well as privilege related to wealth and class.
UW College of the Env	Privilege	Exclusive access or availability to material and immaterial resources based on the membership to a dominant social group.

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hivelearning.com	Pronoun	Words we use to refer to people's gender in conversation – for example, 'he' or 'she'. Some people may prefer others to refer to them in gender-neutral language and use pronouns such as they/their and ze/zir.
hivelearning.com	Psychological Safety	Psychological safety, term coined and defined by Harvard Business School professor Amy Edmondson, is a belief that you will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.
hivelearning.com	Queer	Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.
UW College of the Env	Queer	An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definitional indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics
UW College of the Env	Race	A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic, and political needs of a society at a given period of time
DEI Institute - Encompass	Racial justice	Moving beyond merely "leveling the playing field" and proactively dismantling the systems that benefit some races (usually white people) at the expense of others. The state in which race cannot be used to predict outcomes.
DEI Institute - Encompass	Racism	The structures and unconscious or conscious bias toward a group of people based on ethnicity and/or race that create and sustain systems of oppression and inequality. Power + bias = racism
hivelearning.com	Racism	Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.
DEI Institute - Encompass	Reverse Racism	A misnomer to refer to racial bias against white people. Since racism is predicated on power, reverse racism is a myth.
UW College of the Env	Safe Space	Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule, or denial of experience.
hivelearning.com	Sex	Sex is the biological category (female or male) given at birth based on physical characteristics, i.e. chromosomes and genitalia.
hivelearning.com	Sexual orientation	Sexual orientation is interpersonal: it's who we're romantically, emotionally, and/or physically attracted to.
UW College of the Env	Sexual orientation	An individual's enduring physical, romantic, and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay, or bisexual.
UW College of the Env	Social Justice	Social justice constitutes a form of activism, based on principles of equity and inclusion that encompasses a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and society as a whole.
hivelearning.com	Socioeconomic privilege	One or a set of advantages held by a person or group owing to their experience and their individual or family's social and economic status.
hivelearning.com	Sponsor	A sponsor is a powerful internal advocate who looks after your interests, helps connects you to leaders and special projects, and amplifies your amazing work to other senior people in your business.
UW College of the Env	Stereotype	A form of generalization rooted in blanket beliefs and false assumptions, a product of processes of categorization that can result in a prejudiced attitude, uncritical judgment, and intentional or unintentional discrimination. Stereotypes are typically negative, based on little information that does not recognize individualism and personal agency.
hivelearning.com	Stereotype threat	A situational predicament in which people are or feel themselves to be at risk of conforming to stereotypes about their social group.
hivelearning.com	Stereotypes	Stereotypes are cognitive representations of how members of a group are similar to one another and different from other groups. Importantly, people can be aware of the stereotypes they hold.
hivelearning.com	Straight	Refers to a person who is emotionally, romantically, and/or physically attracted to someone of the opposite sex.

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UW College of the Env	Structural inequality	Systemic disadvantage(s) of one social group compared to other groups, rooted and perpetuated through discriminatory practices (conscious or unconscious) that are reinforced through institutions, ideologies, representations, policies/laws, and practices. When this kind of inequalities is related to racial/ethnic discrimination is referred to as systemic or structural racism.
UW College of the Env	System of Oppression	Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice, and other forms of unequal treatment that impact different groups. Sometimes is used to refer to systemic racism.
DEI Institute - Encompass	Tokenism	Going through the motions to appear to be anti-racist.
UW College of the Env	Tokenism	Presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself.
hivelearning.com	Trans or transgender	Refers to a person whose gender is not the same as the sex they were assigned at birth. Trans people may also describe themselves as gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, two-spirit, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois. NB: some people use the term transsexual, which is old medical terminology but trans or transgender is typically preferred.
hivelearning.com	Transitioning	The steps a trans person takes to live in the gender with which they identify. For some it could involve medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this.
hivelearning.com	Transphobia	The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.
hivelearning.com	Transsexual	This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.
hivelearning.com	Unconscious bias	Deep-seated assumptions we make about people who are different than us without even realizing it – usually called implicit bias or unconscious bias.
hivelearning.com	Underrepresented groups	Refers to a group whose members are disadvantaged and subjected to unequal treatment by the dominant group, and who may regard themselves as recipients of collective discrimination.
DEI Institute - Encompass	White fragility	Defensiveness when white people are confronted with racism--feeling like that confrontation means they are inherently bad people.
hivelearning.com	White privilege	The unquestioned and unearned set of advantages and benefits bestowed on people solely because they are white. Often people with this privilege can be unaware of it as these privileges are perpetuated systemically across institutions including in the law, work, medicine, and more.
hivelearning.com	White supremacy	White supremacy or white supremacism is the racist belief that white people are superior to people of other races and therefore should be dominant over them.
UW College of the Env	White Supremacy	A power system structured and maintained by persons who classify themselves as white, whether consciously or subconsciously determined; and who feel superior to those of other racial/ethnic identities.
DEI Institute - Encompass	White supremacy culture	Cultural norms and structures that encourage and maintain the status quo of white privilege. It is held in place by systems of historical power such as colonialism.
hivelearning.com	Workplace inclusion	An atmosphere where all employees belong, contribute and can thrive. It requires deliberate and intentional action.
hivelearning.com	Xenophobia	Dislike of or prejudice against people from other countries.
hivelearning.com	Zero sum game	The idea that if one person gains something, another person loses something. When doing D&I work, sometimes dominant groups believe that an organization helps make underrepresented groups feel more included, they lose power, influence, and clout.