



Handout

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## Diversity Definitions

### **Stereotype**

An oversimplified idea or assumption about an entire group of people without regard for individual differences. Ex: All \_\_\_\_\_ are \_\_\_\_\_. The idea of a “positive” stereotype does not exist because not all members of a group conform to the stereotype and then may feel inadequate.

### **Prejudice**

A belief, or a pre-judgment, about a person or a group of people without having enough knowledge to make that judgement. Prejudice is based on stereotypes.

### **Discrimination**

An action based on prejudice and/or stereotyping that excludes people or treats them unfairly. Some forms of discrimination are illegal such as housing discrimination or disability discrimination.

### **Bias**

Prejudice in favor of or against one thing, person or group compared with another, usually in a way considered to be unfair.

### **Race**

A social construct devised to categorize people that connects social and political ideas to certain human features such as skin tone, hair texture, eye shape, etc.

### **Ethnicity**

A group of people sharing a common and distinctive culture including religion, language, food, art, etc.

### **Ancestry**

Family or ancestral descent; lineage

### **Nationality**

The legal status of belonging to a particular nation, whether by birth or naturalization.

### **Racism**

Prejudice or discrimination, based on race, directed against people with less social power by people with more social power in a society. Racism can be expressed by individuals through their beliefs, attitudes, and actions. Racism can also be institutional or carried out through a system of laws, policies, practices, and values that benefit those with more power and harm those with less power

### **Colorism**

Prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group.

### **Sexism**

Prejudice, stereotyping, or discrimination, typically against women, on the basis of gender, or perceived gender.

**Ageism**

Prejudice, stereotyping or discrimination on the basis of a person's age, or perceived age.

**Classism**

Prejudice, stereotyping or discrimination against or in favor of people belonging to a particular social class, or a perceived social class.

**Ableism**

Prejudice, stereotyping or discrimination in favor of people who do not have a physical, mental, or sensory disability

**Disablism**

Prejudice and/or discrimination against people who have, or are perceived to have, a physical, mental, or sensory disability

**Neurotypical**

Having a style of neurocognitive functioning that falls within the dominant societal standards of "normal."

**Neurodiversity**

The diversity of human brains and minds – the infinite variation in neurocognitive functioning within our species.

**Neurodivergent**

Having a brain that functions in ways that diverge significantly from the dominant societal standards of "normal."

**Weightism**

Bias, prejudice, or discrimination against people based on their size, shape, or weight

**Anti-Semitism**

Prejudice, stereotyping or discrimination against people who are Jewish, or people who are perceived to be Jewish.

**Xenophobia**

Intense or irrational fear or dislike of strangers or foreigners or of anything that is strange or foreign.

**Islamophobia**

Intense or irrational fear of, or prejudice, stereotyping or discrimination against people who are Muslim, or people who are perceived to be Muslim.

**Heterosexism**

Prejudice or discrimination against homosexuals on the assumption that heterosexuality is the normal sexual orientation.

**Homophobia**

Irrational fear of, aversion to, discomfort with, or discrimination against people who are, or who are perceived to be, gay, lesbian or bisexual.

**Transphobia**

Irrational fear of, aversion to, or discrimination against transgender or transsexual people.

**Cis-sexism** The discrimination against and oppression of transgender, nonbinary, and gender-nonconforming people

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# Gender and Sexuality Definitions

*Definitions according to the Human Rights Campaign (the largest national lesbian, gay, bisexual, transgender and queer civil rights organization in USA):*

## **Asexual**

Often called “ace” for short, asexual refers to a complete or partial lack of sexual attraction or lack of interest in sexual activity with others. Asexuality exists on a spectrum, and asexual people may experience no, little, or conditional sexual attraction.

## **Bisexual**

A person emotionally, romantically, or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with pansexual.

## **Cisgender**

A person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

## **Gay**

A person who is emotionally, romantically, or sexually attracted to members of the same gender. Men, women, and non-binary people may use this term to describe themselves.

## **Gender binary**

A system in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.

## **Gender dysphoria**

Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term – which replaces Gender Identity Disorder – “is intended to better characterize the experiences of affected children, adolescents, and adults.”

## **Gender expression**

External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

## **Gender-fluid**

A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

## **Gender identity**

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

## **Gender non-conforming**

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.

## **Genderqueer**

Genderqueer people typically reject static or binary categories of gender, embracing a fluidity of gender identity and often, though not always, sexual orientation. People who identify as “genderqueer” may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

## **Gender transition**

A series of processes that some transgender people may undergo in order to live more fully as their true gender. This typically includes social transition, such as changing name and pronouns, medical transition, which may include hormone therapy or gender affirming surgeries, and legal transition, which may include changing legal name and sex on government identity documents. Transgender people may choose to undergo some, all or none of these processes.

## **Intersex**

Intersex people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of difference among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

## **Lesbian**

A woman who is emotionally, romantically, or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

## **LGBTQIA Plus**

An acronym for “lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual” with a “+” sign to recognize the limitless sexual orientations and gender identities that exist.

## **Non-binary**

An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.

## **Queer**

A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or gender-expansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ+ movement.

## **Pansexual**

Describes someone who has the potential for emotional, romantic, or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

## **Sex assigned at birth**

The sex, male, female, or intersex, that a doctor or midwife uses to describe a child at birth based on their external anatomy.

**Sexual orientation:** An inherent or undeniable enduring emotional, romantic, or sexual attraction to other people.

**Transgender:** An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Transgender people may identify as straight, gay, lesbian, bisexual, etc.

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# Bullying Definitions

## **Aggressor**

The person doing the bullying behavior.

## **Target**

The person being bullied.

## **Upstander**

The person who aids the target.

## **Bystander**

The person who stands by and does nothing.

Definitions adapted from various sources including:

<https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>

<https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>

<https://www.hrc.org/resources/glossary-of-terms>

<https://www.planetneurodivergent.com/neurodiversity-and-neurodivergent-basic-terminology/>