

The Top 20 Terms You Need to Know to Be Inclusive

Diversity is a candid conversation. It takes bravery and courage, and you do not have to do it alone. To start the conversation, language is needed to accelerate the dialogue.

We need to meet our allies where they are at. To facilitate this, familiarize yourself with these terms and share them with your allies, especially those that do not see themselves as “diverse.”

- **Diversity:** Different groups of people (i.e. gender, race, ethnicity, sexual orientation, abilities)
- **Inclusion:** A sense of belonging for diverse groups of people
- **Majority group:** The group that generally holds the largest amount of power in society and in workplaces (i.e. white, straight, male, cisgender, able-bodied)
- **Underrepresented groups:** The groups that fall outside of the majority group by one or more factors (non-white, LGBTQ+, female, gender non-binary, disabled)
- **Intersectionality:** The intersection of more than one marker of diversity (i.e. race + gender, disabled + gay)
- **Gender non-binary:** A category for those that identify outside of the masculine or feminine gender boxes (synonym: gender-neutral)
- **Cisgender:** A category for those that identify their gender with the gender or sex they were assigned at birth
- **LGBTQ+:** An acronym that represents lesbian, gay, bisexual, transgender, queer and those that identify with other markers of difference in sexual orientation and/or gender
- **People of color:** People that identify as non-white
- **White fragility:** White people's aversion to talking about race or apathy towards racism's existence
- **White supremacy:** The belief that the white race is superior to other races
- **Disabilities:** Physical or non-physical differences from the majority group (i.e. mental health, limited mobility, visually impaired)
- **Privilege:** The advantages one has over others based on their associations with the majority group (i.e. white, straight, male, cisgender, able-bodied)
- **Ally:** One that leverages their privilege to help others that are underrepresented (i.e. mentor, sponsor, advocate, coach, challenger)
- **Unconscious bias:** The beliefs that one holds that they are often unaware about those that are underrepresented
- **Mansplaining:** Traditional male behavior that minimizes women by over or underexplaining something based on assumptions about gender
- **Whitesplaining:** Traditional white behavior that minimizes people of color by assuming they know what it means to be a person of color
- **Bropropriations:** Traditional male behavior that limits the power of women (i.e. interruptions, taking credit for ideas, mansplaining)
- **Gender equality:** The belief that all genders of humans are equal and should be treated equally
- **Benevolent sexism:** Well-intended behavior that limit women's advancement (i.e. travel, promotions, caregiving responsibilities)