

## Annex 1: Glossary

The purpose of this glossary is to provide a basic framework and shared degree of understanding of the main concepts and terms that have been used in the context of the DisQo Network in order to enhance the quality of dialogue and discourse. Moreover, the glossary serves to prevent ambiguity, create a safe space, and ensure the use of respectful and non-stigmatizing language.

NB: neither the selection of terms, nor the selection of **existing** definitions, has undergone an internal review process by the DisQo network, and as such, the glossary is **not** part of the endorsement.

### **Afrophobia**

Specific form of racism that refers to any act of violence and discrimination including racist speech, fuelled by historical abuses and negative stereotyping, and leading to the exclusion and dehumanisation of people of African descent. It is the result of the social construction of race to which genetic and/or cultural specificities and stereotypes are attributed (racialisation). It can take many forms: dislike, bias, oppression, racism, and structural and institutional discrimination, among others.<sup>1</sup>

### **Anti-Asian racism**

Describes the negative bias, and systemic and interpersonal discrimination towards people of Asian descent on the institutional or individual level. Grounded in colonial, racist stereotypes, anti-Asian racism upholds systemic inequities, resulting in social exclusion, marginalization, and systemic oppression.<sup>2</sup>

### **Anti-Black racism**

Describes the negative bias, and systemic and interpersonal discrimination towards people of African descent on the institutional or individual level. Grounded in colonial, racist stereotypes, anti-Black racism upholds systemic inequities, resulting in social exclusion, marginalization, and systemic oppression.<sup>3</sup>

### **Anti-racism**

Policies, behaviours, and beliefs that are opposed to or intended to prevent racism (=unfair or harmful treatment of people based on their race).<sup>4</sup>

### **Anti-racist**

"One who is supporting an antiracist policy through their actions or expressing an antiracist idea."<sup>5</sup>

### **Anti-racist institution**

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<sup>1</sup> Definition by the European Network against Racism- Taken from the paper "Towards an EU Framework for National Strategies to Combat Afrophobia and Promote the Inclusion of People of African Descent and Black Europeans."

<sup>2</sup> Definition by the Center for Intersectional Justice- Taken from the Factsheet "Race in Germany and Europe"

<sup>3</sup> Definition by the Center for Intersectional Justice- Taken from the Factsheet "Race in Germany and Europe"

<sup>4</sup> Definition by the Cambridge Dictionary

<sup>5</sup> Definition by Ibram X. Kendi in Kendi, I. (2019). *How to be an antiracist*. Bodley Head.

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“An institution that has committed to identifying and changing its role in the systemic accumulation of disadvantages for one group(s) to the advantage of another group(s), based on persisting racist beliefs, with a sustained focus on racism that impacts BIPOC”.<sup>6</sup>

## Anticolonialism

"Anticolonialism is a broad term used to describe the various resistance movements directed against colonial and imperial powers. The ideas associated with anticolonialism—namely justice, equality, and self-determination—commingled with other ideologies such as nationalism and antiracism."<sup>7</sup>

## Antigypsism

“Antigypsyism is a historical, persistent complex of customary racism against social groups identified under the stigma ‘gypsy’ or other related terms, and incorporates:

1. A homogenizing and essentializing perception and descriptions of these groups
2. The attribution of specific characterizations to them
3. Discrimination social structures and violent practices that emerge against that background, which have a degrading or ostracizing effect, and which reproduce structural disadvantages.”<sup>8</sup>

## Antisemitism

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”<sup>9</sup>

## BIPOC

An acronym that stands for Black, Indigenous, or Indigenous, Black, and People of Color, recognising how systemic racism particularly marginalizes Black and Indigenous people and other racialized minorities. People of Color is a term used to describe all self-identified racialised people whose experiences of marginalization are different from non-racialized people.<sup>10</sup>

## Covert racism

A form of racial discrimination that is disguised, hidden and subtle. It is the use of passive or seemingly passive methods that concur racial biases and preferences.<sup>11</sup>

## Cultural racism

“Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or “whiteness” are automatically “better” or more “normal” than

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<sup>6</sup> Definition by the Medical College of Wisconsin- Taken from the MCW Anti-Racism, Equity, Diversity, and Inclusion Glossary

<sup>7</sup> University of Winnipeg. (2023, January 17). *Colonization, Decolonization and Postcolonialism: An Interdisciplinary Guide: Key Concepts*. <https://libguides.uwinnipeg.ca/c.php?g=392214&p=2664087>

<sup>8</sup> Definition by the Alliance against Antigypsyism- Taken from the Reference Paper on Antigypsyism

<sup>9</sup> Definition by the International Holocaust Remembrance Alliance

<sup>10</sup> Definition by the Center for Intersectional Justice- Taken from the Factsheet “Race in Germany and Europe”

<sup>11</sup> Definition by the The Immigration Law Practitioners’ Association (ILPA)

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those associated with other racially defined groups (...). Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism (...)."<sup>12</sup>

## **Direct Discrimination**

Where one person is treated less favourably than another is, has been or would be treated in a comparable situation on grounds of racial or ethnic origin.<sup>13</sup>

## **Discrimination**

The unequal treatment of (or apparently equal treatment leading to disproportionately unequal outcomes for) members of various groups based on sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation and other categories.<sup>14</sup>

## **Diversity**

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender—the groups that most often come to mind when the term "diversity" is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.<sup>15</sup>

## **Equality data**

"...all types of disaggregated data used to assess the comparative situation of a specific discriminated group or group at risk of discrimination, design public policies so that they can contribute to promoting equality and assess their implementation."<sup>16</sup>

## **Health equity**

Equity is the absence of unfair, avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically or by any other dimensions of inequality (e.g. sex, gender, ethnicity, disability, or sexual orientation) (...) Health equity is achieved when everyone can attain their potential for health and well-being.<sup>17</sup>

## **Health inequalities**

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<sup>12</sup> Definition by the Center for Assessment and Policy Development, and World Trust Educational Services – Taken from "Racial Equity Tools"

<sup>13</sup> Defined in the COUNCIL DIRECTIVE 2000/43/EC of 29 June 2000 'Implementing the principle of equal treatment between persons irrespective of racial or ethnic origin'.

<sup>14</sup> Definition by Alfiaz Vaiya with input from EQUINET

<sup>15</sup> Definition by the Center for Assessment and Policy Development, and World Trust Educational Services – Taken from "Racial Equity Tools"

<sup>16</sup> Definition by the European Network against Racism- Taken from the report 'Measure, Plan, Enact- How data collection can support racial equality.'

<sup>17</sup> Definition by the World Health Organization

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Health inequalities are the unjust and avoidable differences in health across the population and between different groups within society. These include how long people are likely to live, the health conditions they may experience and the care that is available to them.<sup>18</sup>

## **Indirect Discrimination**

Where an apparently neutral provision, criterion or practice would put persons of a racial or ethnic origin at a particular disadvantage compared with other persons, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.<sup>19</sup>

## **Indirect racial discrimination**

Shall mean cases where an apparently neutral factor such as a provision, criterion or practice cannot be as easily complied with by, or disadvantages, persons belonging to a group designated by a ground such as race, colour, language, religion, nationality or national or ethnic origin, unless this factor has an objective and reasonable justification. This latter would be the case if it pursues a legitimate aim and if there is a reasonable relationship of proportionality between the means employed and the aim sought to be realised.<sup>20</sup>

## **Individual or interpersonal racism**

The beliefs, attitudes, and actions of individual that support or perpetuate racism. Individual racism can occur at both an unconscious and conscious level, and can be both active and passive.<sup>21</sup>

## **Institutional Racism**

Explicit manifestations of racism at the direction and policy level, as well as unwitting discrimination at the organisational level. Indirect, institutional racism is more subtle, hidden but equally pervasive and damaging in nature. It is observed in 'processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.'<sup>22</sup>

## **Internalized racism**

Internalized racism is the acceptance of negative stereotypes or beliefs by the stigmatized group about their own race. It is conceptualized as the product of systems of privilege and societal values that, over time, erode an individual's sense of value and undermine the collective action of a minority racial and/or ethnic group.<sup>23</sup>

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<sup>18</sup> Definition by 'NHS England'

<sup>19</sup> Definition taken from the COUNCIL DIRECTIVE 2000/43/EC of 29 June 2000

<sup>20</sup> Definition by the European Commission against Racism and Intolerance (ECRI)- Taken from the ECRI General Policy Recommendation No.7 on National Legislation to Combat Racism and Racial Discrimination

<sup>21</sup> Taken from the book "Teaching for Diversity and Social Justice: A Sourcebook, edited by Maurianne Adams, Lee Anne Bell, and Pat Griffin (Routledge, 1997)

<sup>22</sup> European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs

- Taken from the study 'Protection against racism, xenophobia and racial discrimination, and the EU Anti-racism Action Plan'

<sup>23</sup> Jones, C. P. (2000). Levels of racism: a theoretic framework and a gardener's tale. *American Journal of Public Health, 90*(8), 1212–1215. <https://doi.org/10.2105/ajph.90.8.1212>

## **Intersectionality**

The concept of intersectionality describes the ways in which systems of inequality based on gender, race, ethnicity, sexual orientation, gender identity, disability, class, and other forms of discrimination “intersect” to create unique dynamics and effects.<sup>24</sup>

## **Islamophobia**

“A fear, prejudice and hatred of Muslims or non-Muslim individuals that leads to provocation, hostility and intolerance by means of threatening, harassment, abuse, incitement and intimidation of Muslims and non-Muslims, both in the online and offline world. Motivated by institutional, ideological, political and religious hostility that transcends into structural and cultural racism which targets the symbols and markers of a being a Muslim.”<sup>25</sup>

## **Multiple discrimination**

Any combination of forms of discrimination against persons on the grounds of sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation, gender identity or other characteristics, and to discrimination suffered by those who have, or who are perceived to have, those characteristics.<sup>26</sup>

## **Overt racism**

Overt racism or explicit racism is the intentional and/or obvious harmful attitudes or behaviors towards another minority individual or group because of the color of his/her skin.<sup>27</sup>

## **Race**

A social, political and historical construct based on white supremacy that emerged in the 15th century to hierarchise groups of people according to unfounded physical and phenotypical characteristics. The power hierarchies underlying the concept of race are the basis for domination over and oppression of particular groups of people. Race-based distinctions were originally rooted in flawed scientific, biological studies intended for official justification of colonialism, genocide, exploitation and slavery, but later scientifically disproved. These theories have been replaced by a culturalist conceptualization of race.<sup>28</sup>

## **Racial discrimination**

“Any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.”<sup>29</sup>

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<sup>24</sup> Definition by the Center for Intersectional Justice

<sup>25</sup> Definition by Professor Imran Awan and Dr Irene Zempi - Taken from briefing paper prepared for Special Rapporteur on freedom of religion or belief, United Nations High Commissioner for Human Rights

<sup>26</sup> Definition by the European Institute for Gender Equality

<sup>27</sup> Definition by Elias, S (2015) in The Wiley Blackwell Encyclopedia of Race, Ethnicity, and Nationalism. In *Wiley eBooks*. Wiley. <https://doi.org/10.1002/9781118663202>

<sup>28</sup> Definition by the Center for Intersectional Justice- Taken from the Factsheet “Race in Germany and Europe”

<sup>29</sup> Definition by the OHCHR- Taken from the International Convention on the Elimination of All Forms of Racial Discrimination”

## **Racialisation**

The processes by which a group of people is defined by their 'race.' Processes of racialisation begin by attributing racial meaning to people's identity and, in particular, as they relate to social structures and institutional systems, such as housing, employment and education. In societies in which 'White' people have economic, political, and social power, processes of racialisation have emerged from the creation of a hierarchy in social structures and systems based on 'race'. The visible effects of processes of racialisation are the racial inequalities embedded within social structures and systems.<sup>30</sup>

## **Racialised people**

Individuals and groups who have been subject to a process of racialisation and been ascribed a particular racial category. In European societies, all people are racialised, however we use the term to refer to those that have been negatively racialised or racialised as "other".<sup>31</sup>

## **Racism against indigenous people**

Describes the negative bias, interpersonal and systemic discrimination towards indigenous peoples within Europe (i.e. the Sámi in Northern Europe) and within current and former European colonies at the historical, institutional and structural level. Grounded in colonial racist stereotypes, anti-Indigenous racism upholds systemic inequities, resulting in cultural genocide, land dispossession, marginalization, social exclusion and systemic oppression.<sup>32</sup>

## **Structural Racism**

The structures that create and maintain vulnerability, harm and precarity aligned to racial difference. Structural racism is the intertwined relationship between historical injustices, epistemic (knowledge) erasure, laws, institutions, policies, practices, and social, political and economic disparities. The effect of these factors is to further marginalise and impose violence on racialised people.<sup>33</sup>

## **Systemic Racism**

An infrastructure of rulings, ordinances or statutes promulgated by a sovereign government or authoritative entity, whereas such ordinances and statutes entitle one ethnic group in a society certain rights and privileges, while denying other groups in that society these same rights and privileges because of long-established cultural prejudices, religious prejudices, fears, myths, and Xenophobia's held by the entitled group.<sup>34</sup>

## **White Supremacy**

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<sup>30</sup> Definition by Schaefer, R. (ed.), *Encyclopaedia of Race, Ethnicity and Society*, 2008 taken from the study 'Protection against racism, xenophobia and racial discrimination, and the EU Anti-racism Action Plan.'

<sup>31</sup> Definition by EQUINOX Initiative for Racial Justice- Taken from the report 'Towards Racial Justice- 'How the EU can create lasting change for racialised people'

<sup>32</sup> European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs

- Taken from the study 'Protection against racism, xenophobia and racial discrimination, and the EU Anti-racism Action Plan'.

<sup>33</sup> Definition by Equinox Initiative for Racial Justice - Taken from the report "Towards Racial Justice."

<sup>34</sup> Definition by the OHCHR- Taken from the statement 'Systemic Racism vs. Institutional Racism'.

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A belief grounded in 17th century racism and colonial imperialism that asserts that white people are superior to People of Color and are therefore entitled to economic, political and social privileges. White privilege has enabled a system of white domination, which normalizes existing racial inequities. <sup>35</sup>

## **Xenophobia**

Attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity. <sup>36</sup>

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<sup>35</sup> Definition by the Center for Intersectional Justice - Taken from the factsheet "Race in Germany and Europe."

<sup>36</sup> Definition by the International Organization for Migration- Taken from the 'Glossary on Migration'