



## IATSE Diversity Equity and Inclusion Essentials:

### DEI ACRONYMS AND GLOSSARY

#### ACRONYMS

**DEI: Diversity, Equity, and Inclusion** - the most widely used diversity and inclusion acronym.

**Diversity** means understanding that everyone is unique, with their own identities, beliefs, perspectives, and background and the ability to both see and value these differences.

**Equity** is when each person is allocated resources and opportunities based on their circumstances in order to reach an equal outcome.

**Inclusion** is the state of being valued, respected, and supported.

**EDI** - EDI has been adopted in some countries, like parts of Canada and the U.K., for Equity, Diversity, and Inclusion. This intentionally places Equity ahead of Diversity and Inclusion.

**DEIA** - Diversity, Equity, Inclusion and Access (or Accessibility) or Anti-Racist

**DEIB**: Diversity, Equity, Inclusion and Belonging

**D&I**: the acronym for Diversity and Inclusion

**IDEA**: Inclusion, Diversity, Equity and Accessibility (or Anti-racist)

**JEDI**: Justice, Equity, Diversity, and Inclusion

**READI**: Racism, Equity, Accessibility, Diversity, and Inclusion

**BIPOC**: Black, Indigenous, and (other) People of Color

**Black:** a term that broadly refers to individuals with ancestral origins in any of Africa's darker-complected racial groups

**Indigenous:** individuals and the descendants of individuals who first lived in a given geographical region before people of different origins arrived and colonized that place

**People of color (PoC):** a broad term for non-White people including Black and Indigenous people but also those of Asian, Middle Eastern, Pacific Islander, or Latin American descent.

**AAPI:** Asian/Asian American or Pacific Islander (AAPI): This includes individuals who have origins in Central Asia, East Asia, Southeast Asia, South Asia, Hawaii, and the Pacific Islands.

**LGBTQIA+:** stands for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and limitless possibility. There are other versions of queer acronyms as well.

**ASD:** Autism Spectrum Disorder or generally "autistic adult/child/person" or someone who "is on the autism spectrum"

**ENBY, NB, NBi for a Nonbinary person:** an umbrella term for people whose gender identity doesn't sit comfortably with "man" or "woman." Nonbinary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

**ND:** this acronym means "neurodivergent." Neurodiversity refers to the concept that people think, interact with, and process the world around them in different and unique ways. Most often used to refer to people with Autism Spectrum Disorder (ASD), attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia, and obsessive-compulsive disorder (OCD)

**NT:** meaning "neurotypical." Describes a person whose neurological development and state are "typical," conforming to what most people would perceive as "normal."

## **GLOSSARY**

- **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.
- **Antiracism:** Any idea that suggests that racial groups are equals in all their apparent differences - that there is nothing right or wrong with any racial group.
- **Antiracist:** One who is supporting an antiracist policy through their actions or expressing an antiracist idea.
- **Bias:** A form of prejudice that results from our need to quickly classify individuals into categories. An opinion, feeling, or influence that strongly favors one side in an argument

or one item in a group or series. A preconceived negative opinion or attitude about a group of people who possess common physical characteristics or cultural experiences.

- **Bigot:** A person who is obstinately devoted to their own opinions and prejudices and is intolerant towards other diverse social groups.
- **Bystander effect:** A social psychology theory that states the greater the number of people present; the less likely people are to intervene and help another in distress.
- **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.
- **Cultural Appropriation:** The non-consensual/misappropriate 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 context of its original culture.
- **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.
- **Discrimination:** The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favors one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion and other categories.
- **Emotional labor:** Originally defined by sociologist Arlie Hochschild as the unpaid and personally draining work of regulating or managing emotional expressions as an expected part of one's professional work role (such as a server having to smile and be courteous to a customer who is rude to them). The definition has since been broadened to apply to many kinds of expected and unpaid emotionally taxing work, such as soothing, comforting, and easing the way for others in the workplace at the expense of one's own emotions.
- **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.
- **Harassment:** The use of comments or actions that can be perceived as offensive, embarrassing, humiliating, demeaning and unwelcome.
- **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.
- **Inclusion:** The act of creating an environment in which any individual or group will be welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.
- **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.
- **Intersectionality:** A social construct that recognizes the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.

- **“Isms”**: A way of describing any attitude, action or institutional structure that oppresses a person or group because of their target group. For example, race (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.
- **Macroaggressions**: Large scale and extreme forms of aggressions towards those of a certain race, gender, culture, etc.
- **Marginalized**: When a person or group is oppressed, and they are treated as insignificant and without power.
- **Marginalized identities**: Members of social identity groups who are discriminated against, treated as insignificant, excluded, oppressed, classified in defined roles, or exploited by an oppressor and the oppressor’s system of institutions without identity apart from the target group.
- **Microaggression**: The verbal, nonverbal and environmental slights, snubs, insults or actions, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon discriminatory belief systems.
- **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.
- **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.
- **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.).
- **Prejudice**: A preconceived judgement or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes, that denies the right of individual members of certain groups to be recognized.
- **Privilege**: Exclusive access or access to material and immaterial resources based on the membership to a dominant social group.
- **Privileged identities**: Groups that hold certain social advantages, benefits, or degrees of prestige and respect that an individual has by virtue of belonging to certain social identity groups. Within American and other Western societies, those with privileged social identities have historically occupied positions of dominance over others.
- **Race**: A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly race), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time
- **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.

- **Social identities:** How we identify ourselves in relation to others based on what we have in common. These memberships either give us power and privilege in society or prevent power and privilege in society. Social identities on an institutional level will often impact someone's access.
- **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.
- **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, critical judgment and intentional or unintentional discrimination. Stereotypes are typically negative, based on little information and does not recognize individualism and personal agency.
- **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 inequality is related to racial/ethnic discrimination, it is referred to as systemic or structural racism.
- **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.
- **Systemic racism:** The overarching system of racial bias across institutions and society that sustains racism.
- **Targeted/marginalized identities:** Social identities who, for whatever reason, are denied involvement in mainstream economic, political, cultural, and social activities.
- **Tokenism:** Performative 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.
- **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.