

# Appendix 2:

## Word bank

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These are not definitions. This word bank is designed to help readers understand our use of terminology in this report. We paid attention to the guidance from the [“Approach to language”](#) in the NHS Race and Health Observatory’s Rapid Evidence Review.

### Ableism

Discrimination in favour of able-bodied people.

### Academic

A teacher or a researcher in a university or other higher education organisation. Academia is the part of society connected with studying and research.

### Accountability (or hold to account)

To make sure that a person or organisation does what they say they will do.

### Activism

Campaigning or working for an organisation to bring about political or social change.

### Adversely racialised

Individuals or groups who suffer adverse consequence due to racialisation (see below) because of the domination over their assigned group by (an)other group(s).

### Advocacy (being an advocate)

Giving a person or group of people support to help them express their views or stand up for their rights.

### Anti-racism

The process of breaking up systems, structures, policies, practices and attitudes so that resources and power are shared fairly across all racial groups.

### Anti-semitism

Prejudice against Jewish people.

### Authentic

Being true to who you are.

### Bystander training

Learning how to successfully intervene in or challenge discriminatory behaviour.

### Cis-heterosexism

Prejudice against people who are not heterosexual or straight.

### Casework

When organisations work with people who need their help.

### Citizenship

At its most basic, the legal right to live in a state or country.

### Classism

Prejudice against people of a particular social class.

### Co-creation, co-design, co-production

When people come together as equal partners to create, design or produce something.

### Co-learning

When those we would normally think of as teachers and as students, both teach and learn from each other.

### Colourism

Discriminating against people with darker skin tones (see also, Internalised colourism)

### Community-engaged research

Research where the people who will be affected by its outcomes are not just involved but are treated as equal partners throughout the process.

### Community liaison

People who keep organisations and communities in touch with each other.

### Company limited by guarantee

Like not-for-profit or social enterprises and charities, these companies have no shares or stakeholders. They are owned by guarantors who agree to pay a set amount of money towards company debts.

### Emergency preparedness

The steps organisations should take to make sure people are safe before, during and after an emergency.

### Epistemic oppression

When people are excluded from creating or adding to knowledge, because others do not consider their knowledge to be legitimate or valid. (See also, Institutional oppression and Structural oppression.)

### Equality Impact Assessment (EQIA)

Assessments meant to make sure that policies are fair and do not discriminate against certain groups. In 2012 Scottish Ministers put specific duties on Scottish public bodies to help them meet the Public Sector Equality Duty (2010). These included carrying out EQIAs.

### Feminism

The belief in the social, economic and political equality of the sexes.

### Focus group

Where a group of people (normally 6-12) come together to discuss agreed topics.

### Gender identity

Whether someone personally feels they are male, female, both, neither, and so on.

### Governance

The process of overseeing the control and direction of an organisation.

### Health inequalities

Unfair and needless differences in health between different groups in society.

### Homophobia

Prejudice against gay people.

### Inclusive

Making everyone feel welcome and valued.

### Inequity (racial, gender, and so on)

Unfairness and discrimination against a group of people because of their “race”, ethnicity, gender, and so on.

### Institutional oppression

The systematic oppression of people who belong to certain groups by society or its institutions. (See also, Epistemic oppression and Structural oppression.)

### Intergenerational learning

When people of all ages learn together and from each other.

### Internalised colourism

When dark-skinned people discriminate against themselves and others with dark skin tones (see also, Colourism)

### Internalised racism

When those discriminated against, agree with the discrimination. (See also, Racism.)

### Intersectionality (and intersecting oppressions)

When different forms of inequality or discrimination (e.g. because of age, gender, religion, gender, sexual orientation, etc.) come together to create further discrimination and oppression.

### Islamophobia

Prejudice against Islam or Muslim people.

### Iterative process

Creating, testing and revising something until it is right.

### Language barrier

In this context, when people don't share the same first language, making it harder for them to understand each other.

### Life-long learning

Learning that goes on throughout a person's life, in personal, academic or professional places.

### Lived experience

The personal life experiences people have had.

### Lived expertise

Expertise gained from people's own experiences and learning that can be used to bring about change.

### Marginalisation

When a group of people is made to feel less or not important, making it harder for them to get basic services or the same life chances as other people.

### Minoritisation

When a dominant group treats another group as subordinate to it or somehow less than it, in a way that harms the subordinate group's members or is unfair.

### Multicultural

Made up of more than one cultural or ethnic group.

### Neurodiversity

Differences in the way people's brains work.

### Non-binary

A term people use to describe genders that do not fall into one of the two categories of male or female.

### Participants (in research)

People who take part in a study in a way that goes beyond filling in a questionnaire. (See also, Respondents.)

### Personally mediated racism

Racism that is shaped by people's personal prejudices. (See also, Racism.)

### Pilot (group)

A small group of people brought together to test a way of working before committing to it fully.

### Policy and policy-making

A set of ideas or ways of doing things, e.g. a law, rule or process, put in place by a government or organisation.

### Positionality

A person's social position and power because of their various social identities (e.g. age, race, gender, occupation, etc.)

### Power dynamics

The balance of power (including privilege, influence, etc) between different people, groups or institutions.

### Power structures

The people, groups or institutions in control.

### Protected characteristics

The Equality Act 2010 protects people from discrimination based on nine characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### Public or public-sector institutions or bodies

Organisations that are run by the government and funded by the taxes we pay, e.g. the NHS, the police and the courts, public education, public transport.

### “Race”

A social and political system that classifies people into a hierarchy based on interpretations of factors like physical appearance, social factors and cultural backgrounds<sup>5,6</sup>.

### “Race” or racial equality

Similarity in opportunities or support for people grouped into different races<sup>7</sup>.

### “Race” or racial equity

The absence of unfair, unjust, avoidable or remediable differences between people grouped by race<sup>8</sup>.

### “Race science”

The false belief that people can be divided up into "races" and that some "races" are superior or inferior to others.

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<sup>5</sup> From the Talk Glossary of Genomic and Genetic Terms by the National Human Genome Research Institute. Available from: <https://www.genome.gov/genetics-glossary/Race>

<sup>6</sup> Jones CP. Toward the Science and Practice of Anti-Racism: Launching a National Campaign Against Racism. *Ethn Dis*. 2018 Aug 9;28(Suppl 1):231-234.

<sup>7</sup> Schmelkes S. Recognizing and Overcoming Inequity in Education. *UN Chronicle*. 2020 Jan. Available from: <https://www.un.org/en/un-chronicle/recognizing-and-overcoming-inequity-education#:~:text=Equality%20means%20providing%20the%20same,to%20those%20most%20in%20need>

<sup>8</sup> Overview on Health Equity from the World Health Organization. Available from: [https://www.who.int/health-topics/health-equity#tab=tab\\_1](https://www.who.int/health-topics/health-equity#tab=tab_1)

### Racialisation

The process through which social meaning is assigned to individuals or groups based on shared characteristics such as phenotype, culture, language, nationality, religion, and class for the purpose of generating or maintaining a hierarchy where some groups have dominance over others<sup>9</sup>.

### Racial literacy

The knowledge, skills and awareness to talk thoughtfully about race and racism.

### Racism

A system of structuring opportunity and assigning value based on the social interpretation of how one looks, that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources<sup>34</sup>. (See also, Internalised racism, Personally mediated racism, Structural racism and Systematic racism.)

### Redress

Putting right or compensating someone for an unfair or unjust action.

### Reflective practice

Reviewing our actions in a process of continuing learning.

### Reflection workshops

In this context, when people come together to interpret data or evidence and discuss what conclusions they can draw from it.

### Reflexive practice

Testing and reviewing our own beliefs, experiences and judgments and their impact on us and others.

### Relative poverty

When a household has an income of less than half the average (median) income.

### Representative (survey)

A survey whose respondents reflect the population it is studying, without speaking to everyone in that population. (See also, Representation bias.)

### Representation bias

When the sample or group of people taking part in the research does not truly reflect the wider population being studied (See also, Representative.)

### Respondents (in research)

The term usually given to people who take part in a study that involves answering questions in a survey or questionnaire. (See also, Participants.)

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<sup>9</sup> Adapted from Omi M, Winant H. *Racial Formation in the United States*. Routledge; 2014.

### Sexism

Usually prejudice against women.

### Sexual orientation

Who people are sexually attracted to and want to have a sexual relationship with. Click here for Stonewall's [list of sexual orientation terms and their definitions](#).

### Short-life working group

A group that brings people together to work on a specific task for a limited time only.

### Socio-economic

To do with a person's social class and how much money they have.

### Social desirability bias

When respondents change their answers, particularly to sensitive questions, because they think it will make them look better.

### Standardised data

Data that has been defined, labelled and organised in the same consistent way so that it can be compared with other data.

### Structural oppression

The systematic oppression of certain groups through society's or an organisation's policies and practices (See also, Epistemic oppression and Institutional oppression.)

### Structural racism

When a society's laws, rules and policies result in and support the unfair treatment of others because of their "race" or ethnicity.

### Systematic racism

Racism that is built into our systems and our society. (See also, Racism.)

### Third party

An organisation that is not one of the main organisations in a situation but which has a lesser, often neutral, interest in it.

### Thought leadership

Showing, through your ideas and actions, that you are an expert in a certain area, someone people turn to for advice.

### Transcreation

Combining "translation" and "creation", transcreation is putting content in another language while keeping its original meaning, style and tone.

### Transphobia

Prejudice against transgender people.



### Trauma-informed

Something is trauma-informed if it is based on an understanding of, and is responsiveness to, the impact of trauma on people.

### Unconscious bias

Acting against certain groups in a biased way without being aware of it.

### Unstructured interviews

Unlike in a questionnaire (where there are mainly set questions and set replies to choose from), unstructured interviews are more of a free-flowing conversation.

### Xenophobia

Prejudice against people who are from another country.