

# HUDDERSFIELD TOWN



## DIVERSITY DICTIONARY

THIS GLOSSARY OF KEY TERMS WAS DEVELOPED BY THE CLUB'S EQUALITY WORKING GROUP TO ENCOURAGE UNDERSTANDING OF 'TERRIERS TOGETHER' RELATED TERMINOLOGY ACROSS THE CLUB AND FOUNDATION, AND WE ENCOURAGE FEEDBACK TO ENSURE ITS CONTINUAL IMPROVEMENT.



**A**

**ABLEISM:** Dominant attitudes in society that assume there is an ideal body and mind, leading to discriminatory behaviours toward people who differ from this norm.

**AGE :** Age is one of the nine protected characteristics included within the Equality Act 2010. In general, it is unlawful to discriminate against anyone because of age, although there are some exceptions such as prioritising goods and services for specific age groups, for example, providing care services and/or concessionary travel discounts to older people.

**AGEISM:** Ageism can be defined as any attitude, action or institutional structure, which through its actions ends up making people subordinate because of their age (sees them as inferior, less, less important, less able etc). Age discrimination occurs when a person is treated less favourably because of their age and particularly affects young and older people.

**ALLY:** Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.

**ALTERNATIVE FORMATS:** This refers to when information is produced in other or additional methods so as to make it easier to read and understand or easier to access the information, and often means producing information in other languages in written word or spoken word, in British Sign language, in an easy read version for people with a learning disability, or perhaps in a larger size to meet the needs of someone with reduced or loss of vision. Producing information in alternative formats can be a reasonable adjustment for disabled people, or positive action to tackle race inequality.

**ANTI-SEMITISM:** Anti-Semitism is a certain perception of Jewish people, which may be expressed as hatred toward Jews. Verbal and physical manifestations of anti-Semitism are directed towards Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

**ATHEISM:** Disbelief or lack of belief in the existence of God or Gods.

**AUTISM:** Autism is a lifelong condition that affects how a person communicates with and relates to other people. It also affects how they make sense of the world around them. Everyone with autism is different. Some people with autism can find it hard to tell people how they feel and what they need. Some find it hard to make new friends. Some can find it hard to understand what other people think and how they feel.

**ASEXUAL:** Asexuality is the lack of sexual attraction to others, or low or absent interest in or desire for sexual activity. It may be considered a sexual orientation or the lack thereof.



**B**

**BIAS:** Systematic patterns where our brains stray from rational judgement, which can result in attitudes for or against a person, group or concept, especially in a way considered to be unfair.

**BIPHOBIA:** A person with fear or antipathy towards bisexuals and bisexuality.

**BISEXUAL:** A person who is sexually attracted not exclusively to people of one particular gender.

**BLACK AND MINORITY ETHNIC (BAME):** While there is no single word or phrase that fully covers all members of minority ethnic groups, is used in the UK to refer to black, Asian and minority ethnic people. People who are both white and black increasingly refer to themselves as dual heritage rather than using the term mixed race, which is the term that was used in the last census in 2011.

**C**

**CARERS:** Carers are people who, without payment, provide help and support to a partner, child, relative, friend or neighbour who could not manage without this help. This could be due to age, physical or mental illness, learning disability, addiction or disability. The carer may be an adult, child or young person.

**CHRISTIANITY:** Christianity is focused on the life and teachings of Jesus Christ, who Christians believe to be the son of God. The Bible teaches that Jesus was God himself, come to live in His world as a human. The central message of Christianity is that Jesus Christ came to earth to rescue sinners not only from a life of sin but also from eternal damnation in hell. Christianity is the culmination of Judaism.

**BUDDHISM:** Buddhism is a religion that teaches that the way to end suffering is by overcoming your desires. These religious teachings were propagated by the Buddha and his followers, and declare that by destroying greed, hatred, and delusion, which are the causes of all suffering, people can attain perfect enlightenment (Nirvana).

**BULLYING:** There is no legal definition of bullying. Bullying may, however, be described as: Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying may be by an individual against an individual (perhaps by someone in a position of authority such as a manager or supervisor) or involve groups of people. It may be obvious or it may be more subtle. Whatever form it takes, it is unwarranted and unwelcome to the individual.

**CISGENDER:** A person whose sense of personal identity and gender corresponds with their birth sex.

**CORPORATE SOCIAL RESPONSIBILITY:** Practicing good corporate citizenship by going beyond profit maximisation to make positive impact on communities and societies.

**CULTURE FIT:** Individual attitudes, values, behaviours and beliefs being in line with the core values and culture of an organisation.



 **D** **DEAF:** Lacking the power of hearing or having impaired hearing.

**DISABILITY:** A physical or mental impairment that has a substantial and long-term negative effect on a person's ability to undertake normal daily activities. Disability is one of the nine protected characteristics included within the Equality Act 2010.

**DISCRIMINATION:** The unfair, prejudicial, or illegal treatment of different categories of people, especially on grounds of age, disability, race or sex. Discrimination in relation to a protected characteristic is unlawful under the Equality Act 2010.

 **E** **EDI:** EDI stands for Equality, Diversity and Inclusion.

**EQUALITY:** Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability. Equality recognises that historically certain groups of people with protected characteristics such as race, disability, sex and sexual orientation have experienced discrimination.

**DIVERSITY:** Diversity means 'difference'; we are all different, therefore, we are all diverse. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognising our individual differences. These differences can be in terms of race, gender, sexual orientation, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

**DYSLEXIA:** A general term for disorders that involve difficulty in learning to read or interpret words, letters and other symbols, but that do not affect general intelligence. Dyslexia can be a disability.

**EQUITY:** Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

**ETHNICITY:** An ethnic group or ethnicity is a population group whose members identify with each other on the basis of common nationality or shared cultural traditions.

**ETHNOCENTRISM:** The tendency to believe that your own ethnic group is centrally important and measure all others using the standards and customs of your own.



**F**

**FAIRNESS:** Impartial and just treatment or behaviour without favouritism or discrimination.

**FREDIE:** Fairness, Respect, Equality, Diversity, Inclusion, Engagement.

**G**

**GENDER:** The socially constructed concepts of masculinity and femininity; the 'appropriate' qualities accompanying biological sex.

**GENDER DYSPHORIA:** Gender dysphoria often occurs in transgender people. Gender dysphoria is often used to describe when a person feels uncomfortable identifying as the gender they were born with and feeling distress with their gender identity.

**H**

**HARASSMENT:** Unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. It may also involve unwanted conduct of a sexual nature or be related to gender reassignment or sex. The conduct can either be a serious one-off event or be a 'course of conduct', i.e. it happens on a number of occasions.

**HETEROSEXUAL:** An individual who is attracted to members of other or the opposite sex.

**HINDUISM:** Hinduism is an Indian religion that encompasses complex beliefs, values and customs, and is characterised by the worship of many Gods, including Brahma as supreme being, a caste system, and a belief in reincarnation.

**FEMINISM:** The belief that women should be allowed the same rights, power and opportunities as men and be treated in the same way, or the set of activities intended to achieve this state. An organised effort to give women the same economic, social and political rights as men.

**GENDER IDENTITY:** Your internal sense of self; how you relate to your gender(s).

**GENDER REASSIGNMENT:** The process of transitioning from one gender to another. Gender reassignment is one of the nine protected characteristics included within the Equality Act 2010.

**HOMOPHOBIA:** Prejudice against and/or dislike of homosexual (or non-heterosexual) people.

**HOMOSEXUAL:** An individual who is attracted to members of the same sex (note that the preferred term is Gay or Lesbian).

**HUMAN RIGHTS:** Human rights are the basic rights and freedoms to which all humans are entitled. They ensure people can live freely and that they are able to flourish, reach their potential and participate in society. They ensure that people are treated fairly and with dignity and respect. You have human rights simply because you are human and they cannot be taken away.



**I**

**INCLUSION:** Simply, the act of being included. In an EDI context, Inclusion is an organisational effort and practices in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed, and equally treated.

**IMPAIRMENT:** Describes the grounds on which a person is disabled.

**INTERSEX:** A person whose anatomy does not entirely fit either of the typical biological definitions of male or female.

**J**

**JUDAISM:** Judaism (the Jewish religion) is defined as the totality of beliefs and practices of the Jewish people, as given by God and recorded in the Torah (Hebrew Bible) and subsequent sacred writings of Judaism.

**K**

**KINDNESS:** The quality of being friendly, generous and considerate.

**KNOWLEDGEABLE:** Intelligent and well-informed. We expect all members of the Huddersfield Town community to be knowledgeable in relation to our 'Terriers Together' ethos and to adhere to our zero-tolerance standard for any form of abusive or discriminatory language and behaviour.

**ISLAM:** The religion of Muslims. A monotheistic faith regarded as revealed through Muhammad as the Prophet of Allah.

**ISLAMOPHOBIA:** Islamophobia is a form of irrational hatred or fear of people who follow Islam. It is often replicated as discrimination, harassment, abuse or hate crime towards people of Asian and Arabian origin.

Jewish people believe that God is the single creator and animator of the world; He has no helpers, no children and no rivals.





**LGB, LGBT, LGBTQ+, LGBTQIA:** An acronym encompassing the diverse groups of lesbians, gay, bisexual, transgender, intersex, and asexual and/or corresponding queer alliances/associations. The full acronym is 'Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual', with all other identities that are not

encompassed by the letters themselves being represented by the '+'.

**LESBIAN:** A woman whose sexual orientation is to women



**MARRIAGE AND CIVIL PARTNERSHIP:** Marriage is traditionally defined as a 'union between a man and a woman'. However, in the UK, same-sex couples have been able to legally marry since 2013. Alternatively, both same-sex and opposite-sex couples can enter into a 'civil partnership', which is a legal relationship

that can be registered by two people who are not related to each other. Civil partners must be treated the same as married couples in a wide range of circumstances, such as employment, education, service provision and housing. Failure to do so, especially in relation to same-sex couples, could amount to discrimination on grounds of sexual orientation.

**MENTAL HEALTH:** Mental health refers to cognitive, behavioural, and emotional wellbeing. It is all about how people think, feel, and behave. A mental health condition is considered a disability if it has a long-term effect on your normal day-to-day activity; this is defined under the Equality Act 2010.

**MONITORING:** This is one way that we can find out more about whether people from different backgrounds or groups are engaging with the Club, whether they are supporters, job applicants, Foundation participants or other stakeholders. We do this by asking people to complete confidential monitoring forms. From this we can see where there are any areas of under-representation and seek to address them.



**NEURO-DIVERSE:** Neuro-diversity describes the spread of neurological differences (learning and development difficulties, ADHD and Autism are examples).

**NON-BINARY:** Refers to a person who doesn't identify as only male or female, or who identifies as both.



**O**

**OPPRESSION:** A state of being subject to unjust treatment or control either at the individual level or systematic level.

**P**

**PEOPLE OF COLOUR:** An all-encompassing term for non-white people.

**POSITIVE ACTION:** Measures that are targeted at protected groups to enable or encourage members of those groups to overcome or minimise disadvantage, or to meet the different needs of the protected group, or to enable or encourage persons in protected groups to participate in an activity. In employment, Positive Action allows selection of a candidate from an under-represented group, so long as they are equally qualified compared to another potential candidate that is not from the under-represented group.

**PREGNANCY AND MATERNITY:** Pregnancy refers to women who are pregnant, whilst maternity leave covers a period of up to 52 weeks after birth. Women who are pregnant or on maternity leave have an additional level of protection in the workplace, as pregnancy and maternity is a protected characteristic under the Equality Act 2010.

**Q**

**QUEER:** An adjective used by some people whose sexual orientation is not exclusively heterosexual. Some people may use queer to describe their gender identity and/or gender expression. Once considered a negative term, queer has been reclaimed by some LGBT people to describe themselves; however, it is not a universally accepted term even within the LGBT community.

**OUT-GROUP BIAS:** The tendency to view people from outside our own group as less similar and, as a result, have negative biases towards them.

**PREJUDICE:** Prejudice is an emotional feeling towards a person based on their perceived group membership. The word is often used to refer to a preconceived, usually unfavourable, evaluation of another person based on that person's political affiliation, sex, gender, beliefs, values, social class, age, disability, religion, sexuality, race, ethnicity, language, nationality, beauty, occupation, education, criminality, sport team affiliation or other personal characteristics.

**PROTECTED CHARACTERISTICS:** These are the grounds upon which discrimination is unlawful, as defined in the Equality Act 2010. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.





**R**

**RACE AND RACE EQUALITY:** Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins. Race equality is based on ethnicity, race and national origin.

**RACISM:** Treating someone unfairly and/or demonstrating negative behaviour towards another person/people because of their race, colour, nationality or ethnic or national origins.

**S**

**SEX:** Biological classification of male or female (based on genetic or physiological features); as opposed to gender. Sex is one of the nine protected characteristics included within the Equality Act 2010.

**SEXISM:** Prejudiced thoughts and discriminatory actions based on a difference in sex/gender.

**SEXUAL ORIENTATION:** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. Sexual orientation is one of the nine protected characteristics included within the Equality Act 2010.

**REASONABLE ADJUSTMENTS:** A change made to remove, reduce, or prevent the obstacles that a disabled person, pregnant woman or person undergoing gender re-assignment may face, to assist them at work or in relation to the consumption or access to goods or services.

**RELIGION AND BELIEF:** This relates to belief in a God or Gods, or teachings that manifest themselves in a personal or institutional system grounded in such a belief or philosophy or worship. Religion and belief, including non-belief is one of the nine protected characteristics included within the Equality Act 2010.

**RESPECT:** Considering the views and desires of others in how you treat people.

**SIKHISM:** A monotheistic religion founded in Punjab in the 15th century by Guru Nanak. The word Sikh translates as disciple, seeker or learner.

**STEREOTYPES:** Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and are highly generalized.





# DIVERSITY DICTIONARY

**T**

**TAOISM:** A Chinese philosophy based on the writings of Lao-tzu, advocating humility and religious piety.

**TERRIERS TOGETHER:** This is the term we use at the Club and the Foundation which encompasses the work we all do in regard to equality, diversity and inclusion. It signifies our approach to being a welcoming and inclusive place for all our stakeholders, and the expectations we have of our staff to uphold our values and act with respect, tolerance and fairness toward others.

**U**

**UNCONSCIOUS BIAS:** An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation.

**V**

**VICTIMISATION:** Victimisation is defined in the Equality Act 2010 as, treating someone badly because they have done a 'protected act' such as:  
Making a claim or complaint of discrimination under the Equality Act;  
Helping someone else to make a claim by giving evidence or information;

**TRANSGENDER:** An umbrella term for people whose gender identity and/or gender expression differs from their birth sex. They may or may not seek to undergo gender reassignment, including hormonal treatment and/or surgery. Often used interchangeably with 'trans'.

**UNDER-REPRESENTED GROUPS:** Refers to a group whose members are disadvantaged and subjected to unequal treatment by the dominant group, and who may regard themselves as recipients of collective discrimination.

Making an allegation that you or someone else has breached the Equality Act;  
Doing anything else in connection with the Equality Act.



HUDDERSFIELD TOWN  
**FOUNDATION**



**W**

**WHITE PRIVILEGE:** The unquestioned and unearned set of advantages and benefits bestowed on people solely because they are white. Often people with this privilege can be unaware of it as these privileges are perpetuated systemically across institutions including in the law, work, medicine, and more.

**WHITE SUPREMACY:** White supremacy or white supremacism is the racist belief that white people are superior to people of other races and therefore should be dominant over them.

**WORKPLACE INCLUSION:** An atmosphere where all employees belong, contribute and can thrive. It requires deliberate and intentional action.

**X**

**XENOPHOBIA:** Dislike of or prejudice against people from other countries.  
An aversion or hostility to, disdain for, or fear of foreigners, people from different cultures, or strangers.

**Y**

**YOUTH:** The period between childhood and adult age. Falls into the protected characteristic of 'age'.

**Z**

**ZOROASTRIANISM:** Zoroastrianism is one of the world's oldest monotheistic (belief in one God) religions, having originated in ancient Persia. It contains both monotheistic and dualistic elements, and many scholars believe Zoroastrianism influenced the belief systems of Judaism, Christianity, and Islam.

