

Durham History Department
EDI STUDENT SURVEY, 2021

Glossary

Below are a number of key terms that we use in this survey¹:

- **EDI** stands for equality, diversity and inclusion, term used in the UK to define and promote equality of opportunity for all. It is legally binding for public authorities to promote equality and to ensure that other organisations, such as universities, meet their legal duties to do the same. Further information can be found in the Equality Act 2010 that specifies legal requirements regarding nine protected characteristics (see below). Note that equality, diversity and inclusion are distinct concepts: equality means that everybody has an equal opportunity and is not treated differently or discriminated against. Diversity means taking account of the differences between people and groups. Inclusion means actively promoting equality and seeking and inviting contribution and participation from all people and groups.
- **Unconscious/implicit bias**: A bias that we are unaware of and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences. The term 'implicit bias' questions the level to which these biases are unconscious, especially due to increasing awareness of them.
- **Microaggression**: A term developed to capture the subtle, brief and everyday indignities, whether intentional or not, that suggest, imply or directly communicate prejudice.
- **Harassment**: a legal term, defined as unwanted, offensive behaviour that relates to the recipient's actual or perceived 'protected characteristics' under the 2010 Equality Act. The three types of harassment that are unlawful in England, Scotland and Wales under the 2010 Equality Act are: harassment related to a relevant protected characteristic; sexual harassment; and less favourable treatment of a student because they submit to or reject sexual harassment or harassment related to sex.
- **Protected characteristics**: The nine characteristics protected by the Equality Act 2010. It is unlawful for employers, and others, to discriminate against people on the basis of these characteristics. The nine protected characteristics are: age; sex; pregnancy and maternity; sexual orientation; gender reassignment; race; religion or belief; marriage and civil partnership; and disability.

¹ These definitions were adapted from the Equality Act (2010) and the Royal Historical Society's reports on Race, Ethnicity and Equality (2018) and LGBT+ (2020).

- **BAME** stands for Black, Asian and Minority Ethnic origin among UK citizens and is a term to define all non-White backgrounds. Alternative terms in the UK are BME (Black and Minority Ethnic, used by the RHS) and People of Colour. There is no consensus on the use of the term and many who are currently categorised as BAME dispute this category.
- **LGBT+:** Although the acronym 'LGBT' refers specifically to 'lesbian, gay, bisexual and transgender', and the addition of '+' aims to include (but not limit this definition to) intersex people, and people who identify as queer, pansexual, asexual, agender, bi-gender, hijra, genderqueer, gender fluid, two-spirit, non-binary, or any other diverse sexual or gender identity (see the RHS LGBT+ report for further definitions).
- **First Generation** students are those whose parents did not complete university studies.
- **Gender identity:** A person's deeply-held and often embodied sense of their gender as a male, female or a different gender (including non-binary, see below). Gender identity may or may not correspond to the sex assigned at birth and is separate from sexual orientation.
- **Decolonising:** A conscious effort to go beyond increasing the diversity of curriculum material or hiring more people of different backgrounds. In drawing attention to the historical privileging of white, western and male viewpoints in the creation of organisations, and the formation of disciplinary traditions in western education, decolonising exposes the relationships of power which these engender. It seeks to change and/or replace discriminatory structures to build new and more equitable alternatives.