

DEI Terms Glossary

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| Ableism | Prejudice and/or discrimination against people with mental and/or physical disabilities. |
| Ability | The quality of having the means or skill to do something. Ability is not permanent, can fluctuate throughout one's life, and is another aspect of diversity in our communities |
| Accessibility | The quality of being easily used, entered, or reached by people with disabilities; refers to the design of products, devices, services, curricula, or environments. |
| Accommodation | Under Title I of the Americans with Disabilities Act (ADA), accommodation is a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process. These modifications enable an individual with a disability to have an equal opportunity not only to get a job, but successfully perform their job tasks to the same extent as people without disabilities. |
| Aromantic | Someone who lacks romantic attraction to others; low or absent desire for romantic activity with any genders |
| Asexual | Someone who does not feel sexual attraction to others, or has a low or absent interest in or desire for sexual activity |
| Autism Spectrum Disorder | Autism spectrum disorder (ASD) is a complex developmental condition that involves persistent challenges in social interaction, speech and nonverbal communication, and restricted/repetitive behaviors. The effects of ASD and the severity of symptoms are different in each person. |
| BIPOC | An acronym that stands for Black, Indigenous and People of Color. It is based on the recognition of collective experiences of systemic racism and meant to emphasize the hardships faced by Black and Indigenous people in the United States. It is also meant to acknowledge that not all People of Color (POC) face the same levels of injustice. |
| Bisexual | A person who can form sexual and romantic attraction to more than one gender |
| Cisgender | A term for people whose self-perceived gender identity aligns with their assigned sex at birth. The term cisgender can also be shortened to "cis." |
| Disability | Physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment. |
| Gay | A person who is sexually and romantically attracted to people of their own sex and gender. |

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| Gender | Gender historically included the social, psychological, cultural and behavioral aspects of being a man or woman. It is a social construct formed from sex-based social structures of how men and female act, appear, etc. |
| Gender-Fluid | A person whose gender identity (the gender they identify with most) is not fixed and can change over time. |
| Gender Identity | A person's own internal sense of self and their gender, whether that is man, woman, neither or both. Unlike gender expression, gender identity is not outwardly visible to others |
| Gender non-confirming/non-binary | A way of identifying and/or expressing oneself outside the binary gender categories of male/masculine and female/feminine. |
| Hispanic | Someone who is a native of, or descends from, a Spanish-speaking country. |
| Latino/Latina | Someone who is native of, or descends from, a Latin American country. |
| LatinX | A gender-neutral term to refer to a Latino/Latina person |
| Lesbian | A woman who is romantically and sexually attracted to other women. |
| Marginalization | <p>The process that occurs when members of a dominant group relegate a particular group (a minority group and/or cultures) to the edge of society by not allowing them an active voice, identity, or place for the purpose of maintaining power.</p> <ul style="list-style-type: none"> • Marginalized groups have restricted access to resources like education and healthcare for achieving their aims. |
| Minority Group | <p>Any group of people who, because of their physical, neurological, or cultural characteristics, are singled out from others in society through differential and unequal treatment.</p> <ul style="list-style-type: none"> • The dominant group is that which holds the most power in society and the minority groups are those that lack power in society. • Being a numerical minority is not a characteristic of being in a minority group. |
| Neurodivergent | Having a brain that functions in ways that diverge significantly from the dominant societal standards of “normal.” A person whose neurocognitive functioning diverges from dominant societal norms in multiple ways – for instance, a person who is Autistic, has dyslexia, and has epilepsy – can be described as multiply neurodivergent. |

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| Neurotypical | Having a style of neurocognitive functioning that falls within the dominant societal standards of “normal.” |
| Pansexual | A person who can form sexual, romantic, or emotional attraction towards people of all genders, or regardless of their sex or gender identity. |
| Queer | An umbrella term for people who are not heterosexual or are not cisgender. |
| Questioning | A process of exploration by people who may be unsure, still exploring, or concerned about applying a social label to themselves for various reasons. |
| Sex | Biological and physiological characteristics of males, females, and intersex people |
| Sexual Orientation | The sex(es) or gender(s) to whom a person is emotionally, physically, sexually, and/or romantically attracted. |
| Straight | A person who is sexually and romantically attracted to people of the opposite sex and gender. |
| Transgender | An umbrella term used to describe a person whose gender identity is something other than their Sex Assigned at Birth (SAAB). The SAAB is a person’s first association with gender, typically based on physical sex characteristics. |
| Underrepresented | <p>Groups who historically have not had equal access to economic opportunities because of discrimination and other societal barriers. This may vary by context and geography but can include race, gender, ethnicity, sexual-orientation, disability, or low-income status.</p> <ul style="list-style-type: none"> • Examples of groups may be considered underrepresented can include women or women of color in a traditionally male and/or white discipline such as science, technology, engineering, and mathematics. |