

Annex I

DIVERSITY, EQUITY AND INCLUSION GLOSSARY for the UNITED NATIONS COMMON SYSTEM

GENERAL TERMS

Accountability*

Source: UNAIDS Terminology Guidelines

Definition relevant in the DEI context, not identified as internationally agreed language

Accountability is the obligation of people and organizations to live up to what is expected of them and to report on the use of resources; it also is the assumption of responsibility for one's actions and the consequences of such actions.

Internationally agreed definition (A/RES/64/259)

Accountability is the obligation of the Secretariat and its staff members to be answerable for all decisions made and actions taken by them, and to be responsible for honoring their commitments, without qualification or exception. Accountability includes achieving objectives and high-quality results in a timely and cost-effective manner, in fully implementing and delivering on all mandates to the Secretariat approved by the United Nations intergovernmental bodies and other subsidiary organs established by them in compliance with all resolutions, regulations, rules and ethical standards; truthful, objective, accurate and timely reporting on performance results; responsible stewardship of funds and resources; all aspects of performance, including a clearly defined system of rewards and sanctions; and with due recognition to the important role of the oversight bodies and in full compliance with accepted recommendations.

Adverse Impact

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The impact, whether intended or not, of employment practices that disproportionately affect groups such as visible minorities and women. Though a practice may appear neutral, it has a discriminatory effect on groups protected by human rights and/or employment legislation.

Affirm

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

To acknowledge, respect, value, and support someone's full identity and self – including race, ethnicity, sexual orientation, gender identity and expression, experiences, ideas, beliefs, etc. – and to encourage the development and exploration of who they are.

Ally

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and works in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

Allyship

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Being an ally is about taking action against an oppressive system to advance the interests of marginalized groups. It's about striving to understand other people's experiences. It's about supporting one another in times of need. It's about setting a positive example for others. And most importantly, it's about creating a more inclusive and caring environment where everyone is valued, no matter who they are or how they look.

Belonging

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The feeling of security and support people feel when there is a sense of acceptance, inclusion and recognition within a group or community. In an employment context, it is when an individual can bring their authentic self to work. Creating genuine feelings of belonging for all is a critical factor in improving employee engagement and performance. It is the opposite of 'othering'.

Biases*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia Durban Declaration and PoA)

Cognitive 'shortcuts' used by our brain to process information about others easier and faster. This includes beliefs, traits and behaviours assigned to specific groups based on one or a few characteristics, such as gender, age or nationality. This oversimplification often results in the stereotyping of a particular group, and can easily turn into discrimination. Biases can be conscious or unconscious.

Bigotry

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

Intolerant prejudice that glorifies one's own group and denigrates members of other groups.

Bodily autonomy

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The power and agency to make choices over our bodies and futures, without violence or coercion. The terms “bodily integrity” or “physical autonomy” may also be used.

Bullying*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia, A/RES/69/158)

Intentional and aggressive behaviour occurring repeatedly against a victim where there is a real or perceived power imbalance, and where the victim feels vulnerable and powerless to defend himself or herself. The unwanted behaviour is hurtful: It can be physical, including hitting, kicking and the destruction of property; verbal, such as teasing, insulting and threatening; or relational, through the spreading of rumours and exclusion from a group. Bullying usually occurs without provocation, and it constitutes a form of peer violence.

Bystander

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

A person who is present at an event or incident but does not take part. Similar to an onlooker, passerby, non-participant, observer, or spectator.

Casteism

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

A context-specific form of structural violence based on an ideological schema that has been used for centuries to place groups of people on a caste-based hierarchy.

Classism

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Prejudice or discrimination against a group of people based on their socioeconomic status or background.

Coercion

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The act of compelling a person to do, or to abstain from doing, something by show of physical force, threats, intimidation, extortion or other forms of duress that prey on fear or desperation.

Discrimination*

Source: UN Strategic Action Plan on Antiracism

Internationally agreed language (inter alia, International Convention on the Elimination of All Forms of Racial Discrimination)

Discrimination is “any unfair treatment or arbitrary distinction based on a person’s race, sex, gender, sexual orientation, gender identity, gender expression, religion, nationality, ethnic origin, disability, age, language, social origin or other similar shared characteristic or trait”. Discrimination is considered prohibited conduct and “may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority”.

Diversity*

Source: Report of the International Civil Service Commission for the year 2018 (A/73/30)

Internationally agreed language (inter alia, Declaration of Principles of International Cultural Co-operation)

A workforce that is diverse from a variety of perspectives (including equitable geographical distribution and gender balance, as well as cultural, generational and multilingual perspectives and the perspectives of persons with disabilities), and this diversity should be embraced in decision-making to strengthen the performance of the organizations.

Empowerment*

Source: UNAIDS Terminology Guidelines

Internationally agreed language (inter alia, SDGs Goal 5)

Empowerment is action taken to overcome the obstacles of structural inequality that have placed people, especially women, in a disadvantaged position. Social and economic empowerment is a goal and a process aimed at mobilizing people to respond to discrimination and marginalization, achieve equality of welfare and equal access to resources, and become involved in decision-making at the domestic, local and national levels.

Equal access*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia, SDGs Goals 4, 16)

Equal opportunities to have access to resources, assets, services, training and education opportunities, markets, sources of income and decent employment opportunities.

Equality*

Source: UN Strategic Action Plan on Antiracism

Internationally agreed language (inter alia, UN Charter Art. 8)

Equality is the state or quality of being equal. It is about equivalence in quantity, degree, value, rank, ability or opportunity, such as promoting equality of opportunity in the workplace. Equality in the workplace occurs when each individual or group of people is afforded the same resources or opportunities.

Equal opportunity*

Source: UNICEF Glossary of terms related to DEI

Equality in employment regardless of colour, sex, religion, SOGIESC and so forth; non-discriminatory practices in hiring employees.

Internationally agreed definition (ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Art. 1)

Any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

Equity*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/RES/66/288 - The Future We Want)

The process of being fair to all individuals and groups, by addressing present and historical inequality in order to work towards equality in outcomes. Equity may involve the use of temporary special measures to compensate for the historical and systemic bias and discrimination faced by marginalized groups. Systems, institutions, policies and programming may be described as equitable or inequitable depending on their approach to addressing inequality. Generally speaking, equity is a means to the goal of equality.

Glass ceiling

Source: UN Women GE Glossary (edited to change "gender" to "group")

Definition relevant in the DEI context, not identified as internationally agreed language

Metaphor that has often been used to describe invisible barriers ("glass") through which individuals of one group can see elite positions, for example in government or the private sector, but cannot reach them (coming up against the invisible "ceiling").

Harassment*

Source: UNICEF Glossary of terms related to DEI

Word, conduct or action (usually repeated or persistent) that, being directed at a specific person, annoys, alarms or causes substantial emotional distress in that person and serves no legitimate purpose.

Internationally agreed definition (ILO Violence and Harassment Convention, 2019 (No. 190))

(a) the term “violence and harassment” in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment; (b) the term “gender-based violence and harassment” means violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.

Implicit bias

Source: UN Strategic Action Plan on Antiracism (edited)

Definition relevant in the DEI context, not identified as internationally agreed language

Implicit bias refers to a tacit, indirect or embedded preference or inclination, sometimes unconscious, that is developed through beliefs, values, culture, background, education, societal norms, stereotypes or personal experiences. This bias can prefer or distinguish individuals or groups because of their race, colour, descent, national or ethnic origin, class, religious beliefs, age, able-bodiedness, sexual orientation, gender identity and expression, sex characteristics, and other such traits.

Inclusion*

Source: UN Strategic Action Plan on Antiracism

Internationally agreed language (inter alia A/RES/66/288 - The Future We Want)

Inclusion is a dynamic state of feeling, belonging and operating in which diversity is valued and managed to create a fair, results-based institution. An inclusive workplace culture and environment fosters equitable opportunities to resources and opportunities for all staff and personnel. It also enables staff and personnel to feel that diversity is valued and managed to create a fair workplace where they feel safe, motivated and respected.

Inclusive workplace

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

One where all feel valued, where everybody's contributions matter. This enables all to perform to their full potential, no matter background, identity or circumstances. An inclusive workplace enables a diverse range of people to work together effectively.

Intersectional discrimination*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/RES/69/16)

A situation where several grounds operate and interact with each other at the same time in such a way that they are inseparable and thereby expose relevant individuals to unique types of disadvantage and discrimination. Intersectional discrimination can appear as direct or indirect discrimination, denial of reasonable accommodation or harassment. For example, while the denial of access to general health-related information due to inaccessible format affects all persons on the basis of disability, the denial to a blind woman

of access to family planning services restricts her rights based on the intersection of her gender and disability. The term “intersecting discrimination” may also be used.

Intersectionality

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The ways in which race, class, gender, and other aspects of our identity overlap and interact, informing how people simultaneously experience oppression and privilege in their daily lives. Intersectionality promotes the idea that aspects of our identity do not work in a silo.

Marginalized groups*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia Durban Declaration and PoA)

Communities that experience discrimination and/or exclusion (social, political and/or economic) because of unequal power relationships across economic, political, social and/or cultural dimensions.

Marginalization*

Source: World Bank End Racism Flipbook Vocabulary

Internationally agreed language (inter alia Durban Declaration and PoA)

The process that occurs when members of a dominant group relegate a particular group to the edge of society by not allowing them an active voice, identity, or place for the purpose of maintaining power.

Microaggression

Source: UN Strategic Action Plan on Antiracism (edited)

Definition relevant in the DEI context, not identified as internationally agreed language

Microaggression is a conscious or unconscious, verbal or non-verbal interaction that expresses a prejudiced attitude towards an individual or group, for example, based on race, colour, descent, national or ethnic origin, class, religious beliefs, age, able-bodiedness, sexual orientation, gender identity and expression, sex characteristics, and other such traits. It can be interpreted as non-physical aggression.

Multiple discrimination*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/RES/69/16)

Concept used to describe the complexity of discrimination implicating more than one ground.

Non-discrimination*

Source: UNHCR Master Glossary of Terms

Internationally agreed language (inter alia A/HRC/RES/37/22)

An approach that aims to ensure that all persons are equal before the law and are entitled to the equal protection of the law without distinction based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. The term anti-discrimination implies a more proactive approach to tackling the causes and impacts of discrimination.

Oppression

Source: UNICEF Glossary of terms related to DEI (edited)

Definition relevant in the DEI context, not identified as internationally agreed language

The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. The harm used to enforce oppression includes exploitation, marginalization, powerlessness, cultural imperialism and violence.

Othering

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

A process whereby individuals or groups are labelled as being outside the norms of the dominant social group. Othering is often a form of dehumanization, and is the opposite of belonging.

Outgroup homogeneity

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

An outgroup is a group to which the observer does not belong. When people tend to see outgroups as more homogeneous than groups to which they themselves belong, this is termed 'outgroup homogeneity'. As a result, outgroup members are at risk of being seen as interchangeable or expendable, and are more likely to be stereotyped.

Pluralism*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/RES/53/22)

The willingness to accord equal respect to the civil, political, economic, social and cultural rights of all individuals, without distinction based on race, colour, sex, gender, language, religion, political or other opinion, national or social origin, property, birth, SOGIESC, or other status.

Power

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Involves the ability, skill or capacity to make decisions and take action; physical force or strength. The exercise of power is an important aspect of relationships. The more power a person has, the more choices are available to that person. People who have less power have fewer choices and are therefore more vulnerable to abuse. When women's movements, feminist groups and development organizations help people acquire 'power' individually and collectively, they do not necessarily understand power in its traditional sense of domination or 'power over.' Instead, they have agreed that there are several kinds of power involved in the empowerment process. These four dimensions are called: power over, power to, power with and power from within.

Prejudice*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/1779(XVII))*

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or group toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

Privilege

*Source: UNICEF Glossary of terms related to DEI
Definition relevant in the DEI context, not identified as internationally agreed language*

A special right, advantage, or immunity granted or available only to a particular person or group in a given culture. We are often not aware of our privilege, and we can simultaneously hold forms of privilege while experiencing forms of oppression. In conversations about racism and other forms of discrimination (and our actions), it is always important to be aware of one's privilege and ensure that we speak and act with this in mind.

Psychological safety*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/65/229)*

A climate in which people are comfortable being and expressing themselves, as well as willing to take risks in the belief that they will not be punished for making mistakes.

Social justice*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/42/49)*

While there is no consensus on the meaning and scope of the term, social justice is commonly associated with the creation of a just society, with the underlying assumption that justice implies human welfare through equal rights and share of benefits, fair treatment, recognition of cultural differences, and equitable access to resources and opportunities.

Solidarity*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/70/1)*

Common cause, unity of purpose and cooperation, particularly with those “who suffer or who benefit least.” Since the concept of solidarity relates to the notion of cooperation, common rights and responsibilities as well as unity for the achievement of a common goal, it can be applied in many different spheres of human endeavour. Just as solidarity among workers unites them in their fight for better working conditions, it can also unite the global community in the fight against global threats [...]. Among the more important aspects of solidarity at the international level are assistance, development aid and cooperation.

Stereotype*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia CEDAW)*

A generalized view or preconception about attributes or characteristics that are or ought to be possessed by members of a particular social group or the roles that are or should be performed by members of that group. Stereotypes can easily lead to discrimination.

Stigmatisation*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia Declaration of Commitment on HIV/AIDS (A/RES/S-26/2))*

The process by which an attribute, condition or circumstance possessed by a person or group that is regarded as undesirable or discrediting. The term “stigma” may also be used.

Systemic discrimination

*Definition relevant in the DEI context, not identified as internationally agreed language
Source: World Bank End Racism Flipbook Vocabulary*

The institutionalization of discrimination through policies and practices that may appear neutral on the surface but which have an exclusionary impact on particular groups. This occurs in institutions and organizations, including government, where the policies, practices, and procedures (e.g. job requirements, hiring practices, promotion procedures, etc.) exclude and/or act as barriers to some groups.

Tokenism

*Source: UNICEF Glossary of terms related to DEI
Definition relevant in the DEI context, not identified as internationally agreed language*

The practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of diversity. Essentially, it gives the appearance of equality without achieving it, and can give a false sense of achievement.

Unmarked category

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The categories of identity that are most privileged have often been unmarked, in the sense that they are less often specified or remarked upon. For example, in sports contexts in many countries, the “national team” traditionally referred to a male team. Likewise, people who identify as heterosexual are not traditionally expected to declare or describe their sexual orientation.

Upstander

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

A person who speaks out or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied, sometimes used as opposed to bystander, or a person who is present at an incident but does not take part.

Victim-blaming

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The assigning of responsibility for harm, injury or other misfortune to the person who suffered it. Victim-blaming exists to a certain degree with all forms of violence. In order not to question the safety of the world around us when we hear of a violent incident, we may examine the behaviour of the victim and assure ourselves that if we avoid such risks and behaviour (e.g., being out late alone, venturing into certain areas, leaving our door unlocked, dressing in a ‘provocative’ way) we will avoid violence. This natural act of psychological self-defense, however, focuses our attention on the perceived responsibility of the victim, and may neglect to fully question the conduct of the perpetrator.

AGE and AGEISM

Ageism*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia Madrid International Plan of Action on Ageing)

Occurs when age is used to categorize and divide people in ways that lead to harm, disadvantage and injustice and erode solidarity across generations. Ageism takes on different forms. A teenager might, for instance, be ridiculed for starting a political movement, and both older and younger people might be denied a job because of their age.

Older persons*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/HRC/RES/48/3)

Older persons are not a homogenous group, and the challenges they face in the protection or enjoyment of their human rights vary greatly. While some continue to lead active lives as part of their community, many others face homelessness, lack of adequate care or isolation. [...] The Report of the Secretary-General to the [66th session of the] General Assembly [...] in 2011] identifies four main challenges older persons are facing in terms of human rights as discrimination, poverty, violence and abuse as well as the lack of specific measures and services.

Youth*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/RES/66/288 - The Future We Want)

A period of transition from dependence to independence and autonomy. The transition occurs at different times in relation to different rights, for example with regards to education, employment, and sexual and reproductive health, and among others depends on the socioeconomic context. Young people face discrimination and obstacles to the enjoyment of their rights by virtue of their age, limiting their potential. The human rights of youth therefore refers to the full enjoyment of fundamental rights and freedoms by young people. Promoting these rights entails addressing the specific challenges and barriers faced. While there is not an internationally accepted definition of the precise age bounds of 'youth', in practice UN entities variously uses it to refer to age brackets from young adolescence up to age 35, depending on the context.

ANTI-RACISM

Acculturation

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The process where culture, values, and patterns of a new or different culture are adopted by a person or an ethnic, social, religious, language, or national group while still retaining elements of the original culture, values, and traditions – both majority and minority cultures can be susceptible to this process. Acculturation is typically tied to political conquest or expansion.

Ancestry*

Source: World Bank End Racism Flipbook Vocabulary

Internationally agreed language (inter alia Durban Declaration and PoA)

A line of people from whom one is descended; family or ethnic descent.

Anti-racism*

Source: World Bank End Racism Flipbook Vocabulary

Internationally agreed language (inter alia Durban Declaration and PoA)

The active process of identifying and challenging racism, by changing systems, organizational structures, policies, practices, and attitudes, to redistribute power in an equitable manner.

Assimilationist

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

One who expresses the idea that a racial group is culturally or behaviorally inferior and supports cultural or behavioral enrichment programs to develop that racial group.

Belonging

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The feeling of security and support people feel when there is a sense of acceptance, inclusion and recognition within a group or community. In an employment context, it is when an individual can bring their authentic self to work. Creating genuine feelings of belonging for all is a critical factor in improving employee engagement and performance. It is the opposite of 'othering'.

Bias*

Source: UN Strategic Action Plan on Anti racism

Internationally agreed language (inter alia Durban Declaration and PoA)

Bias is a preference or an inclination, especially one that inhibits impartial judgment.

Caste

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

A caste system is an artificial construction, a fixed and embedded ranking of human value that sets the presumed supremacy of one group against the presumed inferiority of other groups on the basis of ancestry and often immutable traits. A caste system uses rigid, often arbitrary boundaries to keep the ranks apart, distinct from one another, and in their assigned places.

Colonization*

Source: World Bank End Racism Flipbook Vocabulary

Internationally agreed language (inter alia A/RES/2548(XXIV))

The policy or practice of acquiring full or partial political control over another country, occupying it with settlers, and exploiting it economically.

Colonialism*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia Durban Declaration and PoA)*

Domination of a people or area by a foreign state or nation: the practice of extending and maintaining a nation's political and economic control over another people or area. It occurs when one nation subjugates another, conquering its population and exploiting it, often while forcing its own language and cultural values upon its people. By 1914, a large majority of the world's nations had been colonized by Europeans at some point. The concept of colonialism is closely linked to that of imperialism, which is the policy or ethos of using power and influence to control another nation or people that underlies colonialism.

Colonialism in the workplace

*Source: HCLM DEI Working Group, September 2023
Definition relevant in the DEI context, not identified as internationally agreed language*

Colonialism in the workplace refers to the perpetuation of power imbalances and systems of dominance that stem from historical colonial practices and attitudes in an organization. It involves the imposition of cultural norms, values, and structures by those in positions of authority or privilege onto marginalized groups within a workplace setting.

In the workplace, colonialism can impact decision-making power and access to resources which may be disproportionately concentrated in the hands of a dominant group, often mirroring the historical colonization of nations and peoples. This can manifest in various ways, such as discriminatory hiring practices, biased promotion and advancement opportunities, inequitable pay scales, and limited representation of marginalized groups in leadership positions.

Colonial practices in the workplace can have significant negative effects on diversity, equity, and inclusion efforts. They perpetuate systems of oppression, stifle the voices and perspectives of underrepresented individuals, and create barriers to professional growth and success for marginalized employees.

To combat colonialism in the workplace and foster a truly inclusive environment, organizations need to actively address historical power imbalances, promote diversity in all aspects of their operations, and ensure equitable access to opportunities and resources for all employees, regardless of their backgrounds or identities. This involves reevaluating policies, providing comprehensive diversity training, and actively engaging in meaningful dialogue with all employees to dismantle systemic barriers and create a more equitable and inclusive work culture.

Colourism / Discrimination on the grounds of colour*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

Using White skin color as the standard, colorism is the allocation of privilege and favor to lighter skin colors and disadvantage to darker skin colors. Colorism operates both within and across racial and ethnic groups.

Colour-blind racial ideology

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The belief that people should be treated as equally as possible, without regard to race or ethnicity. While a color-blind racial ideology may seem to be a pathway to achieve equity, in reality it invalidates the importance of peoples' culture and ignores the manifestations of racist policies, which maintain racial and ethnic stratification in social institutions.

Cultural appreciation

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Honouring and respecting another culture and its practices as a way to gain knowledge and understanding. Cultural appreciation can promote broadened perspectives and cross-cultural connections and exchanges.

Cultural appropriation

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

[also sometimes referred to as “Cultural Misappropriation”] Theft of cultural elements for one’s own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. This results from the assumption of a dominant culture’s right to take other cultural elements.

Cultural assimilation

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The full adoption by an individual or group of the culture, values, and patterns of a different social, religious, linguistic, or national ethos, resulting in the diminution or elimination of attitudinal and behavioral characteristics of the original individual or group. Can be voluntary or forced.

Cultural competence

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The ability to understand, communicate with, and effectively interact with people across cultures. Grounded in the respect and appreciation of cultural differences, cultural competence is demonstrated in the attitudes, behaviors, practices, and policies of people, organizations, and systems.

Culture*

Source: World Bank End Racism Flipbook Vocabulary

Internationally agreed language (inter alia Durban Declaration and PoA)

A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unwritten rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication.

Decolonization*

*Source: United Nations and Decolonization
Internationally agreed language (inter alia A/RES/1654(XVI))*

The decolonization efforts of the United Nations derive from the principle of “equal rights and self-determination of peoples” as stipulated in Article 1 (2) of the Charter of the United Nations, as well as from three specific chapters in the Charter which are devoted to the interests of dependent peoples. The Charter established, in its Chapter XI (“Declaration regarding Non-Self-Governing Territories”, Articles 73 and 74), the principles that continue to guide the decolonization efforts of the United Nations.

Diaspora*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

The voluntary or forcible movement of people from their homelands into new regions. These are people who live outside their natal (or imagined natal) territories and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt, and the cultures they produce.

Ethnic discrimination*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia Durban Declaration and PoA)*

Prejudicial beliefs and/or practices that privilege one’s own ethnic group (particularly a dominant ethnic group) above others, and/or that disparage or disadvantage other ethnic groups.

Ethnicity*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

A social construct that divides people into smaller social groups based on characteristics such as a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.

Ethnic minorities

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/76/1)*

Ethnic minorities are ethnic groups in a given country in which they are in a non-dominant position vis-à-vis the dominant ethnic population and can have a culture, language or religion that is distinct from that of the majority and have a will to preserve those characteristics.

Eurocentrism

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

Presupposes the supremacy of Western civilization, specifically Europe and Europeans, in world culture. Eurocentrism views history according to European and Western perceptions and experiences.

Exoticise

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

To regard or represent as foreign or exotic, especially in a stereotypic or superficial way. One specific form of exoticism is what postcolonial theorist Edward Said termed 'orientalism': the exaggeration of difference, the presumption of Western superiority, and the application of clichéd analytical models for perceiving [...] the peoples of Asia, North Africa and the Middle East.

Forced assimilation*

Source: UNICEF Glossary of terms related to DEI (edited)

Internationally agreed language (inter alia A/RES/61/295)

An enforced policy of assimilation may be used to suppress subcultures, as an act of discrimination against minorities, or as a political instrument to create national unity and suppress possible sources of subversive activity. Forced assimilation is often synonymous with a policy of nationalism. Forced assimilation has been exercised under colonial rule in a qualified form: the selection of an elite from the non-Western people. Minorities may be dispersed among the majority so that in no area are they a majority. Leaders and potential leaders may be forced to work far from their homes. Minority presence in political processes may be restricted or eliminated altogether. Minorities may not be allowed educational opportunities in their own language, culture or religious tradition. Teachers from minority groups may be discriminated against. Newspapers, magazines, periodicals, radio, television, books, theatrical representations, or exhibits and archives referring to minorities may be restricted or forbidden.

Grandfathered in

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

References a clause adopted in the United States during the 1800s to exclude Black Americans from voting. Replacement: exempted.

Inclusive workplace

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

An inclusive workplace is one where all of us feel valued, where our contributions matter. This enables us to perform to our full potential, no matter our background, identity or circumstances. An inclusive workplace enables a diverse range of people to work together effectively.

Indigenous peoples*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia Durban Declaration and PoA)

Indigenous peoples are inheritors and practitioners of unique cultures and ways of relating to people and the environment. They have retained social, cultural, economic and political characteristics that are distinct from those of the dominant societies in which they live. Despite their cultural differences, indigenous peoples from around the world share common problems related to the protection of their rights as distinct peoples.

Considering the diversity of indigenous peoples, an official definition of 'indigenous' has not been adopted by any UN-system body. According to the United Nations the most fruitful approach is to identify, rather than define, indigenous peoples. This is based on the fundamental criterion of self-identification as underlined in a number of human rights documents.

Institutional racism

Source: UN Strategic Action Plan on Antiracism

Definition relevant in the DEI context, not identified as internationally agreed language

Institutional racism refers to policies, procedures and practices of institutions that produce patterns of inequitable outcomes for staff and personnel based on their race, colour, descent, or national or ethnic origin.

Internalized racism

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The situation that occurs when an oppressed racial group supports the supremacy of the dominating group by maintaining or participating in the attitudes, behaviors, social structures, and ideologies that underpin the dominating group's power.

Interpersonal racism

Source: UN Strategic Action Plan on Antiracism

Definition relevant in the DEI context, not identified as internationally agreed language

Interpersonal racism occurs between individuals. It takes place when personal beliefs are manifest in interactions with others, such as public expressions and acts of prejudice, exclusion and bias on the basis of race, colour, descent, or national or ethnic origin.

Intersectionality

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The ways in which race, class, gender, and other aspects of our identity overlap and interact, informing how people simultaneously experience oppression and privilege in their daily lives. Intersectionality promotes the idea that aspects of our identity do not work in a silo.

Islamophobia*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia Durban Declaration and PoA)

The use of essentializations and misperceptions of Islam to stigmatize Muslim individuals and communities. [...] Perpetuating discrimination, hostility and violence towards Muslim individuals and communities, the phenomenon undercuts the ability of affected Muslims to be Muslim and violates their freedom of religion or belief and myriad other human rights.

Misogynoir

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

The unique oppression experienced by Black women at the intersection of race and gender, in comparison to women of other races. Misogynoir utilizes and reinforces stereotypes of Black women.

Multicultural competency

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

A process of learning about and becoming allies with people from other cultures, thereby broadening understanding and ability to participate in a multicultural context. The key element to becoming more culturally competent is respect for how others live in and organize the world, and an openness to learn from them.

Multiracial / Multi-ethnic*

Source: World Bank End Racism Flipbook Vocabulary

Internationally agreed language (inter alia Durban Declaration and PoA)

An individual who has parents or ancestors of different races or ethnicities.

Nationality*

Source: UNHCR Master Glossary of Terms

Internationally agreed language (inter alia Durban Declaration and PoA)

The legal bond between a person and a State, which entitles the individual to the State's protection as its national and entails legal rights and responsibilities. Nationality can be established at birth by a person's place of birth (*jus soli*) and/or bloodline (*jus sanguinis*) or can be acquired through naturalization. The concept is referred to as citizenship in some national jurisdictions.

Neocolonialism

Source: UNICEF Glossary of terms related to DEI

The use of economic, political, cultural, or other pressures to control or influence other countries, especially former dependencies. It can also be described as the subtle propagation of socioeconomic and political activity by former colonial rulers aimed at reinforcing capitalism, neo-liberal globalization and cultural subjugation of their former colonies.

Personal racism

Source: UN Strategic Action Plan on Antiracism

Definition relevant in the DEI context, not identified as internationally agreed language

Personal racism comprises one's individual beliefs, preferences and biases about race, colour, descent, or national or ethnic origin.

Person of colour

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

A collective term used to describe any person who is not considered 'white'.

Race*

Source: World Bank End Racism Flipbook Vocabulary

Internationally agreed language (inter alia Durban Declaration and PoA)

A social construct that divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic, and political needs of a society at a given period of time. Racial categories subsume ethnic groups.

Racial discrimination*

Source: UN Strategic Action Plan on Antiracism

Internationally agreed definition (International Convention on the Elimination of All Forms of Racial Discrimination, Art. 1)

Racial discrimination is defined as "any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life". It is prohibited under international law. It concerns

not only the intent or purpose of different acts, which may be formally neutral, but also their effects. Racial discrimination can be direct or indirect. The treatment applied to an individual or a group must be comparable with that offered to other persons or groups. However, different actions can be legitimate if there is a reasonable objective and purpose. A discriminatory action must have “an unjustifiable disparate impact upon a group distinguished by race, colour, descent, or national or ethnic origin”.

Racial profile*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

Any action undertaken for reasons of safety, security, or public protection that relies on assumptions about race, color, ethnicity, ancestry, religion, or place of origin rather than on reasonable suspicion, to single out an individual for greater scrutiny or differential treatment.

Racism*

*Source: UN Strategic Action Plan on Antiracism
Internationally agreed language (inter alia Durban Declaration and PoA)*

Racism includes attitudes, practices and beliefs rooted in ideas or theories of superiority, as a complex of factors, which produce discrimination and exclusion. Racism can take many forms, including stereotyping, harassment, negative comments or hate crimes. It can also be deeply rooted in culture, education, values and beliefs which may affect workplace culture and behaviours.

Racist*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

A person exhibiting the behaviors of racism.

Reparation*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

Reparations initiatives seek to address the harms caused by widespread or systematic human rights violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future-oriented, providing rehabilitation and a better life to victims, and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.

Restorative justice*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

Emphasizes repairing the harm caused by crime and/or conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, offender, and surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative justice emphasizes individual and collective accountability.

Segregation*

Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)

The social, physical, political, and economic separation of diverse groups of people, based on racial or ethnic groups. This particularly refers to ideological and structural barriers to civil liberties, equal opportunity, and participation by minorities within the larger society.

Sexual racism

Source: UNICEF Glossary of terms related to DEI
Definition relevant in the DEI context, not identified as internationally agreed language

A specific form of racial prejudice enacted in the context of sex or romance. This may manifest as someone not being sexually or romantically attracted to someone because of their race and/or ethnicity.

Structural racism*

Source: UN Strategic Action Plan on Antiracism
Internationally agreed language (inter alia A/RES/75/170)

Structural racism is about racial bias among institutions and across society. This involves the cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege a dominant group and disadvantage individuals of a marginalized group, for example, based on race, colour, descent, or national or ethnic origin.

Systemic racism*

Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia A/RES/76/1)

[also sometimes referred to as Structural Racism or Institutional Racism] The institutions and structures that have entrenched policies and practices that disadvantage people of color and ultimately yield disparities in terms of education, employment, wealth, housing, health care, criminal justice, and more.

Third world

Source: World Bank End Racism Flipbook Vocabulary
Definition relevant in the DEI context, not identified as internationally agreed language

Classifies countries and regions as being less civilized and more primitive. Replacement: developing countries

White fragility

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

Discomfort, clumsiness, anger, and defensiveness that white people display when confronted by information about racial inequality and injustice. White fragility holds systemic racism in place.

White privilege

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

White saviourism (or white saviour complex)

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

A sarcastic or critical description of a white person who is depicted as liberating, rescuing or uplifting non-white people; it is critical in the sense that it describes a pattern in which third-world peoples are denied agency and are seen as passive recipients of white benevolence.

White supremacy

Source: World Bank End Racism Flipbook Vocabulary

Definition relevant in the DEI context, not identified as internationally agreed language

A form of racism centered on the belief that White people are superior to those of other racial backgrounds and that White people should politically, economically, and socially dominate non-Whites. While often associated with White supremacist groups, it also describes a political ideology and systemic oppression that perpetuates and maintains social, political, historical, and economic White domination.

Xenophobia

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia Durban Declaration and PoA)

Attitudes, prejudices and behaviours that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity. This may be explicit and obvious, such as discrimination against recent migrants or refugees. It may also be less directly tied to a recent migration history and may target members of different communities who have lived alongside each other for generations. The Durban Declaration of 2001 acknowledges that xenophobia, in its different manifestations, is one of the main contemporary sources and forms of discrimination and conflict.

DISABILITY INCLUSION

Ableism*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/HRC/RES/49/12)*

A value system that considers certain typical characteristics of body and mind are essential to living a life of value. Based on strict standards of appearance, functioning and behavior, ableist ways of thinking consider the experience of disability as a misfortune that leads to suffering and disadvantage and invariably devalues human life.

Accessibility*

*Source: UN Disability Inclusion Strategy from CRPD Art. 9
Internationally agreed language (inter alia CRPD)*

Ensuring that persons with disabilities have access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas.

Alternative/accessible formats*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia CRPD)*

Formats that make communication accessible to persons with disabilities.

Assistive technology*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia CRPD)*

Any item, piece of equipment, or product system that is used to increase, maintain, or improve functional capabilities of persons with disabilities. Assistive Technology includes both assistive products and assistive services.

Communication*

Internationally agreed definition (CRPD)

"Communication" includes languages, display of text, Braille, tactile communication, large print, accessible multimedia as well as written, audio, plain-language, human-reader and augmentative and alternative modes, means and formats of communication, including accessible information and communication technology.

Convention on the Rights of Persons with Disabilities-compliant*

*Source: UN Disability Inclusion Strategy
Internationally agreed language (CRPD)*

Policies and practices that follow the general principles and obligations underlined in the Convention, as well as the standards of the Committee on the Rights of Persons with Disabilities in their interpretation of the Convention.

Deaf

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia CRPD)*

A term often used by individuals who are proud to belong to the 'Deaf Community'. They view themselves as a unique cultural and linguistic minority who use sign language as their primary language and share similar values. However, at the United Nations, we do not capitalize 'deaf' or 'deaf community'. The preferred language is 'person who is deaf'.

Deafblind*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia CRPD)*

Deafblind individuals are a heterogeneous group of people who have significant sensory loss, including both blindness and deafness. At the United Nations, the form 'deafblind' is preferred over 'deaf-blind'.

Disability*

*Source: Convention on the Rights of Persons with Disabilities, Art. 1 and Preamble (e)
Internationally agreed language (inter alia CRPD)*

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. Disability is an evolving concept that results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others.

Disability inclusion*

*Source: UN Disability Inclusion Strategy
Internationally agreed language (inter alia A/RES/74/120)*

The meaningful participation of persons with disabilities in all their diversity, the promotion of their rights and the consideration of disability-related perspectives, in compliance with the Convention on the Rights of Persons with Disabilities.

Discrimination on the basis of disability*

*Source: UN Disability Inclusion Strategy
Internationally agreed language (inter alia CRPD)*

Any distinction, exclusion or restriction on the basis of disability that has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation

Language*

Internationally agreed definition (CRPD)

"Language" includes spoken and signed languages and other forms of non-spoken languages.

Mainstreaming Disability Inclusion*

*Source: UN Disability Inclusion Strategy
Internationally agreed language (inter alia CRPD)*

A consistent and systematic approach to disability inclusion in all areas of operations and programming.

Meaningful participation*

*Source: JIU/ REP/ 2018/6
Internationally agreed language (inter alia A/RES/69/143)*

Full access to information and communication is essential to meaningful participation in conferences and meetings and to serving as an agent of change.

Organization of Persons with Disabilities*

*Source: UN Disability Inclusion Strategy
Internationally agreed language (inter alia CRPD)*

Organizations comprising a majority of persons with disabilities – at least half of their membership – and governed, led and directed by persons with disabilities. Such Organizations should be rooted in, committed to and fully respectful of the principles and rights recognized in the Convention.

Persons with disabilities*

*Source: UN Disability Inclusion Strategy from CRPD
Internationally agreed language (inter alia CRPD)*

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Reasonable accommodation**Internationally agreed definition (CRPD)*

Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

Twin-track approach*Source: UN Disability Inclusion Strategy from (E/CN.5/2012/6, para.12)**Definition relevant in the DEI context, not identified as internationally agreed language*

Integrating disability-sensitive measures into the design, implementation, monitoring and evaluation of all policies and programmes and providing disability-specific initiatives to support the empowerment of persons with disabilities. The balance between mainstreaming strategies and targeted support should be tailored to address the needs of specific communities, but the overall goal should always be to integrate and include persons with disabilities in all aspects of society and development.

Universal design**Internationally agreed definition (CRPD)*

The design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. “Universal design” shall not exclude assistive devices for particular groups of persons with disabilities where this is needed.

GENDER**Discrimination against women****Internationally agreed definition (CEDAW)*

Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Domestic abuse**Source: UNICEF Glossary of terms related to DEI**Internationally agreed language (inter alia A/RES/48/104)*

Also called ‘domestic violence’ or ‘intimate partner violence’, domestic abuse can be defined as a pattern of behaviour in any relationship that is used to gain or maintain power and control over an intimate partner. Abuse is physical, sexual, emotional, economic or psychological actions or threats of actions that influence another person. This includes any behaviours that frighten, intimidate, terrorize, manipulate, hurt, humiliate, blame,

injure or wound someone. Domestic abuse can happen to anyone of any race, age, sexual orientation, religion or gender. It can occur within a range of relationships including couples who are married, living together or dating. Domestic violence affects people of all socioeconomic backgrounds and education levels. Victims of domestic abuse may also include a child or other relative, or any other household member.

Empowerment of women

Source: UN Women GE Glossary

The empowerment of women and girls concerns their gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. This implies that to be empowered they must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but they must also have the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions (such as is provided through leadership opportunities and participation in political institutions).

Gender*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (CEDAW)*

The socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for individuals based on the sex they were assigned at birth.

Gender (additional text from UNW glossary)

Source: UN Women GE Glossary

[...] These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in an individual in a given context. [...] Gender is part of the broader socio-cultural context, as are other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group, sexual orientation, age, etc.

Gender-affirming/trans-specific care

*Source: UNICEF Glossary of terms related to DEI
Definition relevant in the DEI context, not identified as internationally agreed language*

Includes access to medical, social, psycho-social and other care that trans people may need. The United Nations independent expert on protection against violence and discrimination based on sexual orientation and gender identity has emphasized that access to gender-affirming care improves well-being and quality of life, and the lack of care contributes to ill-health. Not all trans people seek gender-affirming medical procedures. Many trans people do not wish their identity to be pathologized as a disorder or dysphoria and seek access to gender-affirming health services based on a model of informed consent. The terms 'sex reassignment surgery' and 'sex change operation' are outdated and should be avoided.

Gender-based violence (GBV)*

Internationally agreed language (inter alia A/RES/48/104)

Source: UNICEF Glossary of terms related to DEI

Any act of violence targeting an individual on the basis of their gender. It includes acts that inflict physical, sexual or psychological harm or suffering, the threats of such acts, coercion and arbitrary deprivation of liberty, whether occurring in public or private life.

Source: UN Women GE Glossary

Any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences [...]. The nature and extent of specific types of GBV vary across cultures, countries and regions.

Gender bias*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/RES/77/193)

Making decisions based on gender that result in favoring one gender over the other, which often results in contexts that are favoring men and/or boys over women and/or girls.

Gender binary

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A concept classifying gender into two distinct, supposedly 'opposite' forms, labelled men/boys and women/girls. Many cultures have historically recognized a variety of gender identities with corresponding roles in society. In some cases, these identities may have been suppressed with the spread of Western colonization. As these traditions are rediscovered and Western understanding evolves, it is clear the gender binary fails to capture the nuances of lived gender experiences. The gender binary has also historically been used to oppress women and people with diverse gender identities, preventing them from exercising their human rights and participating as equals in society. Adherence to the gender binary in language (for example, by using male/female pronouns or only referencing men, boys, women and girls), data collection and services excludes other genders and limits our ability to provide appropriate and respectful assistance.

Gender discrimination*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia A/RES/60/138)

Unjust or prejudicial treatment of individuals solely based on their gender is called gender discrimination. Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognizes and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

Gender diversity

*Source: UNICEF Glossary of terms related to DEI, , from IOM Glossary
Definition relevant in the DEI context, not identified as internationally agreed language*

The equitable representation of people of different genders, including cisgender and transgender men and women, other transgender people, non-binary people, and other people with diverse gender identities.

Gender equality*

*Source: UNICEF Glossary of terms related to DEI, , from IOM Glossary
Internationally agreed language (inter alia A/RES/S-23/2)*

The equal rights, responsibilities and opportunities of all individuals regardless of gender. Equality does not mean that all individuals are the same, but that rights, responsibilities and opportunities will not depend on one's sex assigned at birth, physical sex characteristics, gender assigned by society, gender identity or gender expression. Gender equality also implies that the interests, needs and priorities of all individuals should be taken into consideration. Equality between people of all genders, including cisgender and transgender men and women, other transgender people, non-binary people, and people with other diverse gender identities, is seen both as a human rights issue and a precondition for, and indicator of, sustainable people-centred development. When gender inequality exists, it is typically cisgender and transgender women, other transgender people, non-binary people and people with other diverse gender identities who are excluded or disadvantaged in relation to decision-making and access to social and economic resources.

Gender equity*

*Source: UNICEF Glossary of terms related to DEI, , from IOM Glossary
Internationally agreed language (inter alia A/RES/S-21/2)*

The process of being fair to individuals of all genders, including cisgender and transgender men and women, other transgender people, non-binary people, and people with other gender identities. Achieving gender equity may involve the use of temporary special measures to compensate for the historical and systemic bias and discrimination faced by cisgender and transgender women, other transgender people, non-binary people and people with other diverse gender identities. Equity is a means; equality is the result.

Gender expression

*Source: UNICEF Glossary of terms related to DEI, , from IOM Glossary (modified)
Definition relevant in the DEI context, not identified as internationally agreed language*

Each person's presentation of the person's gender through physical appearance – including dress, hairstyles, accessories, cosmetics – and mannerisms, speech, behavioural patterns, names, pronouns and other personal references. Gender expression may or may not fully reflect a person's gender identity. People with diverse sexual orientation, gender identity or sex characteristics do not necessarily have a diverse gender expression. Likewise, people who do not have a diverse sexual orientation, gender identity or sex characteristics may have a diverse gender expression.

Gender gap*

Source: UN Women GE Glossary

Internationally agreed language (inter alia A/RES/52/84)

The term gender gap refers to any disparity between women and men's condition or position in society. It is often used to refer to a difference in average earnings between women and men, e.g. "gender pay gap." However, gender gaps can be found in many areas, [...] namely: economic participation and opportunity, educational attainment, health and survival and political empowerment.

Gender identity*

Source: UNAIDS Term; UNICEF Glossary of terms related to DEI, from IOM Glossary

Internationally agreed language (inter alia A/RES/67/168)

Gender identity refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other gender expressions, including dress, speech and mannerisms.

Gender-responsive*

Source: UNAIDS Terminology Guidelines

Internationally agreed language (inter alia A/RES/77/223)

The term gender-responsive is usually encountered in conjunction with another word (e.g. gender-responsive governance, gender-responsive strategies or gender-responsive treatments). Its meaning is similar to gender-sensitive.

Gender roles*

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Internationally agreed language (inter alia A/RES/77/193)

A set of societal norms dictating what types of behaviours are generally considered acceptable, appropriate or desirable for a person based on their actual sex or perceived sex or gender.

Gender-sensitive*

Source: UNAIDS Terminology Guidelines

Internationally agreed language (inter alia A/RES/50/104)

Gender-sensitive policies, programmes or training modules recognize that both women and men are actors within a society, that they are constrained in different and often unequal ways and that they consequently may have differing (and sometimes conflicting) perceptions, needs, interests and priorities.

Gender socialization

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The processes through which individuals learn to behave according to gender norms. Evidence suggests that gender norms are internalized by children in the early stages of development and continue to be reinforced throughout their life course. There are multiple ‘agents of socialization’ that influence others in varying degrees, including individuals such as parents, peers, teachers, celebrities, as well as institutions such as schools, clubs, places of worship and media.

Gender-specific*

*Source: UNAIDS Terminology Guidelines
Internationally agreed language (inter alia A/RES/77/193)*

The term gender-specific is an adjective that refers to any programme or tailored approach that is designed or delivered for either women or men. Gender-specific programmes may be justified when analysis shows that one gender has been historically disadvantaged socially, politically and/or economically.

Gender stereotyping*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/62/206)*

Ascribing certain attributes, characteristics and roles to people based on their gender. Gender stereotypes can be negative (i.e., women are bad drivers, men can’t change diapers) and benign (i.e., women are better caregivers, men are stronger). Gender stereotyping becomes harmful when it limits a person’s life choices, such as training and professional path, and life plans. Compounded gender stereotypes occur when layered with stereotypes about other characteristics of the person, such as disability, ethnicity or social status.

Harmful gender norms*

*Source: UNAIDS Terminology Guidelines
Internationally agreed language (inter alia A/RES/70/266)*

Harmful gender norms are social and cultural norms of gender that cause direct or indirect harm to women and men. Some examples are norms that contribute to women’s risk and vulnerability to HIV, or those that hinder men from assuming their share of the burden of care or from seeking information, treatment and support.

Intimate partner violence*

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/71/170)*

Includes any physical, sexual or emotional abuse perpetrated by a current or former partner within the context of marriage, cohabitation or any other formal or informal union. Although both girls and boys can be victims, girls are at greater risk. Violence against girls and women persists for many reasons. One contributing factor may be the widely held view that girls and women have low status in society and are expected to comply with, and conform to, certain defined gender roles. When such roles are not fulfilled, partner violence may be seen as a justified form of punishment in certain contexts.

Masculinity**Source: UN Women GE Glossary**Internationally agreed language (inter alia A/RES/S-21/2)*

A gender perspective, or way of analyzing the impact of gender on people's opportunities, social roles and interactions, allows us to see that there is pressure on men and boys to perform and conform to specific roles. Thus, the term masculinity refers to the social meaning of manhood, which is constructed and defined socially, historically and politically, rather than being biologically driven. There are many socially constructed definitions for being a man and these can change over time and from place to place. The term relates to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinities are not just about men; women perform and produce the meaning and practices of the masculine as well.

Misogyny**Source: UNICEF Glossary of terms related to DEI**Internationally agreed language (inter alia A/RES/77/193)*

Fear, hatred, scorn, disparagement and/or devaluing of women and/or the feminine.

Patriarchy*Source: UNICEF Glossary of terms related to DEI**Definition relevant in the DEI context, not identified as internationally agreed language*

Social system in which men hold the greatest power, leadership roles, privilege, moral authority and access to resources and land, including in the family. Most modern societies are patriarchies. According to this kind of social system, men, or what is considered masculine, is accorded more importance than women, or what is considered feminine.

Reproductive health**Internationally agreed definition (ICPD PoA Cairo 1994)*

Reproductive health "is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. It implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. Implicit in this last condition are the rights of men and women to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other methods of their choice for regulation of fertility that are not against the law, and the right of access to appropriate health-care services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant"

Reproductive rights**Internationally agreed definition (ICPD PoA Cairo 1994)*

Reproductive rights “embrace certain human rights that are already recognized in national laws, international human rights documents and other consensus documents. These rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. It also includes their right to make decisions concerning reproduction free of discrimination, coercion and violence, as expressed in human rights documents. In the exercise of this right, they should take into account the needs of their living and future children and their responsibilities towards the community”

Sex*

*Source: UNICEF Glossary of terms related to DEI, from IOM Glossary
Internationally agreed language (inter alia CEDAW)*

The classification of a person as having female, male and/or intersex sex characteristics. While infants are usually assigned the sex of male or female at birth based on the appearance of their external anatomy alone, a person’s sex is a combination of a range of bodily sex characteristics.

Sex characteristics

*Source: UNICEF Glossary of terms related to DEI, from IOM Glossary
Definition relevant in the DEI context, not identified as internationally agreed language*

Each person’s physical features relating to sex, including genitalia and other sexual and reproductive anatomy, chromosomes, hormones, and secondary physical features emerging from puberty.

Sex-disaggregated data*

*Source: UN Women GE Glossary
Internationally agreed language (inter alia A/RES/77/160)*

Sex-disaggregated data is data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.

Sexism

*Source: UNICEF Glossary of terms related to DEI
Internationally agreed language (inter alia A/RES/77/193)*

Prejudice, stereotyping, or discrimination, typically against women and girls, on the basis of sex.

Sexual abuse*

*Source: UNICEF Glossary of terms related to DEI and UN SEA Glossary
Internationally agreed language (inter alia A/RES/S-21/2)*

Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation*

Source: SEA Glossary

Internationally agreed language (inter alia, ICPD PoA Cairo 1994)

Any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual harassment*

Source: CEB definition

Internationally agreed language (inter alia, A/RES/73/148)

Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment may occur in the workplace or in connection with work. While typically involving a pattern of conduct, sexual harassment may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct shall be considered.

Sexual health*

Source: UNAIDS Terminology Guidelines (from WHO)

Internationally agreed language (inter alia, ICPD PoA Cairo 1994)

Sexual health is “not merely the absence of disease, dysfunction or infirmity—it is a state of physical, emotional, mental and social well-being in relation to sexuality. Sexual health requires a positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences that are free of coercion, discrimination and violence. For sexual health to be attained and maintained, the sexual rights of all persons must be respected, protected and fulfilled”

Sexual rights

Source: UNAIDS Terminology Guidelines (from WHO)

Definition relevant in the DEI context, not identified as internationally agreed language

Sexual rights embrace a “human right that already are recognized in many national laws, international human rights documents and other consensus statements: the right of all persons to the highest attainable standard of sexual health, free of coercion, discrimination and violence. This includes the following: accessing sexual and reproductive health-care services; seeking , receiving and imparting information related to sexuality; obtaining sexuality education; enjoying respect for bodily integrity; choosing a partner; deciding to be sexually active or not; participating in consensual sexual relations; engaging in consensual marriage; determining whether or not (and when) to have children; and pursuing a satisfying, safe and pleasurable sexual life”

Temporary special measures

Source: UN Women GE Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Actions aimed at accelerating de facto equality between individuals. Temporary special measures must be discontinued when their desired results have been achieved and sustained for a period of time. The measures are designed to serve a specific goal (special). The term “measures” encompasses a wide variety of legislative, executive, administrative and other regulatory instruments, policies and practices, such as outreach or support programmes; allocation and/or reallocation of resources; preferential treatment; targeted recruitment, hiring and promotion; numerical goals connected with time frames; and quota systems.

GEOGRAPHICAL DIVERSITY

Equitable Geographical Distribution*

*Source: System of desirable ranges for the geographical distribution of staff in the Professional category and above - Report of the Secretary-General
Internationally agreed language (inter alia, A/RES/71/263)*

The principles governing the selection of staff are set forth in Article 101, paragraph 3, of the Charter of the United Nations, which reads: “The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.” The concept expressed in the second sentence, as developed and interpreted by the General Assembly, has become known as the principle of equitable geographical distribution that is actualized through the concept of “desirable ranges” for Member States, in response to General Assembly resolution 153 (II).

Geographical Representation*

*Source: Assessment of the system of desirable ranges Report of the Secretary-General
Internationally agreed language (inter alia, A/RES/71/263)*

The principle of equitable geographical representation is derived from GA resolution 153 (II) of 15 November 1947 that reaffirmed the recruitment of staff on as wide a geographic basis as possible. The third preambular paragraph of that resolution referred to the international character of the Organization and stated that in order to avoid undue predominance of national practices, the policies and administrative methods of the Secretariat should reflect, and profit to the highest degree from, assets of the various cultures and the technical competence of all Member nations.

Geographical posts / posts subject to geographic al distribution*

*Source: UN Geographical Representation Strategy
Internationally agreed language (inter alia, A/RES/71/263)*

These are positions in the Professional and higher categories financed from the programme budget, excluding positions that are language, mission, jointly financed activities, general temporary assistance, temporary assistance for meetings.

Immigrant*

*Source: World Bank End Racism Flipbook Vocabulary
Internationally agreed language (inter alia Durban Declaration and PoA)*

One who moves from their native country to another with the intention of settling permanently. This may be for a variety of personal, political, religious, social, or economic reasons.

Migrant*

Source: IOM definition of “migrant”

Internationally agreed language (inter alia, Migrant Workers Convention)

An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally-defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students.

Note: At the international level, no universally accepted definition for “migrant” exists. The present definition was developed by IOM for its own purposes and it is not meant to imply or create any new legal category.

Multilingualism*

Source: <https://www.un.org/sg/en/multilingualism/>

Internationally agreed language (inter alia A/RES/69/250)

An essential factor in harmonious communication among peoples and an enabler of multilateral diplomacy, multilingualism is of particular importance to the United Nations. By promoting dialogue, tolerance and understanding, multilingualism ensures effective participation of all in the Organization’s work, as well as greater transparency and efficiencies and better outcomes. Multilingualism is recognized by the General Assembly as a core value of the Organization. Arabic, Chinese, English, French, Russian and Spanish are the six official languages of the United Nations

Nationality*

Source: UNHCR Master Glossary of Terms

Internationally agreed language (inter alia Durban Declaration and PoA)

The legal bond between a person and a State, which entitles the individual to the State’s protection as its national and entails legal rights and responsibilities. Nationality can be established at birth by a person’s place of birth (jus soli) and/or bloodline (jus sanguinis) or can be acquired through naturalization. The concept is referred to as citizenship in some national jurisdictions.

Refugee*

Internationally agreed definition (1951 Convention and Protocol Relating to the Status of Refugees)

The term “refugee” shall apply to any person who, owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence, is unable or, owing to such fear, is unwilling to return to it.

System of desirable ranges*

*Source: System of desirable ranges for the geographical distribution of staff in the Professional category and above - Report of the Secretary-General
Internationally agreed language (inter alia, A/RES/71/263)*

The methodology for calculating equitable geographical distribution based on agreements regarding the desirability of relating the base figure to the actual number of posts subject to geographical distribution; the inclusion of posts based on the population factor in the ranges allocated to Member States; and the need for flexibility upwards and downwards from the mid-point of each Member State's range. The General Assembly has also decided on the factors to be used and the weights to be given to each factor.

SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION AND SEX CHARACTERISTICS

Agender

*Source: UNICEF Glossary of terms related to DEI, from IOM Glossary
Definition relevant in the DEI context, not identified as internationally agreed language*

A term describing people who do not identify with any gender. This term may also encompass people who experience a lack of gender and people whose gender is neutral. Agender people have a range of sexual orientations, gender expressions and sex characteristics.

Asexual

*Source: UNICEF Glossary of terms related to DEI, from IOM Glossary
Definition relevant in the DEI context, not identified as internationally agreed language*

A person who may experience romantic or emotional attraction, but generally does not experience sexual attraction. 'Demisexual' and 'greysexual/grey-asexual' describe people with varying degrees of sexual attraction. Asexual may be used as an umbrella term encompassing demisexual, greysexual and other terms.

Assigned sex at birth

*Source: UNICEF Glossary of terms related to DEI, from IOM Glossary
Definition relevant in the DEI context, not identified as internationally agreed language*

The sex that is assigned to a person at birth, typically based on the infant's external anatomy; also referred to as birth sex or natal sex.

Bi/Bisexual

*Source: IOM Glossary
Definition relevant in the DEI context, not identified as internationally agreed language*

A person who has the capacity for romantic, emotional and/or physical attraction to people of more than one gender. Bisexual+ and Bi+ are sometimes also used as umbrella terms for non-monosexual identities.

Coming in/letting in

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

The process of inviting someone into your personal space and sharing your diverse SOGIESC with them; may more accurately represent the experiences of those in circumstances where it is unsafe to 'come out'.

Coming out/come out

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A process of self-acceptance wherein individuals acknowledge their identity, then share it with others. People with diverse SOGIESC who choose to come out often have to do so repeatedly throughout their lives, even on a daily basis.

Concealment

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Describes the act of keeping private one's SOGIESC, either as a personal preference or to avoid harm. When concealment is done to avoid stigma, discrimination and abuse, it can have a wide range of physical and psychological health consequences. Concealment to avoid harm may be referred to as 'forced to conceal'.

Cis or cisgender

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A person whose gender identity and the sex they were assigned at birth align.

Endosex

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A term describing a person who was born with sex characteristics that fit typical binary notions of male or female bodies. An endosex person may identify with any gender identity or sexual orientation.

FTM or MTF

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Some transgender women may refer to themselves as M to F or MTF (male-to-female) transgender. Some transgender men may refer to themselves as F to M or FTM (female-to-male) transgender.

Gay

Source: UN-Globe

Definition relevant in the DEI context, not identified as internationally agreed language

The term gay can refer to same-gender attraction, same-gender sexual behaviour and same-gender cultural identity. In some contexts, unless individuals or groups self-identify as gay, the expressions men who have sex with men or women who have sex with women may be used

Gender expression

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Each person's presentation of the person's gender through physical appearance – including dress, hairstyles, accessories, cosmetics – and mannerisms, speech, behavioural patterns, names, pronouns and other personal references. Gender expression may or may not fully reflect a person's gender identity.

Genderfluid

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

An adjective describing someone whose gender is not fixed over time.

Gender identity*

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Internationally agreed language (inter alia A/RES/67/168)

Gender identity refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other gender expressions, including dress, speech and mannerisms

Gender non-conforming

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Behaviour or appearance that is not in alignment with prevailing cultural expectations related to a particular gender. The term can apply to all individuals, regardless of SOGIESC.

Genderqueer

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A person who identifies as neither or both male or female, or a combination of genders.

Heteronormativity

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

The assumption that the norms and values of heterosexuality should be replicated and performed amongst LGBTQ people. Homonormativity selectively privileges cisgender LGBTQ people who are coupled and monogamous as worthy of social acceptance.

Heterosexism

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Viewing heterosexuality as superior; assuming all people are heterosexual.

Heterosexual*

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Internationally agreed language (inter alia A/RES/65/277)

A person whose romantic, emotional and/or physical attraction is to people of a different gender.

Homosexual

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

A person whose romantic, emotional and/or physical attraction is to people of the same gender. Note that, in English, homosexual may be considered an outdated clinical term that should be avoided, and gay and lesbian may be preferred. The term remains acceptable in many non-English-speaking contexts.

Intersex

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Intersex people are born with sex characteristics that don't fit typical definitions of male and female bodies. Intersex is an umbrella term used to describe a wide range of natural bodily variations. Some of these variations may be apparent before or at birth, while others are not apparent until after puberty or later, or may not be physically apparent at all. There are more than 40 intersex variations; experts estimate between .5% and 1.7% of the population is born with intersex traits. Intersex people use many different terms, and sometimes use different terms with different people to avoid stigma, misconceptions, discrimination and violence. Common language includes 'being' intersex, 'having' an intersex variation, difference or trait, clinical diagnostic terms, 'differences of sex development,' and innate 'variations of sex characteristics.' The outdated and stigmatizing

term ‘hermaphrodite’ is generally rejected by intersex people today, however some have chosen to reclaim it. Intersex people may have any sexual orientation, gender identity or gender expression.

Lesbian

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A woman whose enduring romantic, emotional and/or physical attraction is to women.

LGBTIQ+

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

An acronym for lesbian, gay, bisexual, transgender, intersex, queer or questioning and other terms. The plus sign represents people with diverse sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) who identify using other terms. In some contexts, LGB, LGBT or LGBTI are used to refer to particular populations. Additional letters may be added, such as A for asexual, agender or ally, or P for pansexual. In many locations, the letter order varies, e.g., LGBTIQ+ or GLBTQI+. SOGIESC-related acronyms are not static and continue to evolve over time. To ensure inclusivity and accuracy, they should be applied with careful consideration to the individuals or populations being referenced. [from intro: We recognize that many of these terms are of Western origin, and that, in particular, the terms lesbian, gay, bisexual, transgender and queer represent concepts of personal identity that are not universal. Many people use other terms, or no terms, and it is critical to respect the autonomy of individuals in defining their own identities. We encourage you to learn relevant terms in your own context and, when in doubt, ask colleagues or connect with a local organization supporting the rights of people with diverse SOGIESC.]

Men who have sex with men*

Source: UNAIDS Terminology Guidelines

Internationally agreed language (inter alia A/RES/65/277)

The term men who have sex with men describes males who have sex with males, regardless of whether or not they also have sex with women or have a personal or social gay or bisexual identity. This concept is useful because it also includes men who self-identify as heterosexual but who have sex with other men.

Monosexual

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Exclusively heterosexual or homosexual.

Non-binary

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

An adjective describing people whose gender identity falls outside the male-female binary. Non-binary is an umbrella term that encompasses a wide variety of gender experiences, including people with a specific gender identity other than man or woman, people who identify as two or more genders (bigender or pan/polygender) and people who don't identify with any gender (agender). As non-binary people do not identify with their sex assigned at birth, they are by definition trans, but not all non-binary people identify as such.

Outing

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A person's SOGIESC being made public without their consent or knowledge, often for malicious purposes.

Pansexual

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A person who has the capacity for romantic, emotional and/or physical attraction to people of any gender.

Passing

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Being perceived as cisgender or heterosexual (also called straight-passing or in the case of trans persons 'stealth') by others. People who 'pass' are less exposed to violence and discrimination but typically must keep their diverse gender identity or sexual orientation concealed to maintain a level of safety.

Personal pronouns

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Pronouns are words we use to talk about ourselves ('I'), to someone ('you') or about other people ('she', 'he', 'they', etc.) In English, 'he' and 'she', called third-person pronouns, are gendered, while singular 'they' is gender-neutral. In other languages, such as Arabic and Korana, second-person pronouns ('you') and first-person pronouns ('I') may also be gendered. Some languages don't require pronouns to indicate gender or have a gender-neutral option, including Japanese, Swahili, Swedish and Turkish. Sweden has added the gender-neutral pronoun 'hen' to their language to complement 'han' (he) and 'hon' (she). Other languages don't mark gender at all, including Armenian, Finnish, Hungarian, Persian and Yoruba

Queer

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Traditionally a negative term, queer has been reclaimed by some people and is considered inclusive of a wide range of diverse sexual orientations, gender identities and expressions. It may be used as an umbrella term for people with diverse SOGIESC, or as an alternative to the phrase 'people with diverse SOGIESC' or the acronym LGBT. Queer is used by many people who feel they do not conform to a given society's economic, social and political norms based on their sexual orientation, gender identity and gender expression.

Questioning

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

A term that describes people who are exploring their SOGIESC.

Sex*

Source: UNICEF Glossary of terms related to DEI

Internationally agreed language (inter alia CEDAW)

The classification of a person as having female, male and/or intersex sex characteristics. While infants are usually assigned the sex of male or female at birth based on the appearance of their external anatomy alone, a person's sex is a combination of a range of bodily sex characteristics.

Sex characteristics

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Each person's physical features relating to sex, including genitalia and other sexual and reproductive anatomy, chromosomes, hormones, and secondary physical features emerging from puberty.

Sexual behaviour*

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Internationally agreed language (inter alia A/RES/60/262)

What we do sexually, and with whom; not always an accurate indicator of sexual orientation.

Sexual orientation*

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Internationally agreed language (inter alia A/RES/57/214)

Each person's enduring capacity for profound romantic, emotional and/or physical feelings for, or attraction to, other people. Encompasses hetero-, homo-, bi-, pan- and asexuality, as well as a wide range of other expressions of sexual orientation. This term is preferred over sexual preference, sexual behaviour, lifestyle and way of life when describing an individual's feelings for or attraction to other people.

Sexual preference

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Indicates a greater liking for particular characteristics over others in relation to an individual's romantic, emotional and/or physical feelings for, or attraction, to other people. For instance, this can be for tall, short, dark-haired, brown-eyed or other traits of a partner.

SOGIESC

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

An acronym for sexual orientation, gender identity, gender expression and sex characteristics.

Third gender or third sex

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

Concepts common to many cultures, these terms refer to individuals who do not identify as men or women or whose gender is not perceived to be male or female, and/or to individuals whose gender identity does not match their assigned sex. They are commonly used in South Asia, and where a great variety of regional-specific terms are used.

Trans or transgender*

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Internationally agreed language (inter alia A/RES/70/266)

Terms used by some people whose gender identity differs from what is typically associated with the sex they were assigned at birth. Trans, transgender and non-binary are umbrella terms representing a variety of words that describe an internal sense of gender that differs from the sex assigned at birth and the gender attributed to the individual by society, whether that individual identifies as a man, a woman, simply 'trans' or 'transgender', with another gender or with no gender. Trans people may have any sexual orientation, gender expression and sex characteristics.

Transfeminine

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Describes a transgender person (generally one who was assigned male at birth) who seeks to present femininely, or to transition to look more feminine, or who identifies as more female than male. The label transfeminine can be considered either a gender identity, a gender expression, or both. It is an umbrella term that includes trans women who don't consider themselves nonbinary, and nonbinary feminine people

Transition

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

The process of changing one's gender expression to be more in line with one's gender identity. Transitioning may be social and include telling one's family, friends and co-workers, using a different name, pronoun and/or title, dressing differently; legal and include changing one's name and/or gender marker on legal documents ('legal gender recognition'); and/or medical and include undergoing hormone therapy, surgeries, or other medical interventions

Transmasculine

Source: UNICEF Glossary of terms related to DEI

Definition relevant in the DEI context, not identified as internationally agreed language

Describes a transgender person (generally one who was assigned female at birth), and whose gender is masculine and/or who express themselves in a masculine way. Transmasculine people feel a connection with masculinity, but do not always identify as male. The label transmasculine can be considered either a gender identity, a gender expression, or both. It is an umbrella term that includes trans men who don't consider themselves nonbinary, and nonbinary masculine people

Transsexual

Source: UNICEF Glossary of terms related to DEI, from IOM Glossary

Definition relevant in the DEI context, not identified as internationally agreed language

An older term largely used in the Americas that is preferred by some whose gender identity differs from their assigned sex.

Women who have sex with women

UNAIDS Terminology Guidelines

Definition relevant in the DEI context, not identified as internationally agreed language

The term women who have sex with women (including adolescents and young women) includes not only women who self-identify as lesbian or homosexual and have sex only with other women, but also bisexual women and women who self identify as heterosexual, but who have sex with other women.

MENTAL HEALTH AND WELLBEING

Common mental health problems

Source: UN Mental Health and Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

Using a medical diagnostic frame of reference – a range of mental health problems that are of higher prevalence in the population and which includes depression, generalized anxiety disorder, post-traumatic stress disorder, but also panic disorder, phobia, social anxiety disorders and obsessive-compulsive disorder. The impact on people, families and communities can range from very mild and often self-remitting to a very significant impact on people's lives, health and ability to work. They can vary in duration and numbers of episodes. Depression, for example, could be a one-off episode, or the experience of long periods of remitting and relapsing episodes (episodic).

Counselling*

Source: UNAIDS Terminology Guidelines

Internationally agreed language (inter alia A/RES/59/137)

Counselling is an interpersonal, dynamic communication process between a client and a trained counsellor (who is bound by a code of ethics and practice) that tries to resolve personal, social or psychological problems and difficulties.

Early intervention*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia A/RES/67/82)

This term has a number of meanings and/or uses; in the context of this strategy we are using it to mean responding to early signs of distress, stress and ill-health. Prognosis and suffering can worsen if help, and/or treatment is not applied or sought early in the onset and course of the period of ill health. It works best when people have a basic level of mental health literacy and take notice of changes in their own mental health and well-being, or others close to them do, they have some personal health tools to manage their own recovery, they are open to talking and seek help early from others, who may be their manager, a work colleague, counsellor, ombudsmen or doctor. Effective interventions and support are applied to reduce acute symptoms and provide tools and strategies for the person and family, where appropriate, to learn how to manage their health, including recognizing early warning signs and obtaining ongoing psychosocial support. Duration of ill health can be reduced, including extended time away from work, as well as minimizing harm and suffering.

E-Mental Health

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

Use of information and communications technologies/digital technology used to promote, prevent and/or assist in the recovery from mental health problems, regardless of where people live or the type of local support and services available to them. As tools, they can be used as stand-alone technologies, or blended/moderated

with professional and/or peer support, e.g., combining technology and personal or therapist participation and support. There is a growing literature on and evidence for these tools and interventions supporting better outcomes in common mental health problems for peer support, access to information, self-management literacy and education, via podcasts/e-learning, and improved relapse prevention. It can range from telephone support, telemedicine, digital wearables (e.g., Apple Watch or Fitbit), apps, mobile devices, i.e., smartphone, mobile phone, iPad and internet websites, etc. In this context, we are not describing the use of virtual reality devices, owing to limited early research and general access.

Hazardous drinking

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

Hazardous use – a pattern of substance use that increases the risk of harmful consequences for the user. Some would limit the consequences to physical and mental health (as in harmful use); some would also include social consequences. In contrast to harmful use, hazardous use refers to patterns of use that are of public health significance despite the absence of any current disorder in the individual user. The term is used currently by WHO but is not a diagnostic term in its International Statistical Classification of Diseases and Related Health Problems (ICD-10).

Health sector*

Source: UNAIDS Terminology Guidelines

Internationally agreed language (inter alia A/RES/74/307)

The health sector encompasses a number of related organizations and services. These include organized public and private health services (including those for health promotion, disease prevention, diagnosis, treatment and care), health ministries, health-related nongovernmental organizations, health-related community groups and health specific professional organizations. It also includes institutions that provide direct input into the health-care system, such as the pharmaceutical industry and teaching institutions.

Mental health prevention*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia, SDGs Target 3.4)

While some approaches are similar to mental health promotion, the focus on outcome is different – preventive interventions work by focusing on reducing risk factors and enhancing protective factors associated with mental ill-health. There is a wide range of evidence-based preventive programmes and policies available for implementation. These have been found to reduce risk factors, strengthen protective factors and decrease psychiatric symptoms and disability and the onset of some mental disorders. They also improve positive mental health, contribute to better physical health and generate social and economic benefits. Prevention efforts can be described as primary, secondary and tertiary or based on levels of reach to population or subgroups, i.e., universal, selective, indicated. In this strategy, we are using the latter.

Mental health promotion*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia, SDGs Target 3.4)

Mental health promotion activities imply the creation of individual, social and environmental conditions that enable optimal psychological and psychophysiological development. Such initiatives involve individuals in the process of achieving positive mental health, enhancing quality of life and narrowing the gap in health expectancy between countries and groups. It is an enabling process, done by, with and for the people. Prevention of mental disorders can be considered one of the aims and outcomes of a broader mental health promotion strategy.

Mental health stigma*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia WHO Comprehensive Mental Health Action Plan 2013–2030)

Stigma relating to mental illness and misuse of substances is difficult to overcome. Sources of stigma can come from our own knowledges, beliefs, attitudes and behaviour (self-stigma), that of those around (external sources – societal and institutional stigma). It can be experienced or anticipated

Mental ill-health*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia A/RES/33/53)

Specifically refers to being unwell, or in a state of ill-health similar to the way in which it is used for physical health or ill-health.

Prevention, indicated

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

For people with early, detectable signs of mental health stress or distress; targeting people at highest risk of mental health problems.

Prevention, selective

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

For people in groups, demographics or communities with higher prevalence of mental health problems; targeting individuals or subgroups of the population based on vulnerability and exposure to adversity, such as those living with challenges that are known to be corrosive to mental health

Prevention, universal

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

For everyone; targeting the whole population, groups or settings where there is an opportunity to improve mental health, such as schools or workplaces

Psychological safety*

*Source: Mental Health Well-Being Strategy
Internationally agreed language (inter alia A/RES/65/229)*

A psychologically healthy and safe workplace: Promotes positive culture and staff well-being Prevents stigma and discrimination Contributes to a productive and positive working environment

Psychosocial approaches*

*Source: Mental Health Well-Being Strategy
Internationally agreed language (inter alia WHO Comprehensive Mental Health Action Plan 2013–2030)*

Range of support and treatments that work to assist the promotion of well-being, the prevention of ill-health and early and sustained recovery, including psychological first aid, talking therapies such as counselling, cognitive behaviour therapy, solutions-focused therapy, problem solving; and community and social support to resolve practical life circumstances etc.

Psychosocial disability*

*Source: <https://www.ndis.gov.au>
Internationally agreed language (inter alia WHO Comprehensive Mental Health Action Plan 2013–2030)*

A disability that may arise from a mental health issue. Psychosocial disability is not about a diagnosis, it is about the functional impact and barriers which may be faced by someone living with a mental health condition. A psychosocial disability arises when someone with a mental health condition interacts with a social environment that presents barriers to their equality with others.

Psychosocial health*

*Source: Mental Health Well-Being Strategy
Internationally agreed language (inter alia A/RES/76/304)*

Psychosocial health recognizes determinants of health and thus treatments and support need to address the psychological and social context and impacts, i.e., emotional experiences, social, family and close relationships, cognition/thinking, work, home, finances, political, community connections, sleep, habits, behaviours and lifestyle.

Recovery*

*Source: Mental Health Well-Being Strategy
Internationally agreed language (inter alia WHO Comprehensive Mental Health Action Plan 2013–2030)*

The recovery model describes a journey of healing, change and transformation in a very individual process towards health and well-being. The end point of that journey is defined by the empowerment of the individual,

and their family/or loved ones, to their aspiration of living well in the presence or absence of mental illness. The model is essentially one that encompasses all aspects of a person's life – not just clinical symptoms. It is founded on the principles of hope, personal empowerment, respect, social connections and self-responsibility.

Resilience*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia WHO Comprehensive Mental Health Action Plan 2013–2030)

The ability of individuals, families, teams, groups, communities, organizations and systems to endure and bounce back after adversity

Risk factors*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia WHO Comprehensive Mental Health Action Plan 2013–2030)

These are factors that can create a personal vulnerability to developing a mental health problem if exposed to adversity, high stress and/or additional traumatic events later. They also have the potential to make an existing mental health problem worse. Risk factors can be related to the individual and/or environmental.

Risk factors – environmental

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

Factors associated with development of mental health problems in the workplace include: Workload (both excessive and insufficient work); Monotonous or unpleasant tasks; Lack of recognition at work; Poor interpersonal relationships; Poor leadership and communication; Lack of participation and control in the workplace; Role ambiguity or conflict; Inequity; Poor working conditions Conflicting home and work demands In addition to these generic workplace risks, other environmental risks or psychological hazards relevant to the United Nations workforce can include exposure to: Violence; Trauma; Poverty of resource; Conflict; Humanitarian despair; Duty station type

Risk factors – individual

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

Include a complex interplay between biological/genetic, psychological and social factors. These may be pre-existing (before employment) and arise during employment owing to the impact of environmental factors or personal circumstances. Personal risk factors can include: Infancy (poor bonding and attachment); Parental mental illness; Genetic vulnerability; Development (poor psychological coping strategies); Displacement; Poor physical health; Adverse childhood experiences and parenting (including exposure to violence, sexual abuse, directly or indirectly, e.g. domestic abuse between parents, child sexual abuse); Psychological trauma (loss of loved one, bullying, emotional abuse); Social determinants, e.g. poverty, poor housing, poor nutrition. Co-occurring physical health issues are strongly associated with mental health problems, e.g. diabetes, cardiovascular risk and disease, respiratory disorders, pain, somatic complaints (list not exhaustive). Poor

mental health, low psychological resilience and well-being can impact on physical health and vice versa. Individual risk factors can create enhanced vulnerability, as an adult, in the workplace in terms of exposure to trauma, humanitarian disasters, war and conflict and high stress, conflict and incivility in the workplace. They may not emerge or be apparent until such exposure has occurred once or built up over multiple events as resilience wanes and/or help is not sought. Strength of personal resilience is a key factor in the impact and response to these external events in terms of an individual's mental health and well-being.

Serious mental health conditions

Source: Mental Health Well-Being Strategy

Definition relevant in the DEI context, not identified as internationally agreed language

A range of mental health conditions can impact on a person's life to very different degrees and for different durations. Serious mental health conditions is a term usually applied to diagnostic conditions of psychosis (including schizophrenia); mood/affective disorders that have had a very significant impact on a person's level of life and personal functioning and may continue over time or relapse and remit over time (e.g., major depression, bipolar disorder, etc.); some would add significant and hazardous misuse of substances such as alcohol and illicit drugs, where addiction to those substances has become harmful to the person's physical and mental health, behaviour, lifestyle and family. Mostly, serious end-of-spectrum mental ill health is of low prevalence but has a high personal impact on individuals, families and society.

Well-being*

Source: Mental Health Well-Being Strategy

Internationally agreed language (inter alia WHO Comprehensive Mental Health Action Plan 2013–2030)

Mental health is defined as a state of well-being in which every individual realizes their own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to their community. The positive dimension of mental health is stressed in the World Health Organization (WHO) definition of health as contained in its constitution: health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. In this context, we are generally using well-being as referring to broader good health and all that contributes to that

Workplace accommodation

Source: Mental Health Well-Being Strategy

Equivalent internationally agreed term is "reasonable accommodation" (CRPD)

For staff experiencing a mental health disability, all reasonable efforts should be made to assist and support them to return to the workplace, with workplace accommodation being at the forefront of that planning. Most organizations have their own policies and procedures related to accommodation. All should be, at a minimum, compliant with relevant human rights legislation. Reasonable accommodation allows employees to perform the essential duties of the job. The types of accommodation that may be requested may be varied and if two solutions will work, but one is more reasonable in terms of practicality, it should be considered. Also referred to as "workplace adjustments" (ILO) or "reasonable accommodation" (CRPD)