



BE BRAVE WITH LANGUAGE: GLOSSARY

BAME

abbreviation for Black, Asian, and minority ethnic: used to refer to members of non-white communities in the UK

This has become a key catch-all term for workplaces and used mainly in the UK, also Black and Minority Ethnic can may be used (BME).

MULTICULTURAL

including people who have many different customs and beliefs

The cultural term often refers to behaviours and customs of people from different society.

RACE

a group, especially of people, with particular similar physical characteristics, who are considered as belonging to the same type, or the fact of belonging to such a group

ETHNICITY

a large group of people who have the same national, racial, or cultural origins, or the state of belonging to such a group

NATIONALITY

the official right to belong to a particular country, often through birth although some people can change their nationality or have dual nationality.

VISIBLE MINORITY

a person or group visibly not one of the majority race in a given population
Often used in the States and Canada to describe people of colour.

INTERSECTIONALITY

People who represent more than one minority group or are female and from a minority group, such as a black woman

INDIGENOUS BACKGROUND

people or things belong to the country in which they are found, rather than coming there or being brought there from another country.
Often used in the States.

BI-RACIAL OR MIXED-RACE BACKGROUND

for, representing, or including members of two races, such as White and Black.

CULTURE

the ideas, customs and human behaviour of a particular group, workplace or society.

XENOPHOBIA

an irrational fear or hatred of foreigners or strangers or of their politics or culture.

NOTE: Minority Ethnic is different across the world. For example, if you send a white woman to Saudi Arabia, in that country she would be considered minority ethnic.