



## **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.