

Terminology

- Direct discrimination - treated less favourably because of a protected characteristic
- Harassment - This is when you experience behaviour that makes you feel intimidated, humiliated, or degraded, or that creates a hostile environment.
- Victimization - This is when you are treated unfairly as a result of making a complaint about discrimination or giving evidence when someone else makes a complaint.
- Unconscious bias - are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. It can influence decisions in recruitment, promotion and performance management. It could be discriminatory when the unconscious bias relates to a protected characteristic.
- Equality & Diversity -promotes equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.
- Systemic inequality - A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity
- Institutional racism - refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favour, or put a racial group at a disadvantage.
- Microaggressions - Microaggressions are common, everyday slights and comments that relate to various intersections of one's identity such as gender, sex, race, ethnicity, and age, among other aspects. They are thought to spring from unconsciously held prejudices and beliefs which may be demonstrated consciously or unconsciously through daily verbal interactions. Although these communications typically appear harmless to observers, they are considered a form of covert racism or everyday discrimination.