

Glossary of Terms

A guide for consistent terminology



DIVERSITY, EQUITY, AND INCLUSION TERMS

Accessibility: The quality of being possible to get into, use, make use of.

Accomplice: All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved. An accomplice uses the power and privilege they have to challenge the status quo, often risking their physical and social well-being in the process.

Ageism: Refers to two concepts: a socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons.

Ally: An individual who takes action to support social justice and works to eliminate oppression.

Bias: Prejudice in favor of or against one thing, person, or group compared to another; usually in a way considered unfair. Implicit bias is unconscious, explicit bias is conscious.

Bigotry: The fact of having and expressing strong, unreasonable beliefs and disliking other people who have different beliefs or a different way of life.

BIPOC: An acronym for Black, Indigenous, and People Of Color.

Class: Refers to people's socio-economic status, based on factors such as wealth, occupation, education, income, etc.

Classism: Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. It's the systematic assignment of characteristics of worth and ability based on social class.

Culture: Learned and shared values, beliefs, languages, and customs of a social group.

DEI: An acronym for Diversity, Equity, and Inclusion.

DEIA: An acronym for Diversity, Equity, Inclusion, and Accessibility.

DIB: An acronym for Diversity, Inclusion, and Belonging.

Disability: Having a physical or mental impairment that substantially limits one or more major life activities. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.

Discrimination: Prejudiced treatment of a person based on the social groups to which they belong, and stereotypes about those groups. When committed by an individual, discrimination can be broken down into two types: traditional discrimination (openly negative treatment) and modern discrimination (subtle negative treatment).

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Diversity: Efforts to increase representation of different types of identities within communities (e.g., demographics, sexuality, religion, etc.)

Emotional Tax: The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.

Empowerment: The state of being empowered to do something: the power, right, or authority to do something.

Equity: Critically examining systems to identify biases that prevent equal access and opportunity to individuals.

Ethnicity: A socially or politically constructed group based on cultural criteria, such as language, customs, and shared history.

Feminism: The belief that all genders have equal rights and opportunities.

Gender: Social constructed categories of masculinity/manhood and femininity and womanhood.

Heterosexism: The assumption that heterosexuality is the social and cultural norm as well as the prejudiced belief that heterosexuals, or “straight” people, are socially and culturally superior to lesbian, gay, bisexual, transgender, Two-Spirit and queer (LGBTQQ) people.

Homophobia: The irrational fear, dislike, hatred, aversion, intolerance, and ignorance of homosexuality and of lesbian, gay, bisexual, transgender, Two-Spirit and queer (LGBTQQ) individuals.

I-200: Initiative 200, passed by the citizens of Washington State in 1998 and now incorporated into the Washington State Law Against Discrimination prohibits preferential treatment on the basis of race, color, national origin, and sex but does not prohibit action that must be taken to establish or maintain eligibility for any federal programs, if ineligibility would result in a loss of federal funds to the state.

Inclusion: An environment and commitment to respect, represent, and accept diverse social groups and identities; an environment where all people feel like they belong. (In K-12 learning environments, inclusion can sometimes also refer to the practice of integrating students with disabilities into the classroom setting.)

Indigenous: Peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

Institutional Racism: A pattern of social institutions—such as governmental organizations, schools, banks, and courts of law—giving negative treatment to a group of people based on their race. See also *Systemic Racism*.

Intent Vs. Impact: Our intentions (what we want or hope to do) don't always align with what we say or do which can impact how others receive what one says and does. *Intent* refers to what you hope or want to do when choosing to perform an action. *Impact* refers to the reality (e.g. results) of your actions/ behaviors. The resulting impact may not always align with what you intended. Owning the impact: When one's impact is being called into question, especially if the action is perpetuating oppression, it is important to recognize the action is being called into question not the person/overall character.

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Intersectionality: The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

JEDI: An acronym for Justice, Equity, Diversity, and Inclusion.

Justice: Presence of systems and supports (e.g. policies, practices, norms) that achieve and sustain fair treatment, equitable opportunities, and outcomes for people of all races. Systematic, proactive reinforcement.

Latine: Latine is also a gender-neutral form of the word Latino, created by gender nonbinary and feminist communities in Spanish-speaking countries.

Latinx: Latinx is the gender-neutral alternative to Latina or Latino. It is a term used to describe a diverse group of people who have roots in Latin America.

Marginalization: To relegate to an unimportant or powerless position within a society or group.

Micro-Inequity: Apparently small events which are often ephemeral and hard-to-prove, events which are covert, often unintentional, frequently unrecognized by the perpetrator, which occur wherever people are perceived to be different.

Microaggression: The everyday slights, indignities, put-downs, and insults that people of color, women, LGBT populations, or those who are marginalized experience in their day-to-day interactions with people.

Neurodiversity: The concept that there is great diversity in how people's brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation.

Nonbinary: An umbrella term for gender identities that are outside of the gender binary, meaning not exclusively either boy/girl or man/woman. Nonbinary individuals may have more than one gender, not identify with a gender, or something else altogether.

Oppression: Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

Pansexuality: The romantic, emotional, and/or sexual attraction to people regardless of their gender.

Performative Allyship: When an individual or group of power/majority/privilege (e.g., white, male, abled, unqueer, etc.) loudly profess(es) their actions in the name of 'allyship,' while actively conducting harm to, taking focus away from, and generally being unhelpful towards the group they claim to support, often to receive praise and attention, without taking critical action to dismantle the systems of harm.

POC: An acronym referring to a Person of Color.

Positionality: Social identities in relation to power, which influences the way we understand the world and our interactions with others.

Prejudice: 'Pre-judgement' Personal bias for or against anything, all humans have bias and prejudice.

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Privilege: Systemic favoring, enriching, valuing, validating, and including of certain social identities over others. Individuals cannot 'opt out' of systems of privilege; rather these systems are inherent to the society in which we live.

Race: A socially or politically constructed group based on perceived differences in physical characteristics.

Racism: Belief that some races of people are better than others.

Sexual Orientation: A concept referring to sexual desire and preference for emotional and sexual relationships with others based on their sex/gender; often implies that sexual object choice is an essential in-born characteristic, so may be problematic to some.

Social Justice: Active engagement toward equity and inclusion that addresses issues of institutional, structural, and environmental inequity, power, and privilege.

Stereotypes: Assumptions we make about people based on the social groups to which they belong.

Systemic Racism: Systems and structures that have procedures or processes that disadvantage African Americans, Indigenous people, Latinx people, and people of color. Systemic racism is also known as structural racism or institutional racism. See also *Institutional Racism*.

Tolerance: The attitude of someone who is willing to accept someone else's beliefs, way of life, etc. without criticizing them even if they disagree with them.

Transgender: People whose gender identity is different from the gender they were thought to be at birth. "Trans" is often used as shorthand for transgender.

White Privilege: A concept that highlights the unfair societal advantages that white people have over non-white people. It is something that is pervasive throughout society and exists in all the major systems and institutions that operate in society, as well as on an interpersonal level.

Workplace Inclusion: An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action.

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LGBTQ+ TERMS

Agender: A gender identity that describes a person who does not identify with any specific gender or who identifies without gender.

Allosexual: A term that describes people who feels sexual attraction towards other people. Allosexual people may or may not experience romantic attraction and/or engage in romantic relationships.

Ally: A person or organization that actively uses their resources to support individuals and communities with a specific identity or issue. Here, an individual who openly supports and affirms the rights and dignity of people with diverse SOGIE may be considered an ally.

Androgynous: A gender expression that embodies masculine and feminine elements.

Anti-Gay Bias: Hatred, discrimination, or aversion to lesbian, gay, and bisexual (LGB) people, people perceived to be LGB, or those associated with people who are LGB. Often referred to as “homophobia.”

Anti-Transgender Bias: Hatred, discrimination, or aversion to transgender, gender variant, or gender diverse people, people perceived to be as such, or those associated with persons who are transgender, gender variant, or gender diverse. Often referred to as “transphobia.”

Aromantic: A term that describes people who experience little or no romantic desire or attraction. Aromantic people may or may not experience sexual attraction and/or engage in sexual relationships.

Asexual: A sexual orientation that describes people who experience little or no sexual desire or attraction. Asexual people may or may not experience romantic attraction and/or engage in romantic relationships. This term may be used solely to describe a person’s sexual orientation or serve as a modifier (for example, someone who does not experience sexual attraction but experiences romantic attraction exclusively to women may identify as an asexual lesbian). The term “ace” is often used as shorthand.

Bi+/Bisexual+: An umbrella term that describes people who experience any kind of attraction to more than one gender.

Bisexual: A sexual orientation that describes a person who is attracted to people of their own gender as well as other genders.

Cisgender: A term that describes a person whose gender identity and assigned sex at birth align (e.g., a person identifies as a man and was assigned male at birth by a doctor).

Cisgender Privilege: The implicit and explicit privileges that cisgender people exercise. These privileges include, but are not limited to, the ability to use public restrooms without fear of verbal abuse, physical intimidation, or arrest. The privileges also encompass freedom from questions about one’s anatomy (often by strangers) and the freedom from frequent misgendering.

Coming Out: The process of acknowledging one’s sexual orientation or gender identity to oneself and/or individuals in one’s life. Often incorrectly thought of to be a one-time event, this is a lifelong and sometimes daily process.

Cross Dress: To wear clothing most often associated (in one’s culture and historical time frame) with people of another gender. Cross dressing is not an indication of sexual orientation or gender identity.

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Deadname: As a noun, this word describes the name that a trans person was given at birth that they no longer go by. As a verb, this word describes the act of calling a trans person by a name that they no longer go by.

Diverse SOGIE: A more inclusive term that describes all people who identify as having diverse Sexual Orientation, Gender Identity, and/or Gender Expression (SOGIE).

Drag Queen/Drag King: A person who dresses and performs as another gender for entertainment purposes, often embodying a theatrical or exaggerated version of masculinity or femininity. Performing drag is not an indication of a person's sexual orientation or gender identity.

Endosex: A person whose sex characteristics align with normative medical and social ideas of their sex assigned at birth.

Feminine: A gender expression that embodies the socially constructed and culturally specific gender behaviors expected of women.

Gay: A sexual orientation most commonly used to describe men who are exclusively attracted to other men. This term may also be used by people of any gender who are attracted to people of their same gender.

Gay-Straight Alliance/Gender Sexuality Alliance (GSA): Formal organization of LGBTQ+ and straight/cisgender people in support of the dignity and rights of LGBTQ+ people, usually developed in the context of creating change in educational institutions and environments.

Gender-Affirming Care (GAC): An array of services that affirm a person's gender identity, including but not limited to hormone replacement therapy, puberty blockers, surgery, affirming mental health care, and social affirmation.

Gender Dysphoria: The complex and nuanced psychological, physical, and emotional suffering emerging in response to the internal and external (e.g., social/societal) experiences which highlight a disconnection between one's internal understanding of self and one's external presentation of self.

Gender Euphoria: A range of positive feelings including, but not limited to comfort, confidence, certainty, satisfaction, and joy in response to numerous gender-affirming experiences.

Gender Expression: The ways in which an individual communicates their gender to others through behavior, clothing, hairstyle, voice, etc.; not an indication of gender identity or sexual orientation.

Gender Fluid: A gender identity that describes an individual whose gender identity may continually change throughout their lifetime. These individuals may not feel confined within the socially and culturally expected gender roles and may identify differently from situation to situation or day to day.

Gender Identity: One's internal, personal sense of their gender or lack thereof. Gender identity is best represented as a spectrum and an individual may move around this spectrum throughout their life. Examples of gender identities include but are not limited to man, woman, Two-Spirit, agender, and nonbinary.

Gender Neutral: Anything (such as clothing, styles, activities, or spaces) that a society or culture considers appropriate for anyone, irrespective of gender; anything that carries with it no particular gender associations.

Gender Nonconformity: A gender expression that does not conform to the expectations of society and culture. Also referred to as gender variant, gender diverse, or gender creative.

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Gender Role: Culturally or socially determined sets of attitudes and behaviors that are expected of an individual based on their assigned sex at birth or perceived sex.

Genderqueer/Gender Queer: An umbrella term used that describes a person whose gender identity falls out of the binary of man/woman.

Heteronormativity: The dominant notion that everyone is straight (or should be) and that being straight is superior, better, and preferred.

Heterosexual: A sexual orientation that describes a person who feels romantic, emotional, and/or sexual attraction to people of a different gender. Historically used as an antonym for “homosexual,” this term is discouraged from use.

Heterosexual/Straight Privilege: The privileges that straight people have because of heterosexism. Being straight carries with it privileges that may be explicit or implicit such as the right to marry, adopt children, be a foster parent, fair employment, etc.

Hormone Replacement Therapy (HRT): The use of feminizing or masculinizing hormone treatment to align a person’s secondary sex characteristics with their gender identity.

Homosexual: A sexual orientation that describes a person who feels romantic, emotional, and/or sexual attraction to people of the same gender. This term is considered stigmatizing by many due to its history of being categorized as a mental illness and is discouraged from use unless an individual uses it to self-identify.

Intersectionality: A term coined in 1989 by civil rights activist and legal scholar Kimberlé Crenshaw that describes the unique types of oppression and discrimination experienced by individuals with multiple marginalized identities in categories such as gender identity, race, class, ability, or sexual orientation. These overlapping systems of oppression interact and contribute to multiple forms of discrimination and systematic social inequality.

Intersex: An umbrella term that describes people with variations in sex characteristics. This could include mixed chromosomes, elements of male and female reproductive systems, or genitalia that do not appear clearly male or clearly female at birth (for example, a baby born with a vulva and testes).

Lesbian: A sexual orientation most commonly used to describe women who are exclusively attracted to other women but may also be used by people of other genders.

Masculine: A gender expression that embodies socially constructed and culturally specific gender behaviors expected of men.

Misgender: The act of referring to a person, either deliberately or accidentally, using pronouns or other gendered terms (e.g., ma’am, sir) that do not align with that person’s gender identity.

Monosexism: Refers to stigma, prejudice, and discrimination directed at people who are attracted to more than one gender.

Monosexuality: An umbrella term that describes people who experience attraction to one gender only. A monosexual person may identify as straight, lesbian, or gay. It is important to note, however, that lesbian and gay are not exclusively monosexual identities.

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Nonbinary: See *Nonbinary* under Diversity, Equity, and Inclusion terms.

Out: Openly acknowledging one's sexual orientation and/or gender identity to oneself and/or others; may be partial (that is, out to some people but not to others).

Outed/Outing: The act of accidentally or deliberately revealing another person's sexual orientation and/or gender identity without permission.

Pansexual: A sexual orientation that describes people who are attracted to others regardless of sex, gender identity, or gender expression.

Queer: A term that describes an individual or a community that falls outside of gender and sexual "norms." Historically used as a derogatory slang term, it is now being reclaimed and embraced by some people as a symbol of pride. Because of its history, this term should not be used to describe a person unless they give you permission to do so.

Questioning: A term that describes a person who is in the process of exploring their sexual orientation and/or gender identity.

Romantic Attraction: A term that describes an attraction to another person wherein a person desires intimate romantic behavior, such as dating or having a relationship. Romantic attraction is distinct from sexual attraction.

Same Gender Loving (SGL): A term that describes sexual orientation created and used by Black and African American people who see "gay" and "lesbian" as terms connected to whiteness.

Sex Assigned at Birth: The sex assigned at birth by a doctor based most often on a person's physical anatomy. Designations include male, female, or intersex and is also referred to as "assigned sex at birth." Sex assigned at birth is not an indication of gender identity or gender expression.

Sexism: Discrimination and unfair treatment based on sex or gender in which advantage is usually afforded to men.

Sexual Attraction: Describes an attraction to another person wherein a person desires intimate sexual behavior. Sexual attraction is distinct from romantic attraction.

Sexual Orientation: One's internal, personal sense of who they are or are not sexually attracted to. Examples of sexual orientations include but are not limited to gay, straight, bisexual, pansexual, lesbian, queer, and asexual.

Straight: A sexual orientation that describes women who are exclusively attracted to men and men who are exclusively attracted to women.

Transgender: An umbrella term used that describes people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under this umbrella may describe their gender identity using one or more of a wide variety of terms – including but not limited to transgender. The term "trans" is often used as shorthand.

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Transition: A term used that describes the process of moving from one sex/gender to another. Transition can include personal, medical, and legal steps like telling one's family, friends, and coworkers; using a new name and pronouns; dressing differently; changing one's name and/or sex on legal documents; hormone therapy; and possibly (though not always) one or more types of surgery. The exact steps involved in transition are up to the person transitioning.

Two-Spirit: A term used by some Native American people to recognize individuals who possess qualities or fulfill roles of men and women; often considered part man and part woman or wholly man and wholly woman; often revered as natural peace makers as well as healers and shamans. Depending on the tribe, there may be different definitions. Some tribes consider Two-Spirit a term similar to diverse SOGIE. Others may not recognize the term at all. See *Diverse SOGIE* for more information.

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INDIVIDUALS WITH DISABILITIES TERMS

Ability: Having the mental and/or physical condition to engage in one or more major life activities (e.g., seeing, hearing, speaking, walking, breathing, performing manual tasks, learning, or caring for oneself).

Ableism: The marginalization and/or oppression of people who have disabilities, including temporary, developmental, physical, psychiatric, and/or intellectual disabilities.

American Sign Language: A means of communication that uses hand gestures to represent letters and words, and the primary sign language used by people with hearing disability in the United States and Canada (devised in part by Thomas Hopkins Gallaudet based on sign language in France).

Assistive Technology: A device or piece of equipment used to maintain or improve the functional facility of people with disabilities (e.g., brace, crutches, descriptive video, hearing aid, prosthetic device, walker, wheelchair).

Attention Deficit (Hyperactivity) Disorder (ADD or ADHD): A condition affecting children and adults that is characterized by problems with attention, impulsivity, and overactivity. Science recognizes three subtypes of ADD or ADHD: inattentive, hyperactive-impulsive, and combined. A diagnosis of one type or another depends on the specific symptoms that person has.

Blindness: Partial or “legal” visual impairment based on standard vision being defined as 20/20 visual acuity and an average range of 180 degrees in peripheral vision; thus, people are defined as being legally blind if after methods of correction, such as glasses or contact lenses, they have a visual acuity of 20/200 or higher, or a range of peripheral vision under 20 degrees.

Cerebral Palsy: A functional disorder caused by damage to a child’s brain during pregnancy, delivery, or shortly after birth. Cerebral Palsy is characterized by one or more movement disorders, such as spasticity (tight limb muscles), purposeless movements, rigidity (severe form of spasticity), or a lack of balance. People with cerebral palsy may also experience seizures, speech, hearing and/or visual impairments, and/or mental retardation.

Closed Captioning: An on-screen system that allows people with a hearing disability to view television with spoken words written across the bottom of the screen.

Deafness: A total or partial inability to hear, which can be genetic or also acquired through disease, most commonly from meningitis in childhood or rubella in a woman during pregnancy.

Deaf-Blindness: A hearing and visual disability, the combination of which can cause severe communication and other developmental and educational difficulties.

Descriptive Video: Film media designed for people with visual disability that provides additional narration detailing the visual elements of a film (the action of the characters, locations, costumes, etc.) without interfering with the actual dialogue and sound effects.

Developmental Disability: A long-lasting cognitive disability occurring before age 22 that limits one or more major life activities (self-care, independent living, learning, mobility, etc.), and is likely to continue indefinitely (e.g., Autism).

Disability: A mental or physical condition that restricts an individual’s ability to engage in one or more major life activities (e.g., seeing, hearing, speaking, walking, communicating, sensing, breathing, performing manual tasks, learning, working, or caring for oneself).

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Down Syndrome: A chromosomal condition (trisomy 21) caused by the presence of one extra chromosome, and characterized by delayed physical and mental development, and often identifiable by certain physical characteristics, such as a round face, slanting eyes, and a small stature.

Dwarfism: A genetic condition resulting in short stature.

Emotional Disability: One or more psychiatric disabilities exhibited over a long period of time and to a marked degree, e.g., an inability to build or maintain satisfactory interpersonal relationships with others; inappropriate types of behavior or feelings under ordinary circumstances; a generally pervasive mood of unhappiness or depression; or a tendency to develop physical symptoms or fears associated with personal problems.

Epilepsy: A physical condition that occurs when there is a sudden, brief disturbance in the function of the brain, and alters an individual's consciousness, movements, or actions. Most individuals with epilepsy can reduce or eliminate the risk of seizures through the regular use of appropriate medication.

Handicap: Any obstacle that decreases a person's opportunity for success (e.g., discriminatory practices, inaccessible buildings/public places/transportation, insufficient insurance/training/resources, negative attitudes).

Health Disability: A temporary or permanent health impairment that affects one or more major life activities (e.g., AIDS, arthritis, cancer, diabetes, drug addiction, heart disease).

Hearing Disability: Partial or full hearing loss due to either a decibel loss (person hears all sounds much more softly than a person with complete hearing), or a frequency loss (person hears a pitch of a sound better than others, thus a person with frequency loss would hear all of some words, some parts of other words, and would not hear some words at all).

Inclusion: See Inclusion under Diversity, Equity, and Inclusion terms.

Intellectual Disability: Consistent demonstration of general cognitive functioning that is determined to be 1.5 standard deviations or more below the mean of the general population on the basis of a comprehensive evaluation.

Learning Disability: A cognitive impairment in comprehension or in using language, spoken or written, that manifests itself in a person's ability to listen, think, speak, read, write, spell, or to do mathematical calculations (e.g., Dyslexia, Dysnomia, Dysgraphia). The term does not include persons who have learning difficulties that are primarily the result of intellectual disability, emotional disability, or environmental, cultural or economic disadvantage.

Little Person: A person with short-stature. In general, people with short-stature prefer the term "Little Person" to describe their physical condition. The term "dwarf" is considered derogatory.

Mental Illness: Refers to any illness or impairment that has significant psychological or behavioral manifestations, is associated with painful or distressing symptoms, and impairs an individual's level of functioning in certain areas of life (e.g., Anxiety Disorder, Depression, Bipolar disorder, Obsession Compulsion, Schizophrenia).

Orthopedic Impairment: Physical disability caused by a congenital anomaly (e.g., club foot), impairments caused by disease (e.g., poliomyelitis), and impairment from other causes (e.g., cerebral palsy, fractures, or burns which cause contractures.)

Paraplegia: The paralysis of the legs and lower part of the body and is usually caused by injury or disease in the lower spinal cord, or by brain disorders such as cerebral palsy.

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Parkinson's Disease: A progressive disorder caused by the brain's inability to manufacture a chemical that signals the muscles to move. Symptoms include involuntary tremors, stiff movements, and/or lack of balance.

People First: Acknowledging the personhood of individuals with disabilities before their disability (e.g., "people with disabilities", "person who uses a wheelchair", "person with cerebral palsy", "person has a physical disability", etc.).

Post-Polio Syndrome: A condition that affects a person who has had poliomyelitis (polio) after recovery, and is characterized by muscle weakness, joint and muscle pain, and fatigue.

Physical Disability: One or more physical impairments that substantially limit one or more major life activities (e.g., seeing, hearing, speaking, walking, breathing, performing manual tasks, learning, or caring for oneself).

Prosthesis: An artificial device used to replace a missing body part, such as a limb, tooth, eye, or heart valve.

Quadriplegia: The paralysis of a person's four limbs.

Reasonable Accommodation: A modification made in facilities, a job restructuring or rescheduling, or a modification of equipment and devices to make an environment accessible and usable by people with disabilities.

Speech Impairment: A communication disorder characterized by impaired articulation, language impairment, or voice impairment (e.g., Dysfluency, Stuttering).

Tourette Syndrome: A genetic, neurological disorder characterized by repetitious, involuntary body movements and uncontrollable vocal sounds.

Visual Disability: A form of eyesight impairment that varies in severity and in more acute cases cannot be corrected by glasses or contact lenses.

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