



# Our DEI Glossary Acronyms

[diverseeducators.co.uk/our-dei-glossary-acronyms/](https://diverseeducators.co.uk/our-dei-glossary-acronyms/)

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Getting our language right when we are having conversations about DEI helps us to develop our confidence and our competence, both individually and collectively. When we shared our glossary of key terms some of the #DiverseEd network reached out and asked us to do the same for acronyms too.

This page is a work in progress and will evolve – please review it, share it and engage with it by suggesting additional acronyms and alternative definitions for us to include so that the DEI Glossary - Acronyms is co-created and a helpful supporting resource for you and your team.

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Submit New Word:

<https://forms.gle/BkyZVzMKxDwMc8xB9>

The acronyms used to describe this work vary in different countries and different contexts:

**DEI:** Diversity, Equity and Inclusion

**DEIJ:** Diversity, Equity, Inclusion and Justice

**DEIB:** Diversity, Equity, Inclusion and Belonging

**DI:** Diversity and Inclusion

**DIB:** Diversity, Inclusion and Belonging

**EDI:** Equality, Diversity and Inclusion

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Some of the key DEI acronyms you may hear in training or read in books and articles:

**ADD:** Attention Deficit Hyperactivity Disorder

**ADHD:** Attention Deficit Disorder

**AFAB:** Assigned Female at Birth

**AMAB:** Assigned Male at Birth

**AG:** Affinity Groups

**ASD:** Autism Spectrum Disorder

**BAME:** Black, Asian and Minority Ethnic

**BIPOC:** Black, Indigenous and People of Colour

**BME:** Black and Minority Ethnic

**CD&I:** Culture, Diversity and Inclusion

**CIS:** Cisgender

**CQ:** Cultural Intelligence

**CSR:** Corporate Social Responsibility

**EEO:** Equal Employment Opportunity

**ERG:** Employer Resource Group

**ESL:** English as a Second Language

**FTM:** Female-to-Male Spectrum

**IFL:** Identity First language e.g. Disabled person



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**GEI:** Gender-Equality Index

**GM:** Global Majority

**GSD:** Gender and Sexual Diversity

**GNC:** Gender Non-Conforming

**LGBTQI+:** Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, plus (+) all other sexual orientations

**LGBTQQIAP:** Lesbian, Gay, Bisexual, Transgender, Transexual, Queer, Questioning, Intersex, Asexual, and Pansexual

**NB:** Non-binary

**ND:** Neurodivergent

**PFL:** Person First Language (or People First) e.g. Person with a disability

**PoC:** Person of Colour

**QPOC:** Queer People of Colour

**RJ:** Restorative Justice

**TERFs:** Trans-exclusionary radical feminists

**UB:** Unconscious Bias

**URG:** Under-represented Groups

**URM:** Under-represented minorities