



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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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