

## A GLOSSARY ON INCLUSIVE COMMUNICATIONS\*

**Allyship** is considered to be the support given by people with more systemic power (“allies”) to people and communities that experience oppression or marginalisation in pursuit of equality and justice.

**Anti-racism** is the active resistance and opposition to racist beliefs, attitudes, practices, and policies, which seeks to recognise and address the systemic nature of racism.

**BIPOC** is an acronym that stands for Black, Indigenous, and People of Colour.

**Colonialism** is the practice of extending and maintaining control over another society or territory. It involves the imposition of cultural, economic and political power of the colonising people.

**Coloniality** is the ongoing legacy of colonialism, including its economic, political, and cultural impacts, and the structures that continue to perpetuate forms of oppression and exploitation.

**Decoloniality** is a critical movement that addresses the inequalities resulting from the legacy and ongoing effects of colonialism, imperialism, and neocolonialism. It promotes a non-Eurocentric worldview by challenging the perceived universality of “Western” knowledge and culture as underpinnings of modern society.

**Diversity** refers to the presence of a wide range of individual differences along dimensions such as race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, and other characteristics within a group, community, or organisation.

**Feminism** is a social, cultural and political movement that advocates for gender equality and the elimination of gender-based discrimination, sexism and patriarchal oppression. It aims to challenge and transform gender norms and unequal power structures, and promotes the establishment of equal rights and opportunities for all individuals.

**Inclusion** is the deliberate and active effort to create a welcoming and supportive environment that values and respects the diverse perspectives, backgrounds, and abilities of all individuals, fostering a sense of belonging and ensuring equitable opportunities for participation and contribution.

**Intersectionality** is a framework that recognises how experiences of oppression and privilege are shaped by different, interacting social identities such as race, gender identity, sexual orientation, class and other.

**Oppression**, from a feminist perspective, is a systemic and pervasive form of discrimination and domination. It involves the use of power and violence to maintain and reinforce social, cultural, and economic structures of inequality, limiting the opportunities and agency of marginalised individuals.

**Stereotypes** are generalised and oversimplified beliefs or ideas about a particular group of people, often based on assumptions or limited information.

*\*These definitions are a synthesis of existing definitions. They reflect the IGC’s interpretation*



*of these terms as used in context of the IGC Lunch and Learn event “Messaging that Matters: the Power of Inclusive Communications”.*