

B E Y O N D D I V E R S I T Y

ONLINE RESOURCES | DIVERSITY, EQUITY & INCLUSION GLOSSARY LIST

RESOURCES FROM *BEYOND DIVERSITY: 12 NON-OBVIOUS WAYS TO BUILD A MORE INCLUSIVE WORLD*

MORE AT WWW.NONOBVIOUSDIVERSITY.COM/RESOURCES

Words have meaning and powerful implications. While we might have a common definition for individual words formed through history and evolving usage of terms in different contexts, humans do not always have a shared understanding and application of them. As an ally, it is important to understand the meaning and implications terms have and the purpose behind their usage.

This non-exhaustive list of Diversity, Equity, and Inclusion (DEI) glossaries is a place to start to learn more about DEI terms and situate yourself in the broader and evolving conversations about DEI. We recognize that this is not a perfect list of resources as terms evolve and gain new meanings over time; however, we encourage you to use these resources to inform your ongoing DEI journey.

TOOLS

[Racial Equity Tools Glossary](#)

Even the most frequently used words in any discussion on race can easily cause confusion, which leads to controversy and hostility. It is essential to achieve some degree of shared understanding, particularly when using the most common terms. This glossary specifically focuses on foundational terms and concepts related to racial equity and allyship.

[Harvard's Glossary of Diversity, Inclusion, and Belonging Terms](#)

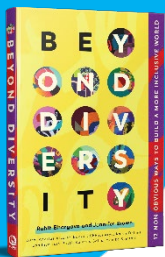
This expansive glossary provides the definition of key terms associated with diversity, inclusion, and belonging. It's a good place to start for those who are interested in learning more about DEI and want to understand the context around the terms that we often see/hear in DEI conversations.

[LGBTQ+ Glossary](#)

Created by It Gets Better Project, this important resource provides fundamental insight into gender, sex, gender expression, and the value of pronouns. This resource is especially helpful for people who want to better understand the LGBTQ+ community and the various dimensions of their lived experiences.

[Diversity and Inclusion | Glossary of Key Terms and Acronyms](#)

Created by Work180, this glossary makes important distinctions between terms that are often conflated, misrepresented, or used interchangeably such as Diversity & Inclusion (D&I) or Diversity, Equity, and Inclusion (DEI). This guide also provides general inclusive language principles.



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[Equity, Diversity, and Inclusion Glossary of Terms](#)

Organized alphabetically, this glossary by The Pacific University Oregon provides a comprehensive set of definitions of social justice terms. This resource could serve as a “library” that people can refer to seek clarification and learn more about the definitions of terms.

[Diversity, Equity, and Inclusion Glossary](#)

This resource offered by the University of Pittsburgh provides a list of key terms and definitions organized in alphabetical order.

[Diversity, Equity, and Inclusion Vocab](#)

Created by The Avarna Group, this vocabulary sheet provides some basic definitions of key words and frequently used diversity, equity and inclusion phrases.

[The Diversity and Inclusion Glossary](#)

This easy-to-use and understand glossary of over 200 DEI terms is especially helpful for the workplace.