



Uni4Equity WP3 Glossary

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University of Maia

Contributors

University of Alicante

University of Antwerp

Adam Mickiewicz University

Centro studi e iniziative europeo (CESIE ETS)

University of Verona

University of Burgenland



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Definitions

1. **Affirmation:** process by which Transgender and gender nonconforming people go through to develop a gender role and expression that is more aligned with their gender identity. This process occurs over a long period of time, and varies from person to person. Affirmation can be social (e.g., using a different name and pronouns; dressing differently), legal (e.g., changing name and/or sex marker on legal documents) and/or a medical (e.g., hormone therapy, surgery).^{1, 2} Affirmation is now a more inclusive term to what was previously coined “transition”.
2. **Agency:** “an individual's capacity to independently establish goals, effectively accomplish those goals, and take action towards them.”³
3. **Agender:** “Person who does not identify with any gender. Person who rejects gender in the development of identity processes”⁴.
4. **Androgynous:** “A word to describe a behaviour, trait, or style of expression that either blends masculine and feminine forms of expression or is culturally read as gender neutral.”⁵
5. **Asexual:** “A person who does not experience sexual attraction, and/or who has little to no interest in sexual activity. When used as an umbrella term, it encompasses identities reflecting a range of experiences and degrees of interest in sexual intimacy, including demisexual”⁶.

¹ International Organization for Migration [IOM] (2020). Drag. In *Full Glossary of Terms to describe sexual orientation, gender identity, gender expression and sex characteristics*. <https://migrationnetwork.un.org/resources/iom-full-glossary-terms-describe-sexual-orientation-gender-identity-gender-expression-and>

² GLAAD Media Reference Guide – 11th (n.d.). Edition Transition. In *Glossary of Terms: Transgender*. Retrieved September 24, 2024, from <https://glaad.org/reference/trans-terms>

³ Donald, A., Koolwal, G., Annan, J., Falb, K., & Goldstein, M. (2020). Measuring women's agency. *Feminist Economics*, 26(3), 200–226. <https://doi.org/10.1080/13545701.2019.1683757>

⁴ Translated from Teixeira, T., Grave, R. & Aires, R. (2021). Agénero [Agender]. In *Isto não é um glossário: In/definições de géneros e sexualidades* [This is not a glossary: In/definitions of genders and sexualities]. Gentopia. <https://www.gentopia.pt/publicacoes/>

⁵ Egale Canada (n.d). Androgynous. In *2SLGBTQI Terms and Definitions: And other gender and attraction diversity terminology*. <https://egale.ca/awareness/terms-and-definitions/>

⁶ Egale Canada (n.d). Asexual. In *2SLGBTQI Terms and Definitions: And other gender and attraction diversity terminology*. <https://egale.ca/awareness/terms-and-definitions/>

6. **Bisexual:** “A person who is attracted affectively and/or sexually to people who identify with the same or different sexes/genders. Bisexual people can be attracted to cis people, transpeople and/or non-binary people”⁷.
7. **Cat-calling:** “the act of whistling, making kissing sounds or shouting harassing and often sexually suggestive, threatening, or derisive comments at someone publicly”⁸. Sometimes also called street harassment.
8. **Cisgender/Cis:** “A person whose gender identity corresponds to that assigned to them at birth”⁹.
9. **Cisnormativity:** “A belief system that promotes the assumption that all human beings are cisgender and that this is the norm”¹⁰.
10. **Cissexism:** “Discrimination against trans and gender diverse identities and/or expressions. It includes the presumption that all people are cisgender and produces barriers for anyone who fails to align with dominant gender expectations”¹¹.
11. **Coming out:** “A person’s self-disclosure of their gender identity or sexual orientation”¹².
12. **Consent:** voluntary agreement as the result of the person’s free, assessed in the context of the surrounding circumstances¹³.

⁷ Translated from Teixeira, T., Grave, R. & Aires, R. (2021). Bisexual [Bisexual]. In *Isto não é um glossário: In/definições de géneros e sexualidades* [This is not a glossary: In/definitions of genders and sexualities]. Gentopia. <https://www.gentopia.pt/publicacoes/>

⁸ Merriam-Webster. (n.d.). Catcalling. In *Merriam-Webster.com dictionary*. Retrieved July 31, 2024, from <https://www.merriam-webster.com/dictionary/catcalling>

⁹ Georgetown University (n.d.). Cisgender. In *Glossary of LGBTQIA+ Terms*. <https://lgbtq.georgetown.edu/glossary-of-lgbtqia-terms/>

¹⁰ Ontario Government (n.d.). Cisnormativity. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

¹¹ Egale Canada (n.d.). Cissexism. In *Terms and definitions: Systems of oppression and privilege*. <https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

¹² Ontario Government (n.d.). Coming out. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

¹³ Adapted from European Institute for Gender Equality (n.d.). Rape. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1185>

- 13. Cyber harassment:** “Harassment by means of email, text (or online) messages or the internet. It can take many forms, including but not limited to: Unwanted sexually explicit emails, text (or online) messages; Inappropriate or offensive advances on social networking websites or internet chat rooms; Threats of physical and/or sexual violence by email, text (or online) messages; Hate speech, meaning language that denigrates, insults, threatens or targets an individual based on hers/his/their identity (gender) and other traits (such as sexual orientation or disability).”¹⁴
- 14. Cyber stalking:** “Stalking by means of email, text (or online) messages or the internet. Stalking involves repeated incidents, which may or may not individually be innocuous acts, but combined undermine the victim’s sense of safety and cause distress, fear or alarm. Acts can include: Sending emails, text messages (SMS) or instant messages that are offensive or threatening; Posting offensive comments about the respondent on the internet; Sharing intimate photos or videos of the respondent, on the internet or by mobile phone.”¹⁵
- 15. Cyber violence against women and girls:** “Gender-based violence that is perpetrated through electronic communication and the internet. Although cyber-violence can affect both women and men, women and girls experience different and more traumatic forms of cyber violence. There are various forms of cyber violence against women and girls, including, but not limited to, cyber-stalking, non-consensual pornography (or ‘revenge porn’), gender-based slurs, hate speech and harassment, ‘slut-shaming’, unsolicited pornography, ‘sextortion’, rape threats and death threats, and electronically facilitated trafficking. Cyber violence is not a separate phenomenon from the ‘real world’ violence, as it often follows the same patterns as offline violence”.¹⁶
- 16. Deadname:** “The birth name that a trans person is no longer using”¹⁷.

¹⁴ European Institute for Gender Equality (n.d.). Cyber harassment. In *EIGE Glossary and thesaurus*. Retrieved on July 20, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1439>

¹⁵ European Institute for Gender Equality (n.d.). Cyber stalking. In *EIGE Glossary and thesaurus*. Retrieved on July 20, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1444>

¹⁶ European Institute for Gender Equality (n.d.). Cyber violence against women and girls. In *EIGE Glossary and thesaurus*. Retrieved on July 20, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1311>

¹⁷ Ontario Government (n.d.). Deadname. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

17. **Dehumanization:** “process of denying humanity to an individual, or a group of individuals, such that the subject is not recognized as having the prototypical characteristics of the human being (e.g., his or her personality, autonomy, individuality, and dignity)”¹⁸.
18. **Demisexual:** “A person who experiences sexual attraction to someone only after having an emotional attraction to them.”¹⁹
19. **Discrimination:** any practice of distinguishing, excluding or restricting made on the basis certain categories (e.g. age, class, gender, racialisation, ethnicity, sexual orientation, gender identity, nationality, religion)²⁰ that has the “effect or purpose of impairing or nullifying the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”²¹
20. **Discrimination in the workplace:** According to the Convention No. 111, discrimination in the workplace is “any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation”²² (Art. 1 - 1a). Discrimination at work may be compounded by physical or psychological violence, which may be gender-based.
21. **Drag:** “Exaggerated, theatrical and/or performative gender presentation. Drag performers may use makeup, props, clothing and mannerisms to present a caricature of gender. Typically, drag performers portray a gender different from their own (e.g., a non-binary person dressing up in masculine “drag” and performing as a “drag king,” or a man dressing up in feminine “drag” and performing as a “drag queen”). Drag

¹⁸ Translated from Ronchetti, S., Fasoli, F., & Rusconi, P. (2018). 50 Sfumature di Oggettivazione: Donne e Violenza [50 Shades of Objectification: Women and Violence]. *The Inquisitive Mind*, 15. <https://it.in-mind.org/article/50-sfumature-di-oggettivazione-donne-e-violenza>

¹⁹ Egale Canada (n.d.). Demisexual. In *2SLGBTQI Terms and Definitions: And other gender and attraction diversity terminology*. <https://egale.ca/awareness/terms-and-definitions/>

²⁰ Translated from Teixeira, T., Grave, R. & Aires, R. (2021). Discriminação [Discrimination]. In *Isto não é um glossário: In/definições de géneros e sexualidades* [This is not a glossary: In/definitions of genders and sexualities]. Gentopia. <https://www.gentopia.pt/publicacoes/>

²¹ European Institute for Gender Equality (n.d.). Discrimination against women. In *EIGE Glossary and thesaurus*. Retrieved on July 20, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1221>

²² International Labour Organization (1958). Discrimination (Employment and Occupation) Convention, 1958 (No. 111). https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111

performance may incorporate elements from high art, fashion, pageantry, comedy and more”²³.

22. **Disability:** “results from the interaction between individuals with a health condition, such as cerebral palsy, Down syndrome and depression, with personal and environmental factors including negative attitudes, inaccessible transportation and public buildings, and limited social support”²⁴.
23. **Educational styles:** refers to the various approaches, methods, or philosophies used in teaching and learning. These styles (e.g., traditional, progressive, constructivist, cooperative) can shape how information is presented, how students engage with the material, and how learning outcomes are achieved^{25 26}.
24. **Empowerment:** a socio-political process that involves redistributing political, social, and economic power among individuals and social organizations.²⁷ Women's empowerment entails enhancing the economic, cultural, and political standing of women in society, who have historically faced oppression and neglect.²⁸
25. **Gender-based violence:** “physical, sexual, psychological or economic harm or suffering, mostly inflicted on women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”²⁹
26. **Gender:** refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.³⁰

²³ International Organization for Migration [IOM] (2020). Drag. In *Full Glossary of Terms to describe sexual orientation, gender identity, gender expression and sex characteristics*. <https://migrationnetwork.un.org/resources/iom-full-glossary-terms-describe-sexual-orientation-gender-identity-gender-expression-and>

²⁴ World Health Organization (2023). Disability. In *Health Topics*. Retrieved September 15, 2024, from <https://www.who.int/news-room/fact-sheets/detail/disability-and-health>

²⁵ Adapted from Ambrose, S. A., Bridges, M. W., DiPietro, M., Lovett, M. C., & Norman, M. K. (2010). *How learning works: Seven research-based principles for smart teaching*. Jossey-Bass.

²⁶ Adapted from Reid, G. (2005). *Learning Styles and Inclusion*. Paul Chapman Publishing.

²⁷ Adapted from Batliwala, S. (2007). Taking the power out of empowerment – an experiential account. *Development in Practice*, 17(4–5), 557–565. <https://doi.org/10.1080/09614520701469559>

²⁸ Engida, Y. M. (2021). The three dimensional role of education for women empowerment. *Journal of Social Sciences*, 17(1), 32–38. <https://doi.org/10.3844/jssp.2021.32.38>

²⁹ Council of Europe (2011). *Council of Europe Convention on preventing and combating violence against women and domestic violence*. <https://rm.coe.int/168008482e>

³⁰ Adapted from European Institute for Gender Equality (n.d.). Gender. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1046>

27. **Gender binarism:** “A way of thinking by which a person’s gender is either man or woman”.³¹
28. **Gender conforming:** “Being in line with the cultural associations made in a given society about a person’s sex assigned at birth”³².
29. **Genderfluid:** “A person whose gender identity is experienced as not being fixed and that shifts and varies over time and in relation to the context.”³³
30. **Gender identity:** “each person’s deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms.”³⁴ “It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum, giving space to a myriad of different subjectivities.”³⁵
31. **Gender equality:** “the concept that women and men, girls and boys and people of other genders”³⁶ “have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development”.³⁷

³¹ Ontario Government (n.d.). Gender binarism. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

³² Ontario Government (n.d.). Gender conforming. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

³³ Egale Canada (n.d.). Genderfluid. In *2SLGBTQI Terms and Definitions: And other gender and attraction diversity terminology*. <https://egale.ca/awareness/terms-and-definitions/>

³⁴ European Institute for Gender Equality (n.d.). Gender identity. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1049>

³⁵ CESIE ETS (2024). Gender identity. In *Gender & Diversity Management Policy: Version #2*. CESIE ETS. Retrieved on September 15, 2024, from <https://cesie.org/media/cesie-gdmp-april2024-v2-en.pdf>

³⁶ CESIE ETS (2024). Gender equality. In *Gender & Diversity Management Policy: Version #2*. CESIE ETS. Retrieved on September 15, 2024, from <https://cesie.org/media/cesie-gdmp-april2024-v2-en.pdf>

³⁷ UNICEF Regional Office for South Asia (2017). *Gender equality: Glossary of terms and concepts*. UNICEF. <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>

32. **Gender expression:** “the various ways in which people choose to express their gender identity. For example: clothes, voice, hair, make-up, etc. A person’s gender expression may not align with societal expectations of gender”³⁸. Sometimes gender expression may not be aligned with gender identity (e.g., I can be a non binary woman with an masculine gender expression).
33. **Gender neutral:** “Free of explicit or implicit reference to gender or sex”³⁹.
34. **Gender spectrum:** “The representation of gender as a continuum, as opposed to a binary system”⁴⁰.
35. **Gender stereotypes:** “overgeneralized beliefs about the characteristics of individuals based solely on their gender, regardless of the actual diversity among members of various gender groups. The beliefs reflect perceivers’ knowledge and expectations about women, men, transgender, and other gendered people.”⁴¹
36. **Gender transformative approach:** approach that “aims to reshape gender dynamics by redistributing resources, expectations and responsibilities between women, men, and non-binary gender identities, often focusing on norms, power, and collective action”⁴².
37. **Harassment based on sex:** “Any behaviour carried out on the basis of a person's sex, with the purpose or effect of violating a person's dignity and creating an intimidating, degrading or offensive environment.”⁴³

³⁸ Government of Canada (n.d.). Gender expression. In *Introduction to Gender-Based Analysis Plus (GBA Plus): Glossary*. Retrieved July 31, from https://women-gender-equality.canada.ca/gbaplus-course-cours-acplus/eng/global/glossary_glossaire.html

³⁹ Government of Canada (n.d.). Gender neutral. In *Introduction to Gender-Based Analysis Plus (GBA Plus): Glossary*. Retrieved July 31, from https://women-gender-equality.canada.ca/gbaplus-course-cours-acplus/eng/global/glossary_glossaire.html

⁴⁰ Ontario Government (n.d.). Gender spectrum. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

⁴¹ Casad, B. J., & Wexler, B. R. (2017). Gender Stereotypes. In K. L. Nadal (Ed.), *The SAGE Encyclopedia of Psychology and Gender* (pp. 755-758). Sage. <http://dx.doi.org/10.4135/9781483384269.n>

⁴² MacArthur, J., Carrard, N., Davila, F., Grant, M., Megaw, T., Willetts, J., & Winterford, K. (2022). Gender-transformative approaches in international development: A brief history and five unifying principles. *Women’s Studies International Forum*, 95, 102635. <https://doi.org/10.1016/j.wsif.2022.102635>

⁴³ Translated from Equality Unit of University of Alicante (n.d.). *Protocolo de la Universidad de Alicante para la prevención e intervención frente al acoso sexual, por razón de sexo y otras formas de discriminación y violencia machistas [Protocol of the University of Alicante for the prevention and intervention against sexual harassment, based on sex and other forms of discrimination and sexist violence.]* <https://web.ua.es/es/unidad-igualdad/violencia-genero/1-que-hacer-acoso.html>

38. **Hate speech:** “dissemination, incitement or public justification, by any means (written, oral, audio-visual, etc.), of prejudice, discrimination or violence against a person or group of people on the grounds of belonging to certain categories (e.g., age, class, gender, racialisation, ethnicity, sexual orientation, gender identity, nationality, religion).”⁴⁴
39. **Heterosexism:** “Discrimination and prejudice in favour of heterosexuality. It includes the presumption that all people are heterosexual and produces barriers for anyone who fails to uphold dominant expectations of heterosexuality.”⁴⁵ Other terms used are: homophobia and biphobia.
40. **Identity power:** defined by Miranda Fricker as “an operation of power that depends in some significant degree upon such shared imaginative conceptions of social identity” (p. 14)⁴⁶. See also: *Social Power*.
41. **Intersectionality:** “A concept coined by theorist, Kimberlé Crenshaw, that recognizes how a person’s experience is influenced by the interplay of multiple, interconnected systems of privilege and oppression rather than by any single system or component of their identity alone”⁴⁷.
42. **Intersex:** “A person with sexual characteristics that incorporate aspects of male and female biology as these are understood by social and medical norms. Sometimes the person is signalled as intersex at birth; other times this happens later, namely at puberty; in still other cases, the person themselves never knows it.”⁴⁸
43. **Internalized misogyny:** Women who apply misogynistic beliefs and messages to themselves and other women⁴⁹. Different perspectives on its manifestation arise: e.g.,

⁴⁴ Translated from Teixeira, T., Grave, R. & Aires, R. (2021). Discurso de ódio [Hate speech]. In *Isto não é um glossário: In/definições de géneros e sexualidades* [This is not a glossary: In/definitions of genders and sexualities]. Gentopia. <https://www.gentopia.pt/publicacoes/>

⁴⁵ Egale Canada (n.d.). Heterosexism. In *Terms and definitions: Systems of oppression and privilege*. <https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

⁴⁶ Fricker, M. (2007). *Epistemic injustice: Power and the ethics of knowing*. Oxford. <https://doi.org/10.1093/acprof:oso/9780198237907.003.0002>

⁴⁷ Egale Canada (n.d.). Intersectionality. In *Terms and definitions: Systems of oppression and privilege*. <https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

⁴⁸ Translated from Comissão para a Cidadania e a Igualdade de Género [CIG] (n.d.). Intersexo [Intersex]. In *CIG Glossário* [CIG’s Glossary]. Retrieved July 31, 2024 from <https://www.cig.gov.pt/bases-de-dados/glossario/>

⁴⁹ Adapted from Bearman, S., Korobov, N., & Thorne, A. (2009). The fabric of internalized sexism. *Journal of Integrated Social Sciences*, 1(1), 10-47. https://www.iiss.org/documents/volume_1/issue_1/IJSS_2009_1-1_10-47_Fabric_of_Internalized_Sexism.pdf

(a) according to Piggot^{50, 51}, internalized misogyny can be expressed as mistrusting and devaluing other women, as well as exhibiting a favorable bias towards men, valuing men more than women; (b) according to Manne's⁵² theory, internalized misogyny manifests as women's own "guilt and shame for violating feminine-coded duties, rather than necessarily harboring any global attitude of self-loathing". Despite Manne's distinction, internalized misogyny and internalized sexism are constructs frequently used interchangeably in scientific literature⁵³. Regardless, both represent forms of internalized oppression, i.e., those oppressive behaviors and attitudes that occur even in the absence of the oppressor⁵⁴.

44. Masculinities: "the processes and relationships through which men and women conducted gendered lives"⁵⁵. Thus, masculinity must be used in the plural because there are different possibilities of performing it.

45. Marginalized groups: "Different groups of people within a given culture, context and history at risk of being subjected to multiple discrimination due to the interplay of different personal characteristics or grounds, such as sex, gender, age, ethnicity, religion or belief, health status, disability, sexual orientation, gender identity, education or income, or living in various geographic localities"⁵⁶.

46. Media literacy: "knowledge, skills and attitude required to engage with all forms of media, including, in particular, an understanding of its role and functions in democratic societies and the ability both to critically evaluate media content and to engage with media for the purpose of self-expression and democratic participation"⁵⁷.

⁵⁰ Adapted from Piggot, M. (2004). *Double jeopardy: Lesbians and the legacy of multiple stigmatized identities*. Psychology Strand at Swinburne University of Technology, Australia: Unpublished thesis.

⁵¹ Adapted from Szymanski, D.M., Gupta, A., Carr, E.R. et al. (2009). Internalized misogyny as a moderator of the link between sexist events and women's psychological distress. *Sex Roles*, 61, 101–109. <https://doi.org/10.1007/s11199-009-9611-y>

⁵² Adapted from Manne, K. (2017). *Down girl: The logic of misogyny*. Oxford University Press.

⁵³ Adapted from Means, K. K. (2021). "Not like other girls": Implicit and explicit dimensions of internalized sexism and behavioral outcomes" [Master thesis, Western Washington University]. WWU Graduate School Collection. <https://cedar.wvu.edu/wwuet/1020>

⁵⁴ Adapted from Bearman, S., Korobov, N., & Thorne, A. (2009). The fabric of internalized sexism. *Journal of Integrated Social Sciences*, 1(1), 10-47. https://www.iiss.org/documents/volume_1/issue_1/IJSS_2009_1-1_10-47_Fabric_of_Internalized_Sexism.pdf

⁵⁵ Connell, R. (1995). *Masculinities, power and social change*. University of California Press.

⁵⁶ European Institute for Gender Equality (n.d.). Marginalized groups. In *EIGE Glossary and thesaurus*. Retrieved on May 15, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1175>

⁵⁷ European Commission against Racism and Intolerance [ECRI] (2016). 9 ECRI General Policy Recommendation No. 15 on combatting hate speech, adopted on 8 December 2015. Council of Europe. <https://rm.coe.int/ecri-general-policy-recommendation-no-15-on-combating-hate-speech/16808b5b01>

- 47. Misogyny:** Usually defined as “fear, hatred, contempt or prejudice against women, girls, and the feminine”⁵⁸. However, according to Kate Manne⁵⁹, misogyny should not be understood primarily in terms of the hatred or hostility some men feel toward all or most women. Rather, it's primarily about societal forces controlling, policing, punishing, and exiling the "bad" women who challenge male dominance, and rewarding "the good ones," singling out other women to serve as warnings to those who are out of order. It's also common for women to serve as scapegoats, be burned as witches, and treated as pariahs.
- 48. Multiple discrimination:** “Any combination of forms of discrimination against persons on the grounds of sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation, gender identity or other characteristics, and to discrimination suffered by those who have, or who are perceived to have, those characteristics.”⁶⁰
- 49. Negative stereotyping:** “application to a member or members of a group of persons of an generalised belief about the characteristics of those belonging to that group that involves viewing all of them in a poor light regardless of the particular characteristics of the member or members specifically concerned”.⁶¹
- 50. Non-binary Person:** “An adjective describing people whose gender identity falls outside the male-female binary. Non-binary is an umbrella term that encompasses a wide variety of gender experiences, including people with a specific gender identity other than man or woman, people who identify as two or more genders (bigender or pan/polygender) and people who don't identify with any gender (agender)”⁶².

⁵⁸ Egale Canada (n.d.). Misogyny. In *Terms and definitions: Systems of oppression and privilege*. <https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

⁵⁹ Manne, K. (2017). *Down girl: The logic of misogyny*. Oxford University Press.

⁶⁰ European Institute for Gender Equality (n.d.). Multiple discrimination. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1069>

⁶¹ European Commission against Racism and Intolerance (2016). *9 ECRI General Policy Recommendation No. 15 on combatting hate speech, adopted on 8 December 2015*. Council of Europe. <https://rm.coe.int/ecri-general-policy-recommendation-no-15-on-combatting-hate-speech/16808b5b01>

⁶² International Organization for Migration [IOM] (2020). Non-binary. In *Full Glossary of Terms to describe sexual orientation, gender identity, gender expression and sex characteristics*. <https://migrationnetwork.un.org/resources/iom-full-glossary-terms-describe-sexual-orientation-gender-identity-gender-expression-and>

- 51. Oppression:** “The subordination or devaluing of one group by another based on historically rooted social hierarchies and biases. It can be experienced as marginalization, persecution, disenfranchisement, or through other barriers to equity based on a particular social identity”⁶³ (e.g., heterosexism).
- 52. Objectification:** “representation of a person as an object, which can be used, manipulated, and controlled”⁶⁴.
- 53. Pansexual:** A person who is romantically, emotionally and/or physically attracted to people of any gender⁶⁵.
- 54. Patriarchy:** “A sociopolitical and cultural system that values men and masculinity over women and femininity. It promotes oppressive and limiting gender roles and the economic subordination of women”⁶⁶. In patriarchy systems, men primarily hold power and predominate in roles of political leadership, moral authority, social privilege, and control of private property.⁶⁷ Patriarchy is tied to institutionalized control, and not simply to individually exercised sexism. Patriarchy can also pass through language and grammar.

⁶³ Egale Canada (n.d.). Oppression. In *Terms and definitions: Systems of oppression and privilege*. <https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

⁶⁴ Translated from Ronchetti, S., Fasoli, F., & Rusconi, P. (2018). 50 Sfumature di Oggettivazione: Donne e Violenza [50 Shades of Objectification: Women and Violence]. *The Inquisitive Mind*, 15. <https://it.in-mind.org/article/50-sfumature-di-oggettivazione-donne-e-violenza>

⁶⁵ International Organization for Migration [IOM] (2020). Pansexual. In *Full Glossary of Terms to describe sexual orientation, gender identity, gender expression and sex characteristics*. <https://migrationnetwork.un.org/resources/iom-full-glossary-terms-describe-sexual-orientation-gender-identity-gender-expression-and>

⁶⁶ Egale Canada (n.d.). Patriarchy. In *Terms and definitions: Systems of oppression and privilege*. <https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

⁶⁷ Kioko, C., Kagumire, R. & Matandela, M. (2020). *Challenging Patriarchy: The role of patriarchy in the roll-back of democracy*. <https://ke.boell.org/sites/default/files/2020-05/Final%20copy-%20Challenging%20Patriarchy%20.pdf>

- 55. Personal Pronouns:** “Pronouns are words we use to talk about ourselves (“I”), to someone (“you”) or about other people (“she,” “he,” “they,” etc.) In English, “he” and “she,” called third-person pronouns, are gendered, while singular “they” is gender-neutral. In other languages, such as Arabic, Korana and Polish, second-person pronouns (“you”) and first-person pronouns (“I”) may also be gendered. Some languages don’t require pronouns to indicate gender or have a gender-neutral option, including Japanese, Swahili, Swedish and Turkish. Sweden has added the gender-neutral pronoun “hen” to their language to complement “han” (he) and “hon” (she). Other languages don’t mark gender at all, including Armenian, Finnish, Hungarian, Persian and Yoruba”⁶⁸.
- 56. Power:** “the ability of someone to control access to resources, opportunities, privileges and decision-making processes of another individual or group”⁶⁹.
- 57. Power abuse:** misuse of hierarchical power occurs^{70, 71}.
- 58. Power imbalance:** when a person or group asserts power in ways that disadvantages another person or group (e.g., in terms of money, place to live, job, reputation)⁷². Power imbalance can influence consent, feeling that oneself does not have a choice, and can occur due to differences in age, sexual experience, level of ability, position in society, privilege, and others⁷³.

⁶⁸ International Organization for Migration [IOM] (2020). Personal pronouns. In *Full Glossary of Terms to describe sexual orientation, gender identity, gender expression and sex characteristics*. <https://migrationnetwork.un.org/resources/iom-full-glossary-terms-describe-sexual-orientation-gender-identity-gender-expression-and>

⁶⁹ Rogers, M. & Parveen, A. (2023). Understanding gender-based violence. In M. Rogers & A. Parveen (Eds.), *Gender-based violence: A comprehensive guide* (pp. 3-16). Springer. https://doi.org/10.1007/978-3-031-05640-6_1

⁷⁰ Vredenburg, D., & Brender, Y. (1998). The hierarchical abuse of power in work organizations. *Journal of Business Ethics*, 17, 1337–1347. <https://doi.org/10.1023/A:1005775326249>

⁷¹ Lasser, J., Bultema, L., Jahn, A., Löffler, M., Minneker, V., & van Scherpenberg, C. (2021). Power abuse and anonymous accusation in academia from the point of view of early career researchers. *Beiträge zur Hochschulforschung*, 43(1-2), 48-61. https://www.bzh.bayern.de/fileadmin/user_upload/Publikationen/Beitraege_zur_Hochschulforschung/2021/2021-1-2-Lasser-Bultema-Jahn-Loeffler.pdf

⁷² The Partnering Initiative (n.d.). *Managing Power Imbalances*. <https://archive.thepartneringinitiative.org/managing-partnering-imbalances/>

⁷³ National Sexual Violence Resource Center (2018). *I ask how power impacts consent*. <https://www.nsvrc.org/i-ask-how-power-impacts-consent>

- 59. Privilege:** “The unfair and unearned advantages individuals are granted for having, or being perceived to have, social identities that align with those deemed to be superior according to societal rules and norms. It is often experienced as an absence of barriers related to a particular social identity (e.g., White privilege, straight privilege, pretty privilege).”⁷⁴
- 60. Queer:** “All individuals who fall outside of the gender and sexuality ‘norms’. Historically, this was a derogatory slang term used to identify LGBTQ+ people. Since the 1980s, the term has been embraced and reclaimed by the LGBTQ+ community as a symbol of pride.”⁷⁵ However, not all LGBTQ+ people use ‘queer’ to describe themselves⁷⁶.
- 61. Questioning:** “An umbrella term for the process of reconciling one’s felt sense of self in terms of gender and/or attraction and the language one uses to describe those experiences. It may be experienced for a single period, episodically, or persistently over one’s lifetime.”⁷⁷
- 62. Re-victimization:** or “**Secondary victimisation** occurs when the victim suffers further harm not as a direct result of the criminal act but due to the manner in which institutions and other individuals deal with the victim. Secondary victimisation may be caused, for instance, by repeated exposure of the victim to the perpetrator, repeated interrogation about the same facts, the use of inappropriate language or insensitive comments made by all those who come into contact with victims”⁷⁸.

⁷⁴ Egale Canada (n.d.). Privilege. In *Terms and definitions: Systems of oppression and privilege*. <https://egale.ca/awareness/systems-of-oppression-and-privilege-terms/>

⁷⁵ European Institute for Gender Equality (n.d.). Queer. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1423>

⁷⁶ Adapted from UC Davis (n.d.). Queer. In *LGBTQIA Resource Center Glossary*. Retrieved September 24, 2024, from <https://lgbtqia.ucdavis.edu/educated/glossary>

⁷⁷ Egale Canada (n.d.). Questioning. In *2SLGBTQI Terms and Definitions: And other gender and attraction diversity terminology*. <https://egale.ca/awareness/terms-and-definitions/>

⁷⁸ European Institute for Gender Equality (n.d.). Secondary victimization. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1248>

- 63. Self-determination:** refers to self-caused actions (i.e., “people acting volitionally, based on their own will”), relating thus to the capability of conscious choice and deliberate intention, where people are causal agents in their lives⁷⁹. Two important dimensions are, then, related to self-determination: autonomy (e.g., degree to which people depend on others for care or support) and psychological empowerment (e.g., perceived control over their own life circumstances).⁸⁰
- 64. Self-objectification:** “occurs when the objectifying gaze is turned inward, such that women view themselves [as objects] through the perspective of an observer and engage in chronic self-surveillance.”⁸¹ See also: *Sexual objectification*.
- 65. Sex assigned at birth:** “male or female designation that doctors ascribe to infants based on genitalia and is marked on their birth records. Sex assigned at birth is intended to displace the concept of biological sex”⁸².
- 66. Sex and gender-based discrimination:** “Discrimination occurring due to interaction between sex (as the biological characteristics of women and men) and their socially constructed identities, attributes and roles and society’s social and cultural meaning for biological differences between women and men. Such interactions result in hierarchical and unequal relations and roles between and among women and men, and a disadvantaged social positioning of women. The social positioning of women and men is affected by political, economic, cultural, social, religious, ideological and environmental factors, and can be changed over time”⁸³.

⁷⁹ Wehmeyer, M. L. (2005). Self-determination and individuals with severe disabilities: Re-examining meanings and misinterpretations. *Research and Practice for Persons with Severe Disabilities*, 30(3), 113–120. <https://doi.org/10.2511/rpsd.30.3.113>

⁸⁰ Brock, M. E., Schaefer, J. M., & Seaman, R. L. (2019). Self-determination and agency for all: Supporting students with severe disabilities. *Theory into practice*, 59(2), 162–171 <https://doi.org/10.1080/00405841.2019.1702450>

⁸¹ Calogero, R. M. (2013). Objects don’t object: Evidence that self-objectification disrupts women’s social activism. *Psychological Science*, 24(3), 312–318. <https://doi.org/10.1177/095679761245257>

⁸² Clarke, J. (2022). Sex assigned at birth. *Columbia Law Review*, 122(7), 1821–1898. https://columbialawreview.org/wp-content/uploads/2022/11/Clarke-Sex_Assigned_At_Birth.pdf

⁸³ European Institute for Gender Equality (n.d.). Sex and gender-based discrimination. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1220>

- 67. Sexism:** discriminatory attitudes against people based solely on their sex.⁸⁴ “Sexism is linked to power in that those with power are typically treated with favour and those without power are typically discriminated against. Sexism is also related to stereotypes since the discriminatory actions or attitudes are frequently based on false beliefs or over generalizations about gender and on seeing gender as relevant when it is not.”⁸⁵
- 68. Sexism at work:** Any negative discrimination based on a person's gender or sex in the workplace. Some of these discriminations include: the perception that women and men have different skills, which is why they are concentrated in different professional fields; when salaries in a profession go down when women enter and increase with the entry of men; the fact that women are assigned tasks that do not contribute to promotion, such as sitting on a committee or planning a party; and the fact that once women become mothers, they are perceived as less competent than childless women, as well as less competent than they were before they became mothers; among others.⁸⁶
- 69. Sexual assault on women:** Any non-consented sexual act committed against a woman, even if she does not show signs of resistance, with the exception of rape.⁸⁷
- 70. Sexual harassment:** according to the Istanbul Convention (Council of Europe, 2011) it is “any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment, and is subject to criminal or other legal sanction”⁸⁸.

⁸⁴ Translated from Comissão para a Cidadania e a Igualdade de Género [CIG] (n.d.). Sexismo [Sexism]. In *CIG Glossário [CIG's Glossary]*. Retrieved July 31, 2024 from <https://www.cig.gov.pt/bases-de-dados/glossario/>

⁸⁵ European Institute for Gender Equality (n.d.). Sexism. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1325>

⁸⁶ European Institute for Gender Equality (n.d.). *Sexism at work: how can we stop it?*. https://eige.europa.eu/publications-resources/toolkits-guides/sexism-at-work-handbook/part-1-understand/sexism-work?language_content_entity=en

⁸⁷ Adapted from European Institute for Gender Equality (n.d.). Sexual assault on women. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1185>

⁸⁸ Council of Europe (2011). *Council of Europe Convention on preventing and combating violence against women and domestic violence*. <https://rm.coe.int/168008482e>

- 71. Sexual identity:** “internal and individual experience of sexualities, felt by each person about their sexual preferences and which can be expressed through sexual orientation, feelings or attitudes towards sex and sexuality. It materialises in the way each person perceives themselves sexually and experience their sexualities”⁸⁹.
- 72. Sexual objectification:** treatment or depiction of an individual—usually a woman— as a mere body, or body parts, which are separated from the person, eliminating its personality, and used for its sexual functions and/or sexual purposes (e.g., as objects) for other’s pleasure.^{90, 91}
- 73. Sexual orientation:** “refers to each person’s capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender, the same gender or more than one gender”⁹².
- 74. Sexual violence:** any sexual act performed on the victim without consent. Sexual violence can take the form of sexual harassment, sexting and sexual assault, including rape (e.g., marital rape, date rape), perpetrated by both intimate partners and non-intimate partners.⁹³
- 75. Social Power:** defined by Miranda Fricker as “a practically socially situated capacity to control others’ actions, where this capacity may be exercised (actively or passively) by particular social agents, or alternatively, it may operate purely structurally”⁹⁴ (p. 13). Also, see *Identity Power*.

⁸⁹ Translated from Teixeira, T., Grave, R. & Aires, R. (2021). Identidade sexual [Sexual identity]. In *Isto não é um glossário: In/definições de géneros e sexualidades* [This is not a glossary: In/definitions of genders and sexualities]. Gentopia. <https://www.gentopia.pt/publicacoes/>

⁹⁰ Adapted from Fredrickson, B., & Roberts, T. A. (1997). Objectification theory: Toward understanding women’s lived experiences and mental health risks. *Psychology of Women Quarterly*, 21, 173–206. <http://10.1111/j.1471-6402.1997.tb00108>

⁹¹ Adopted from Calogero, R.M. (2012). Objectification theory, self-objectification, and body image. In T. F. Cash (Ed.), *Encyclopedia of Body Image and Human Appearance* (pp .574-580). Academic Press.

⁹² Sexual Health Malta (n.d.). Sexual orientation. In *Glossary*. Retrieved on September 15, 2024, from <https://sexualhealth.gov.mt/>

⁹³ Adapted from European Institute for Gender Equality (n.d.). Sexual violence. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1185>

⁹⁴ Fricker, M. (2007). *Epistemic injustice: Power and the ethics of knowing*. Oxford. <https://doi.org/10.1093/acprof:oso/9780198237907.003.0002>

- 76. TRANS/Transgender:** “A person whose gender identity does not correspond to the sex they were assigned at birth. They may or may not wish to have their appearance or body modified by surgical, pharmacological or other means”.⁹⁵ “Trans, transgender and non-binary are «umbrella terms» representing a variety of words that describe an internal sense of gender that differs from the sex assigned at birth and the gender attributed to the individual by society, whether that individual identifies as a man, a woman, simply «trans» or «transgender», with another gender or with no gender.”⁹⁶
- 77. Trans man:** “A person who was assigned female at birth, but identifies and lives as a man”⁹⁷.
- 78. Trans woman:** “A person who was assigned male at birth, but who identifies and lives as a woman”⁹⁸.
- 79. Transphobia:** “prejudice, disgust, fear and/or hatred of trans people or against variations of gender identity and gender expression”⁹⁹
- 80. Victim blaming:** Consists of judgments, by others, where victims, of rape or other gender-based crime, are portrayed as being responsible for their own victimization.¹⁰⁰

⁹⁵ Translated from Comissão para a Cidadania e a Igualdade de Género [CIG] (n.d.). Trans. In *CIG Glossário [CIG's Glossary]*. Retrieved July 31, 2024 from <https://www.cig.gov.pt/bases-de-dados/glossario/>

⁹⁶ International Organization for Migration [IOM] (2020). Trans/Transgender. In *Full Glossary of Terms to describe sexual orientation, gender identity, gender expression and sex characteristics*. <https://migrationnetwork.un.org/resources/iom-full-glossary-terms-describe-sexual-orientation-gender-identity-gender-expression-and>

⁹⁷ Ontario Government (n.d.). Trans man. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

⁹⁸ Ontario Government (n.d.). Trans woman. In *OPS bilingual glossary on gender identity*. Retrieved September 24, 2024, from <https://www.ontario.ca/document/ontario-government-terminology/gender-identity-terms>

⁹⁹ ILGA Europe (n.d.). Transphobia. In *Our glossary*. Retrieved September 24, 2024 from <https://www.ilga-europe.org/about-us/who-we-are/glossary/>

¹⁰⁰ Adapted from Grubb, A., & Turner, T. (2012). Attribution of blame in rape cases: A review of the impact of rape myth acceptance, gender role conformity and substance use on victim blaming. *Aggression and Violent Behavior*, 17(5), 443-452. <https://doi.org/10.1016/j.avb.2012.06.002>

- 81. Victim in a situation of special vulnerability:** “A victim whose particular fragility is due, in particular, to their age (young or old), state of health, disability or incapacity, pregnancy, economic dependence, ethnicity, social status, gender identity, gender expression and sexual orientation, as well as the fact that the type, degree and duration of victimisation has resulted in injuries with serious consequences for their psychological balance or the conditions of their social integration”¹⁰¹.
- 82. Violence at work:** Discrimination at work may be compounded by physical or psychological violence, which may be gender-based. The clearest illustration of this is sexual harassment, but harassment accompanied by violence or the threat of violence need not be sexual in intent. Researches indicate that there is a close connection between violence at work and precarious work, gender, youth, and certain high-risk occupational sectors.”¹⁰²

¹⁰¹ Comissão para a Cidadania e a Igualdade de Género [CIG] (n.d.). Vítima em situação de especial vulnerabilidade [Victim in a situation of special vulnerability]. In *CIG Glossário* [CIG’s Glossary]. Retrieved July 31, 2024 from <https://www.cig.gov.pt/bases-de-dados/glossario/>

¹⁰² European Institute for Gender Equality (n.d.). Violence at work. In *EIGE Glossary and thesaurus*. Retrieved on July 31, 2024, from <https://eige.europa.eu/publications-resources/thesaurus/terms/1316>



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