

# BEGRIFFSERKLÄRUNGEN

## alphabetisch

**Ableism/hostility** towards the disabled is a form of discrimination that exposes disabled people to prejudice, disadvantages and reservations.

**Ageism** is discrimination based on age/youth, often in relation to prejudices about ability and appearance.

**Ally** describes a privileged person who is honestly committed to equality and respects and reflects on their own privilege.

**Anti-Muslim racism/Muslimophobia** expresses a negative attitude or mindset which represents Muslims as «foreign» based on certain characteristics of culture, religion and origin. For more information, see [ekr.admin.ch/themen/d#\\$.html](http://ekr.admin.ch/themen/d#$.html)

**Anti-Semitism/hostility** towards Jews expresses a negative attitude or mindset towards people who identify themselves as Jewish or are perceived as such. For more information, see [ekr.admin.ch/the-men/d#%.html](http://ekr.admin.ch/the-men/d#%.html).

**Anti-racism** is the attitude, action and policy of fighting against racist structures in a society.

**BIPOC** stands for Black, Indigenous and People of Colour.

Together with People of Colour (PoC), it is a self-designation of people who have experienced racism.

**Cisgender/cissexuality** is a term for people whose sex ascribed at birth coincides with their gender identity developed in the first years of life.

**Classism** refers to prejudice or active discrimination based on social origin and/or social and financial situation.

**Consensus** means agreement and describes that an action is perceived as non-invasive only if all parties involved have given their sincere verbal consent.

**Crip** from the English word «cripple» is a re-appropriation by disabled people who perceive this word as self-empowering.

**Disabled person/person with a disability** neutral description for people who are hampered by the environment, e.g. by barriers or prejudices, because they do not correspond physically, cognitively or mentally to what is considered «normal».

**Discrimination** is a practice that treats individuals unequally on the basis of various characteristics: skin colour, origin, gender identity, sexual orientation, religion, age, disability, body weight, education and many more.

**FINTA\*** stands for women, intersex, non-binary, trans and agender people and is often used in connection with spatial policy (e.g. Safer Spaces) or experiences of discrimination.

**Hate speech** refers to the use of degrading and racist language to disparage members of discriminated groups.

**Homophobia** refers to negative attitudes, insults, marginalisation, legal inequality, jokes or even physical violence towards homosexual people.

**Intersectionality** describes the overlapping and interaction of different forms of discrimination and takes into account that people are often disadvantaged because of several characteristics/identities.

**Islamophobia** is a global rejection of Islam by stereotypically characterising it as foreign, violent, misogynistic and threatening. However, the term is often used in a very generalised way and also includes anti-Muslim racism directed at people.

**LGBTQIA+** stands for lesbian, gay, bisexual, trans, queer, inter and asexual. The plus stands for the fact that the list is not exhaustive and that there are many other sexual and romantic orientations and gender identities.

**Marginalisation** refers to the geographical, economic, social or cultural displacement of individuals or population groups to the margins of society.

**Neurodivergent/neurodiversity** describes the concept that our brains are different and process information differently and that we behave differently as a result. People who do not identify as neurotypical describe themselves as neurodivergent, including Tourette's, ADHD or dyslexia.

**Queer** is usually a self-designation and political collective term for all identities that do not correspond to cisgender-hetero-normativity.

**Privilege** is a special right or advantage reserved for an individual or a group, which has usually developed historically and is often perceived unconsciously.

**Racism** describes a doctrine, theory, attitude or ideology that categorises people on the basis of their outward appearance and/or their actual or ascribed ethnic, national or religious affiliation and is intended to make them inferior. Racist structures have manifested and institutionalised themselves in the political, economic and cultural make-up of our society due to historical power or violence.

**Safer Space** offers a space for people who have experienced discrimination to speak openly, without barriers or fear, without their perceptions being denied. «Safer» points out that no space can offer absolute safety.

**Sexism** refers to discrimination, devaluation, violation or oppression based on gender, often against women and trans people.

**Sexualised violence** takes various forms. It can take place physically, verbally and non-verbally. This primarily refers to an act that is characterised by the exercise of power and dominance and takes place against the person's will.

**Trans hostility/transphobia** refers to hostile attitudes, insults, marginalisation, legal inequality, jokes or even physical violence towards trans people.

**Transgender/transidentity** refers to people who do not feel they belong to the gender they were assigned at birth.

**White fragility** can be seen in the reaction of white people when structural racism or privilege is discussed and they behave defensively.

**Woke** is an adjective that describes a person who respects their privileges and thinks for themselves.

**Xenophobia** is the fear or dislike of anything foreign or strange and describes an attitude that aggressively rejects people from another country or culture.