

# EDICa Lexicon

## Introduction

EDICa would like to acknowledge that this is a living document, and that definitions and terms are subject to change as our understanding and knowledge develop. We welcome feedback on these terms and definitions.

EDICa use the term 'woman' to mean anyone who identifies as woman, including trans women, genderqueer women, and non-binary people who identify predominantly as female.

## Lexicon

### Ableism

Ableism is the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require 'fixing' and defines people by their disability. Like racism and sexism, ableism classifies entire groups of people as 'less than' and includes harmful stereotypes, misconceptions, and generalisations of people with disabilities.<sup>1</sup>

Ableism can take the form of overt acts of disability discrimination; however, it is often more subtle and discreet, working to form the basis of how society and culture are structured. From the design of buildings to the development of policies and even to the everyday use of language, an ableist culture is said to de-emphasise disabled people and presents those who are not disabled as the typical or 'ideal' human.<sup>2</sup>

### Accessibility

Means that people are not excluded from using something based on experiencing a disability. Accessibility means that people can do what they need to do in a similar amount of time and effort as someone that does not have a disability. It means that people are empowered, can be independent, and will not be frustrated by something that is poorly designed or implemented.<sup>3</sup>

### Allyship

Allyship is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.<sup>4</sup> A more equal world starts with you. Dwinita Mosby Tyler highlights why showing up and fighting for others who face injustices beyond your own lived experience leads to a fairer, more just future for all.<sup>5</sup>

### Anti-racism

'Anti-racism is not about seeing and treating everyone in exactly the same way. Instead, it's about understanding the different experiences, perspectives and (dis)advantages of people from different

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<sup>1</sup> <https://www.accessliving.org/newsroom/blog/ableism-101/>

<sup>2</sup> <https://www.york.ac.uk/about/equality/edi-glossary-terminology/>

<sup>3</sup> <https://accessibility.blog.gov.uk/2016/05/16/what-we-mean-when-we-talk-about-accessibility-2/>

<sup>4</sup> <https://thetoolkit.wixsite.com/toolkit/beyond-allyship>

<sup>5</sup> [https://www.ted.com/talks/dwinita\\_mosby\\_tyler\\_want\\_a\\_more\\_just\\_world\\_be\\_an\\_unlikely\\_ally?language=en](https://www.ted.com/talks/dwinita_mosby_tyler_want_a_more_just_world_be_an_unlikely_ally?language=en)

groups and working to overcome them'.<sup>6</sup> Anti-racism is the active process of identifying and eliminating racism by changing systems, organisational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

### **#Asexual**

A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic attraction.<sup>7</sup>

### **Critical Empathy**

Critical empathy means to engage with others reflectively and judiciously, while understanding that their ideas and beliefs should be treated with wisdom and care. However, while critical empathy can and should embrace nuance.<sup>8</sup>

### **Cultural Competence**

Cultural competence refers to the process by which individuals and systems respond respectfully and effectively to people of all cultures, languages, classes, races, ethnic backgrounds, religions, spiritual traditions, immigration status, and other diversity factors in a manner that recognizes, affirms, and values the worth of individuals, families, and communities and protects and preserves the dignity of each.<sup>9</sup>

### **d/Deaf**

The word deaf is most often associated with two meanings:

1. Notated as deaf with a lowercase d, this refers to either one or many of whom deafness is predominantly an audiological experience. This means someone who is partially or wholly lacking hearing, either when they were born, through pernicious disease early in life, or later in life. The term refers to the idea in the strictest sense: the condition and state of being deaf, nothing more.

2. The other definition is referred to as Deaf with a capital D - it is any person or persons who "identifies him/herself as a member of the Deaf community, and other members accept that person as a part of the community." Many Deaf perceive their community akin to other language minority communities and share a sense of Deaf Culture.<sup>10</sup>

### **Disability**

The Social Model of Disability was developed by disabled people and describes people as being disabled by barriers in society, not by impairment or difference. The social model of disability helps us recognise barriers that make life harder for disabled people. These barriers are identified as the physical environment, people's attitudes, how people communicate, how institutions and organisations are run, and how society discriminates against those who are perceived as 'different'.

The Social Model of Disability states that people have impairments, not have disabilities. According to the social model of disability, the term 'people with disabilities' is said to confuse impairment, and disability implies disability is something caused by the individual rather than society. A disability is caused by society's unwillingness to meet the needs of people with impairments. As a result, the

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<sup>6</sup> <http://sophiewilliamsofficial.com/writing/buy-anti-racist-ally/>

<sup>7</sup> Stonewall (2023) *List of LGBT+ Terms* <https://www.stonewall.org.uk/list-lgbtq-terms>

<sup>8</sup> <https://thepeerreview-iwca.org/issues/braver-spaces/critical-empathy-and-collaborative-fact-engagement-in-the-trump-age-a-writing-center-approach/>

<sup>9</sup> <https://scholarworks.sjsu.edu/cgi/viewcontent.cgi?article=1474&context=ischoolsri>

<sup>10</sup> <https://www.ndcs.org.uk/information-and-support/glossary/glossary-d/>

term 'Disabled people' is used to describe people with impairments who are disabled by barriers constructed by society.<sup>11</sup>

The medical model of disability says people are disabled by their impairments or differences. The medical model looks at what is 'wrong' with the person, not what the person needs, which can create low expectations and leads to people losing independence, choice, and control in their lives.<sup>12</sup>

## **Discrimination**

### ***Direct Discrimination***

This occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see 'perceptive discrimination') or because they associate with someone who has a protected characteristic (see 'associative discrimination').

### ***Associative Discrimination***

This already applies to race, religion or belief and sexual orientation, which is now extended to cover age, disability, gender reassignment and sex. It means direct discrimination against someone because they associate with another person with a protected characteristic.

### ***Perceptive Discrimination***

This already applies to age, race, religion or belief and sexual orientation, and this is now extended to cover disability, gender reassignment and sex. It means direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person doesn't actually possess that characteristic.

### ***Indirect Discrimination***

This already applies to age, race, religion or belief, sex, sexual orientation and marriage and civil partnership. This is now extended to cover disability and gender reassignment. Indirect discrimination can occur when, for example, an organisation has a condition, rule, policy or even a practice in that organisation that applies to everyone but particularly disadvantages people who share a protected characteristic.<sup>13</sup>

## **Diversity**

Individual differences between groups are based on abilities, age, disability, learning styles, life experiences, neurodiversity, race or ethnicity, class, gender, sexual orientation, country of origin, culture, political or religious affiliation, or any other difference that exists.<sup>14</sup> Diversity is about embracing and celebrating the richness of society and ensuring that under-represented communities have a stake in it. It is about relationships and creating an environment in which everyone can thrive. It is also about valuing every individual's unique skills, experiences and perspectives and finding ways to bring the best out of them.<sup>15</sup>

## **Equality**

Equality is about ensuring every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where or whom they were born or because of other characteristics. Equality recognises that certain groups of people

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<sup>11</sup> <https://www.disabilityrightsuk.org/social-model-disability-language>

<sup>12</sup> <https://www.scope.org.uk/about-us/social-model-of-disability/>

<sup>13</sup> <https://www.brunel.ac.uk/about/documents/pdf/equality-act-2010.pdf>

<sup>14</sup> <https://www.ukri.org/publications/ukri-glossary-of-edi-terms/ukri-glossary-of-edi-terms/>

<sup>15</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/210365/equality-and-diversity-issues.doc](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/210365/equality-and-diversity-issues.doc)

with characteristics, for example. those of a certain race, disabled people, women, gay and lesbian people etc., have and continue to experience discrimination.<sup>16</sup>

### **Equity**

Equity relates to the proposition that individuals should be provided with the resources they need to have access to the same opportunities as the general population. Where 'equality' sometimes indicates uniformity and the even distribution of resources among all people, 'equity' tends to represent the distribution of resources in such a way as to meet the specific needs of individuals by acknowledging that some groups and individuals require more or fewer resources to access the same opportunities as other people and groups.<sup>17</sup>

### **Ethnicity**

Ethnicity is the culture of people in each geographic region, including their language, heritage religion and customs. Ethnicity refers to the following shared traits within a particular group of people: A long-shared history of which the group is conscious as distinguishing it from other groups and the memory of which it keeps alive.<sup>18</sup>

### **Gender**

Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.<sup>19</sup>

### **Gender Identity**

A person's innate sense of their gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.<sup>20</sup>

### **Heritage**

According to Agyeman (1993: 22-23), '[h]eritage is a powerful tool. It can inculcate a sense of belonging. It can be used to include or exclude, to give accurate or false impressions. It can also be used ... to deny, cover up and sanitise the personal and community histories of a sector of society'.<sup>21</sup>

### **Identity-first language**

The use of person-first language may provide a means to separate the individual from their diagnosis or impairments.<sup>22</sup> People first language helps to validate individuals' experiences without reducing them to a diagnosis or condition.

### **Implicit Bias**

Implicit Bias is a rapid and automatic response that operates at the subconscious level and runs contrary to our conscious beliefs. People are not aware of the implicit biases that they hold which often run against their conscious beliefs, which makes it difficult to accurately acknowledge them.

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<sup>16</sup> <https://www.equalityhumanrights.com>

<sup>17</sup> <https://www.york.ac.uk/about/equality/edi-glossary-terminology/>

<sup>18</sup> [https://www.researchgate.net/publication/279406598\\_Concepts\\_of\\_ethnicity#:~:text=An%20ethnicity%20is%20a,significant%20sectors%20of%20the%20population](https://www.researchgate.net/publication/279406598_Concepts_of_ethnicity#:~:text=An%20ethnicity%20is%20a,significant%20sectors%20of%20the%20population) .

<sup>19</sup> Stonewall (2023) *List of LGBT+ Terms* <https://www.stonewall.org.uk/list-lgbtq-terms>

<sup>20</sup> Stonewall (2023) *List of LGBT+ Terms* <https://www.stonewall.org.uk/list-lgbtq-terms>

<sup>21</sup> <https://shadesofnoir.org.uk/journals/ethics-preserving-voices-vulnerable-to-erasure/>

<sup>22</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6371927/>

## **Inclusion**

Inclusion is where differences, as recognised in diversity, are seen as a benefit and where perspectives and differences are shared, leading to better decisions, and being reflected in structures, practices, and attitudes.<sup>23</sup>

## **Intersectionality**

Kimberlé Crenshaw created the term 'intersectionality' in 1989 to describe the 'double discrimination' that Black women experienced who were at the centre of employment cases<sup>24</sup> legal system did not recognise that race and gender could be experienced together, that there could be discrimination caused by both racism and sexism, and it could 'shape the multiple dimensions' of marginalised women's lived experiences.<sup>25</sup> Intersectionality is 'recognising that people's identities and social positions are shaped by several factors, which create unique experiences and perspectives'.<sup>26</sup>

Intersectionality has come to mean the multiple and overlapping aspects of an individual's identity, such as race, socio-economic class, gender and ethnicity. To be inclusive, we must consider our privilege and power when co-designing any research so that we do not marginalise any individual or group, directly or indirectly.

## **Lived experience**

Refers to the unique knowledge an individual gains through direct, first-hand experience of living their life while identifying with one or more protected characteristic, such as race, religion or sexual orientation etc. Lived experience refers to a person's understanding of what life is like for them as a unique individual, how they are treated by others and their experience of navigating the systems and processes that are embedded into the society around them.

In an EDI context, lived experience also refers to the different forms of direct and/or indirect discrimination that an individual may face due to their actual or perceived association with a particular group or protected characteristic. The discrimination that individuals face is unique to them and may be impacted by the intersection of other aspects of their identity as they identify with multiple protected characteristics.

## **Marginalisation**

A social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or "mainstream" society.<sup>27</sup>

Marginalised groups or people are those excluded from mainstream social, economic, cultural, or political life. Examples of marginalised groups include, but are not limited to, and groups excluded due to race, religion, political or cultural group, age, gender, or financial status. To what extent such populations are marginalised, however, is context specific and reliant on the cultural organisation of the social site in question.<sup>28</sup>

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<sup>23</sup> [www.local.gov.uk](http://www.local.gov.uk)

<sup>24</sup> Crenshaw, Kimberlé, (1989) Demarginalising the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics, *University of Chicago Legal Forum*

<sup>25</sup> Crenshaw, Kimberlé (1991), Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Colour, *Stanford Law Review*, p. 1244.

<sup>26</sup> [https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality?language=en](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en)

<sup>27</sup> <https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>

<sup>28</sup> <https://methods.sagepub.com/reference/sage-encyc-qualitative-research-methods/n252.xml>

## **Masking**

Masking, also called camouflaging or compensating, is when individuals repress or hide signs of a mental health condition to blend in or adapt to the neurotypical world.<sup>29</sup>

## **Meritocracy**

Meritocracy is a social system in which success and status in life depend primarily on individual talents, abilities, and effort. It is a social system in which people advance on the basis of their merits.

<sup>30</sup>

## **Microaggression**

Term that describes the everyday verbal, non-verbal and environmental behaviour that communicates hostile or derogatory messages to target a group intentionally or unintentionally.

‘The everyday slights, indignities, put-downs and insults that members of marginalized groups experience in their day-to-day interactions with individuals who are often unaware they have engaged in an offensive or demeaning way’.<sup>31</sup>

## **Neurodiversity**

Neurodiversity refers to the different ways the brain can work and interpret information. It highlights that people naturally think about things differently. We have different interests and motivations and are naturally better at some things and poorer at others. It is estimated that around one in seven people (more than 15 per cent of people in the UK) are neurodivergent, meaning that the brain functions, learns and processes information differently. Neurodivergent people may be diagnosed with autism spectrum conditions (ASC), dyslexia, dyspraxia, attention deficit hyperactivity disorder (ADHD), or another neurological condition.<sup>32</sup> Where neurological differences are recognised and respected as any other human variation, these differences can include, among others: dyslexia, attention deficit hyperactivity disorder (ADHD), dyscalculia, autistic spectrum, and Tourette's syndrome.<sup>33</sup>

## **Neurotypical**

The opposite of neurodiverse refers to individuals who do not display or are not characterised by neurologically atypical patterns of thought or behaviours.<sup>34</sup>

## **Neurodivergence**

Neurodivergence is a concept originally attributed to the 1990s sociologist Judy Singer. The idea that there is diversity in how individuals' brains are wired, and work and these neurological differences should be valued in the same way we value any other human variation. We are all neurodiverse, it's just that we are not all marginalised by our neurodiversity.<sup>35</sup>

## **Non-binary**

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<sup>29</sup> <https://www.psychologytoday.com/us/basics/masking>

<sup>30</sup> <https://www.thoughtco.com/meritocracy-definition-3026409>

<sup>31</sup> <https://www.bristol.ac.uk/media-library/sites/equality/documents/microaggressions-guide.pdf>

<sup>32</sup> [www.local.gov.uk](http://www.local.gov.uk)

<sup>33</sup> <https://specialisternefoundation.com/autism-neurodiversity/>

<sup>34</sup> <https://www.ukri.org/publications/ukri-glossary-of-edi-terms/ukri-glossary-of-edi-terms/>

<sup>35</sup> [https://www.forbes.com/health/mind/what-is-neurodivergent/#:~:text=Neurodivergent%20is%20a%20non%2Dmedical,%2Fhyperactivity%20disorder%20\(ADHD\).](https://www.forbes.com/health/mind/what-is-neurodivergent/#:~:text=Neurodivergent%20is%20a%20non%2Dmedical,%2Fhyperactivity%20disorder%20(ADHD).)

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities while others reject them entirely.<sup>36</sup>

### **Privilege**

The idea of “privilege”—that some people benefit from unearned, and largely unacknowledged, advantages, even when those advantages aren't discriminatory.<sup>37</sup>

### **Protected characteristics**

Protected characteristics are the grounds upon which discrimination is unlawful. The protected characteristics under the Equality Act 2010 are: age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion or belief (including lack of belief), sex and sexual orientation.<sup>38</sup>

### **Race**

'Race' is a social construct. Its changing manifestations reflect ideological attempts to legitimate domination in different social and historical contexts. Racism is therefore not about objective measurable physical and social characteristics, but about relationships of domination and subordination'.<sup>39</sup>

### **Racism**

Racism is the belief in the superiority of one race over another which often results in discrimination and prejudice towards people based on their race or ethnicity. Racism does not easily fall under a single definition.<sup>40</sup>

### **Safe spaces**

Safe Spaces are non-judgmental, confidential spaces where people can disclose personal thoughts, feelings, and issues that might be affecting their well-being. 'A safe space is designed not to offend, hurt or repel anyone from the space. Everyone, who is welcomed into that space, should feel as though they belong and remain comfortable mentally and emotionally'.<sup>41</sup>

### **Sex**

This is assigned to a person based on primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.<sup>42</sup>

### **Sexual orientation**

A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity. Stonewall uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.<sup>43</sup>

### **Single Story**

Our lives, our cultures, are composed of many overlapping stories. Many stories matter. Stories have been used to dispossess and to malign, but stories can also be used to empower and to humanise. Stories can break the dignity of a people, but stories can also repair that broken dignity. Novelist

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<sup>36</sup> Stonewall (2023) *List of LGBT+ Terms* <https://www.stonewall.org.uk/list-lgbtq-terms>

<sup>37</sup> <https://www.newyorker.com/books/page-turner/the-origins-of-privilege>

<sup>38</sup> <https://www.brunel.ac.uk/about/documents/pdf/equality-act-2010.pdf>

<sup>39</sup> <https://www.durham.ac.uk/media/durham-university/professional-services/equality-diversity-and-inclusion/Guide-on-communicating-inclusively-about-race-and-ethnicity-310823-v1.pdf>

<sup>40</sup> [https://humanrights.gov.au/sites/default/files/ahrc\\_sr\\_2021\\_4\\_keyterms\\_a4\\_r2\\_0.pdf](https://humanrights.gov.au/sites/default/files/ahrc_sr_2021_4_keyterms_a4_r2_0.pdf)

<sup>41</sup> <https://www.linkedin.com/pulse/safe-spaces-vs-brave-lana-hailemariam>

<sup>42</sup> Stonewall (2023) *List of LGBT+ Terms* <https://www.stonewall.org.uk/list-lgbtq-terms>

<sup>43</sup> Stonewall (2023) *List of LGBT+ Terms* <https://www.stonewall.org.uk/list-lgbtq-terms>

Chimamanda Adichie warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.<sup>44</sup>

### **Third Space**

The concept of “Third Space”, coined by Bhabha (2004), has been used in social theory to explore “spatial relationships and more specifically the impact of diversity and difference” in relation to “human and organization behavior” (Whitchurch, 2013: 21). Third Space according to Bhabha refers to the interstices between colliding cultures, a liminal space “which gives rise to something different, something new and unrecognizable, a new area of negotiation of meaning and representation’.<sup>45</sup>

### **Transgender**

An umbrella term to describe people whose gender is not the same as or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.<sup>46</sup>

## Academia

### **Anti-racist pedagogy**

Anti-racist pedagogy is not about simply including racial content into programmes and curriculum. It is also about how one teaches and continues the process of applying an anti-racist consciousness into programmes, pedagogy and interactions with colleagues and students.<sup>47</sup>

Anti racist pedagogy that calls people in not out and encourages people to imaginatively overcome socially structured notions of difference. An approach that supports the understanding that difference is not the problem; rather that learners differ and produce work that represents their differences.

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<sup>44</sup> [https://www.ted.com/talks/chimamanda\\_ngozi\\_adichie\\_the\\_danger\\_of\\_a\\_single\\_story?language=en](https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story?language=en)

<sup>45</sup> <https://www.amherst.edu/museums/mead/exhibitions/2008/thirdspace>

<sup>46</sup> Stonewall (2023) *List of LGBT+ Terms* <https://www.stonewall.org.uk/list-lgbtq-terms>

<sup>47</sup> [https://www.gla.ac.uk/media/Media\\_934784\\_smx.pdf](https://www.gla.ac.uk/media/Media_934784_smx.pdf)

### **Early-career**

An early-career researcher is someone at the beginning or early stage of their career, typically within seven years of their PhD award or six years of their first academic appointment.<sup>48</sup> Funders and organisations who grant awards frequently have their own definitions of who qualifies as an early-career researcher.

### **Mid-career**

A mid-career researcher typically has 10+ years of experience and a developed responsibility or autonomy for research.<sup>49</sup> They may supervise or mentor postgraduate students, manage and / or supervise the laboratory and / or develop teaching modules.

### **Established career**

An academic who is well-known in their field, may be a subject expert, Principal Investigator, has achieved a successful bid for a number of large research grants, or holds a Professorship. Manages others, has leadership responsibilities.

Achieving financial stability allowing lifestyle and choice. Developing strong personal and professional relationships. Having flexibility to successfully integrate work and life.

### **Co-design**

An approach that actively involves researchers, stakeholders, and end-users in the design of research, methods and modes of engagement, and practical solutions to create equal and inclusive research cultures. Our co-design approach will apply to all EDICa activities.

### **knowledges**

Under the postmodern condition, Knowledge (with a capital K) becomes “knowledges” as it splits apart epistemologically and morally.

### **Pedagogy**

Pedagogy is defined simply as the method, and practice, of teaching. It encompasses teaching approaches, teaching theory and feedback and assessment.<sup>50</sup>

### **Stakeholder**

Individuals and groups who are directly involved in EDICa, who have an equal voice in the development and co-design of research initiatives and innovation. These range from universities, research funders, trade unions, learned societies, professional bodies, public and private sector R&D, public sector researchers (e.g., MoD, NHS, local, national governments), cohorts such as Future Leadership Fellows, British Academy fellows and end users, policymakers, publishers, advocacy groups, funded networks such as the new community research networks, catapults and network+

### **Acts and Policy**

The Equality Act 2010 states that race is a protected characteristic that refers to a group of people defined by their colour, nationality (including citizenship), and ethnic or national origins.<sup>51</sup>

AdvanceHE have outlined their position on race equality that race is a socially constructed term

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<sup>48</sup> UKRI (2022) [ukri.org/what-we-offer/developing-people-and-skills/ahrc/early-career-researchers-career-and-skills-development/](https://ukri.org/what-we-offer/developing-people-and-skills/ahrc/early-career-researchers-career-and-skills-development/)

<sup>49</sup> UK Society for Behavioral Medicine (2022) <https://uksbm.org.uk/networks/mid-career-network/>

<sup>50</sup> <https://www.tes.com/magazine/teaching-learning/general/what-is-pedagogy>

<sup>51</sup> *Equality and Human Rights Commission* <https://www.equalityhumanrights.com/en/equality-act/equality-act-2010>

without biological or scientific merit that has historically been used to categorise different groups of people based on perceived physical differences.<sup>52</sup>

## Leaky bodies

### **Menstruation**

Also known as a period is the part of the menstrual cycle when a woman bleeds from her vagina for between 2 and 7 days. This typically happens every 28 days from the age of 12 or can be as young as 8.<sup>53</sup> It is important to note that menopause may affect trans men and nonbinary people.

### **Perimenopause**

The time during which women's bodies transition into menopause, which can include menstrual irregularity, shorter or longer cycles. This progression towards menopause can affect women at any age, but typically this takes effect at the age of 40+.<sup>54</sup> It is important to note that menopause may affect trans men and nonbinary people.

### **Menopause**

The time in a woman's life when menstruation ceases permanently, and they are no longer able to bear children. This can affect women at any age but typically, this is between the age of 45 and 55.<sup>55</sup> It is important to note that menopause may affect trans men and non-binary people.

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<sup>52</sup> AdvanceHE (2023) <https://www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/using-data-and-evidence/use-of-language-race-ethnicity>

<sup>53</sup> <https://www.nhs.uk/conditions/periods/>

<sup>54</sup> <https://www.hopkinsmedicine.org/health/conditions-and-diseases/perimenopause>

<sup>55</sup> <https://www.who.int/news-room/fact-sheets/detail/menopause>