

Race and Ethnicity Terminology



The BAME Network was launched in April 2020 and is one of four Equality, Diversity, and Inclusion (EDI) Networks at the PDA.

The Network's mission is to allow Black, Asian, and Minority Ethnic pharmacists to thrive in their careers and help raise their profile by being educationally, socially, and politically active.

This factsheet includes information that can help PDA members and others further educate themselves on the terminology used when discussing issues and topics around the BAME community and how they can show their support.

Definitions

BAME (Black, Asian and Minority Ethnic): BAME highlights specific ethnic groups and is generally used to refer to non-white people. We need to acknowledge that not everyone is comfortable with this term, as some people prefer to use other terminology. It's the current agreed term for the PDA Network. As terminology is always evolving, where possible it's best to allow others to self-identify with a label rather than assuming someone's label(s).

Ethnicity: Used to describe how groups and individuals are defined and differentiated based on shared physical or cultural characteristics. Examples of this include shared beliefs, ancestry, values, practices, and cultural traditions. Examples of ethnicity are Arabs, Gypsies, Jewish, African, Irish.

Equality: Where every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of where they are born, come from, what they believe or whether they have a disability. Equality recognises that historically certain groups of people with protected characteristics such as race, disability, sex, and sexual orientation have experienced discrimination.

Diversity: The practice of including and involving people from a range of different ethnicities, social backgrounds and of different genders, sexual orientations, etc.

Workplace inclusion: Defined as an environment where there is constant intentional action made to make all employees feel that they belong and feel comfortable to contribute and thrive.

Protected Characteristics: Under the Equality Act 2010, people with specific characteristics are protected against discrimination, harassment, and victimisation in employment and when using private and public services. The nine protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Stereotyping: A fixed idea or image someone may hold about something, particularly another person, where all members of a group are assumed to be the same. Negative stereotyping makes general assumptions about people that are not true.

Unconscious Bias (implicit bias): Social stereotypes and expectations in favour or against one thing, person or group compared with another. The result is usually an unfair result that can have positive or negative consequences.

Definitions

Discrimination/Favouritism: When certain groups, communities or individuals are treated in an unjust manner due to a number of characteristics such as race, gender, sexual orientation, or age. Or another individual or group is given preferential treatment at the expense of another.

Racism: Prejudice and antagonism directed towards individuals, communities or institutions from a particular race or ethnicity. The victims of racism are usually from a minority or are from a marginalised group.

Institutional racism: The discrimination and unequal treatment that takes place across institutions e.g., school and the workplace, that intentionally or not, create outcomes that put certain racial groups at a disadvantage.

Systemic Racism: Laws, rules, official policies or accepted practice in a society that result in and support a continued advantage to some people and unfair/harmful treatment, to others based on their race.

White privilege: The inherent relative advantages for those who aren't subject to racial prejudice through their life, whereas others face racial injustice and inequality; particularly if they are otherwise under the same social, political, or economic circumstances.

Anti-racist: Defined as an individual or group that is proactively against racism and makes an active commitment to work against racial injustice and discrimination.

Microaggression: A comment or action that is an indirect, subtle discrimination against members of a marginalized group of people in a negative manner. Microaggressions can be intentional or accidental and are a form of discrimination.

Gaslighting: Used to describe manipulative and psychological abusive behaviour, which makes the victim doubt their own perception, memories, or reality. Often seen in "romantic" relationships, but it can occur with friends, family members and colleagues. This also applies to racial gaslighting, which makes the victim question their judgement on issues of racism.

You can show your support for the BAME community in a number of ways:

- Accept when you make a mistake and apologise when you get terminology incorrect and/or offend others.
- Acknowledge that ethnicity is an important part of an individual's identity and avoid referring to someone's identity as 'BAME'.
- When using acronyms, always define them in full and avoid writing or pronouncing them as words e.g., 'BAME'.
- Consider which racial or ethnic groups you are talking about and ensure you are using them correctly or if they are appropriate.
- Continue to learn, listen, and educate yourself as language evolves and changes over time.



Learn more

- For more information, visit the NHS website [here](#).

Read more

- [12 Diversity & Inclusion Terms You Need to Know \(Blog Post\)](#)
- [A guide to race and ethnicity terminology and language](#)
- [What is 'racial gaslighting' – and why is it so damaging for people of colour?](#)

Get Involved

- [BAME Network](#)
- Join the BAME Network [here](#)