GLOSSARY

The definitions in this glossary are terms commonly used in the UK in 2020. You are encouraged to explore the links that illustrate these definitions further. Please think about what terms are relevant for you.

BAME:

The acronym BAME stands for 'Black, Asian and Minority Ethnicity'. It is the term typically used in the UK to refer to people of non-white descent, particularly in media and research contexts.

While individuals in the UK do not usually describe themselves or their ethnicities as 'BAME', policy and organisations tend to refer to 'BAME communities' or 'people who come from BAME backgrounds'.

It has been raised that the term 'BAME' groups diverse communities together (Advance HE, 2019) and does not address the societal dynamics which lead to members of particular ethnic groups being marginalised (Gena-mour Barrett, 2018)

Class:

Class is about socio-economic power and position, relative to others in society. There is no consensus on what defines class - it is often linked to income, wealth, labour, education, background and culture.

For EU-wide statistics on economic inequality , social class is identified by the kind of labour relation people are in.

Classism is discrimination based on class position or background, as well as around class indicators such as language and way of speaking, clothing, and cultural tastes.

Diversity:

When we say 'diversity', we mean people of different genders, ethnicities, races, ages, religions, socio-economic classes, disabilities, and sexual orientations, as well as people with differences in education, experiences, income and perspectives.

Co-production:

'a close working relationship between participant and practitioner to identify and deliver a community's needs' (Derby Museums' definition in Arts Council England's report). It should be meaningful and mutually beneficial, with everyone actively included in the process. The people involved share their unique expertise and create something everyone is proud of.

GDPR:

stands for the Data Protection Regulations (2018). GDPR is the EU data privacy and security law affecting every organisation which has data related to people in the EU.

Heritage:

Heritage can be broadly understood as the 'physical artefacts and intangible attributes' we inherit from past generations, maintain in the present, and leave as a legacy for those to come (European Parliament, 2018). Heritage includes 'tangible' and 'intangible' heritage.

Tangible heritage includes places and physical things, such as museums, sculptures, paintings, artefacts, monuments, buildings and archaeological sites, and shipwrecks. Intangible heritage includes oral traditions, performing arts, crafts, practices, and natural heritage like cultural landscapes and geological formations (European Parliament, 2018).

The Faro Convention (2005) defines cultural heritage as 'resources inherited from the past which people identify, independently of ownership, as a reflection and expression of their constantly evolving values, beliefs, knowledge and traditions' (Faro Convention S.1 Art 2(a)).

EU definitions of heritage emphasise social cohesion, democratic participation, and human rights to cultural heritage, including access 'by each heritage community to the cultural heritage to which it identifies' (Faro Convention S.3 Art 12).

Inclusion:

We mean creating a welcoming, open experience intended for all people, for example by removing barriers to participation like physical access, language, costs, etc.

Intersectionality:

Intersectionality is a framework for understanding experiences at the 'intersections' of different identities and forms of social marginalisation, such as gender, race, religion and class.

   Kimberlé Crenshaw first developed intersectionality analysis to show how discrimination against Black women could not be explained by racism or sexism alone, but arose where the two types of discrimination intersected.

   Crenshaw explains people's social positions and experiences are shaped by the different aspects of their identities, and how they overlap and intersect. Intersectionality can be used as a tool to analyse issues around inclusion and diversity, and address barriers to participation in heritage contexts.

LGBTQI+ or LGBT :

The letters in the acronym LGBTQI+ stand for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex.

The '+' refers to all the genders and sexual identities not mentioned, apart from heterosexual (straight) and cisgender (not transgender or nonbinary). For definitions of these words, see Vanderbilt University's short resource or ILGA's glossary.

The term LGBTQI+ is meant to widely include everyone whose gender or sexuality identity is outside the cultural 'norm' of being straight and cisgender. It reflects that LGBTQI+ communities often have their own histories, movements, and cultural practices

Neurodivergence:

Judy Singer, a sociologist on the autism spectrum, created the term 'neurodiversity' to talk about the infinite differences in how people's brains are wired and how we think and learn. Thinking about differences including Autism Spectrum Conditions, ADHD, Dyspraxia and Dyslexia using the paradigm of neurodiversity means recognising and respecting these differences like 'any other human variation' - rather than seeing them as wrong or abnormal, including but not limited to autistic people, identify as 'neurodivergent' - meaning their minds and thinking 'diverge' from (are different to) what is considered to be typical.

   A 'neurodiverse' group is one where there are neurological differences between members of the group; for example groups which include 'neurotypical' and 'neurodivergent' people.

Queer:

Queer is a multi-faceted term. It can mean any sexual orientations which are not heterosexual, as well as gender identities and ways of expressing gender which are not cisgender.

Some LGBTI+ people identify as Queer in terms of their <u>sexuality or gender</u>. Queer can also refer to non-conformance with (or resistance to) a society's cultural norms about gender and sexuality.

The word has historically been used in <u>negative ways towards LGBTI+ people</u>, and some people choose not to use it or identify as being queer.

However, 'queer' has been reclaimed by different LGBTQI+ communities as a positive shared identity, and a word for describing LGBTI+ culture and heritage.

Under-represented groups:

We mean groups of people who are less represented in positions of power in society, and less represented in the culture and heritage sector. Under-represented groups the National Co-ordinators said they'd like to reach out to include Roma people, ethnic minorities and migrant groups, young people and children, older people, and disabled people.

Any other word you would like added to this Glossary?
Send your suggestion to :
European Heritage Days jep-ehd@coe.int