

Glossary*

The purpose of this glossary is to give participants a better understanding of the main terms that will be used during the conference. It also aims to prevent ambiguity and ensure consistency of language through adopting definitions chosen by the moderator to ensure the conference will be a safe place for all participants attending.

Afrophobia - Specific form of racism that refers to any act of violence and discrimination including racist speech, fuelled by historical abuses and negative stereotyping, and leading to the exclusion and dehumanisation of people of African descent. It is the result of the social construction of race to which genetic and/or cultural specificities and stereotypes are attributed (racialisation). It can take many forms: dislike, bias, oppression, racism and structural and institutional discrimination, among others.¹

Antigypsyism - Manifestation of individual expressions and acts as well as institutional policies and practices of marginalization, exclusion, physical violence, devaluation of Roma cultures and lifestyles, and hate speech directed at Roma as well as other individuals and groups perceived, stigmatized, or persecuted during the Nazi era, and still today, as "Gypsies." This leads to the treatment of Roma as an alleged alien group and associates them with a series of pejorative stereotypes and distorted images that represent a specific form of racism.²

Anti-Muslim hatred/Islamophobia - A fear, prejudice and hatred of Muslims or non-Muslim individuals that leads to provocation, hostility, and intolerance by means of threatening, harassment, abuse, incitement and intimidation of Muslims and non-Muslims, both in the online and offline world. Motivated by institutional, ideological, political, and religious hostility that transcends into structural and cultural racism which targets the symbols and markers of being a Muslim.³

Antisemitism - Certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.⁴

Cultural racism - Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or "whiteness" are automatically "better" or more "normal" than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized

¹ Definition by the European Network Against Racism - Taken from the briefing paper on "Afrophobia"

² Definition by the International Holocaust Remembrance Alliance

³ Definition by Professor Imran Awan and Dr Irene Zempi - Taken from briefing paper prepared for Special Rapporteur on freedom of religion or belief, United Nations High Commissioner for Human Rights

⁴ Definition by the International Holocaust Remembrance Alliance

racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression. All of these cultural norms and values have explicitly or implicitly racialised ideals and assumptions (for example, what “nude” means as a colour, which facial features and body types are considered beautiful, which child-rearing practices are considered appropriate.)⁵

Discrimination – The unequal treatment of (or apparently equal treatment leading to disproportionately unequal outcomes for) members of various groups based on sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation and other categories.

Employment Equality Directive - Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation in employment and occupation.

Equality bodies - National public institutions set up across Europe to promote equality for all and tackle discrimination. They are independent organisations protecting and assisting victims of discrimination, monitoring and reporting on discrimination issues. They play a fundamental role in the non-discrimination architecture of the EU.⁶

Ethnicity – A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.⁷

Horizontal Equal Treatment Directive - Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation.

Individual racism - The beliefs, attitudes, and actions of individual that support or perpetuate racism. Individual racism can occur at both an unconscious and conscious level and can be both active and passive.⁸

Institutional racism – The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racial stereotyping.⁹

⁵ Definition by the Center for Assessment and Policy Development, and World Trust Educational Services – Taken from “Racial Equity Tools”

⁶ Definition by EQUINET

⁷ Taken from the book “Teaching for Diversity and Social Justice: A Sourcebook, edited by Maurianne Adams, Lee Anne Bell, and Pat Griffin (Routledge, 1997)

⁸ Taken from the book “Teaching for Diversity and Social Justice: A Sourcebook, edited by Maurianne Adams, Lee Anne Bell, and Pat Griffin (Routledge, 1997)

⁹ Definition taken from the Macpherson Report, 1999 “The Stephen Lawrence Inquiry”

Intersectionality – Looks at the ways in which various social categories such as gender, class, race, sexuality, disability, religion and other identity axes are interwoven on multiple and simultaneous levels.¹⁰

Law enforcement - National and international state entities tasked with the enforcement of the law. It includes police, immigration control and some aspects of public health enforcement within the remit of law enforcement, and acknowledges the growing mandate and scope of law enforcement across Europe, such that law enforcement is increasingly mandated to fulfil other public roles, such as public health enforcement, immigration enforcement, etc.¹¹

Police brutality - The excessive or disproportionate use of force and ill-treatment, including physical, verbal and psychological abuse inflicted by law enforcement officials.¹²

Race – A social, political and historical construct based on white supremacy that emerged in the 15th century to hierarchise groups of people according to unfounded physical and phenotypical characteristics. The power hierarchies underlying the concept of race are the basis for domination over and oppression of particular groups of people. Race-based distinctions were originally rooted in flawed scientific, biological studies intended for official justification of colonialism, genocide, exploitation and slavery, but later scientifically disproved. These theories have been replaced by a culturalist conceptualization of race.¹³

Race Equality Directive - Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

Racial justice – The process of collectively uncovering, challenging and actively undoing the systems, tools and practices that maintain racism and racialisation.¹⁴

Racialisation – The political process that creates, maintains and gives meaning to concepts of race. It is a process of categorising, othering, and marginalising through a myriad of systems, tools and social practices.¹⁵

Racialised people – Individuals and groups who have been subject to a process of racialisation and been ascribed a particular racial category. In European societies, all people are racialised, however we use the term to refer to those that have been negatively racialised or racialised as “other”.¹⁶

¹⁰ Definition by Equinox Initiative for Racial Justice - Taken from the report “Towards Gender Justice”

¹¹ Definition by Equinox Initiative for Racial Justice - Taken from the report “Who protects us from the police”

¹² Definition by Equinox Initiative for Racial Justice - Taken from the report “Who protects us from the police”

¹³ Definition by the Center for Intersectional Justice - Taken from the factsheet “Race in Germany and Europe”

¹⁴ Definition by Equinox Initiative for Racial Justice - Taken from the report “Towards Racial Justice”

¹⁵ Definition by Equinox Initiative for Racial Justice - Taken from the report “Towards Racial Justice”

¹⁶ Definition by Equinox Initiative for Racial Justice - Taken from the report “Towards Racial Justice”

Stereotyping – A generalized view or preconception of attributes or characteristics possessed by, or the roles that should be performed by, members of a particular group.¹⁷ Stereotypes can be both negative (e.g. Roma people are untrustworthy) and positive (women are caring), but they are predominantly negative. However, ‘positive’ stereotypes also have negative consequences, because what is constructed as positive depends on the point of view of the observer.¹⁸ Besides, while a stereotype does not have to be correct for a particular person, it does force that individual in a particular role or position, either ideologically or in reality.¹⁹

Structural racism – The structures that create and maintain vulnerability, harms and precarity aligned to racial difference. Structural racism is the intertwined relationship between historical injustices, epistemic (knowledge) erasure, laws, institutions, policies, practices, and social, political and economic disparities. The effect of these factors is to further marginalise and impose violence on racialised people.²⁰

White Supremacy - A belief grounded in 17th century racism and colonial imperialism that asserts that white people are superior to People of Color and are therefore entitled to economic, political and social privileges. White privilege has enabled a system of white domination, which normalizes existing racial inequities.²¹

*** Glossary has been prepared by Alfiaz Vaiya with input from EQUINET**

¹⁷ Taken from the book “*Gender Stereotyping: Transnational Legal Perspectives*” (University of Pennsylvania Press 2010)

¹⁸ Taken from ‘Toward an Anti-Stereotyping Approach for the European Court of Human Rights’, *Human Rights Law Review* 11:4 (2011), 707-738

¹⁹ Taken from “Domestic Violence in Black and White: Racialized Gender Stereotypes in Gender Violence” (1998-1999), 8 *Columbia Journal of Gender and Law* 1 at 13

²⁰ Definition by Equinox Initiative for Racial Justice - Taken from the report “Towards Racial Justice”

²¹ Definition by the Center for Intersectional Justice - Taken from the factsheet “Race in Germany and Europe”