100 TERMS OF DIVERSITY

What they mean and how we use them

DIVERSITY, EQUITY & INCLUSION

> *"The limits of my language are the limits of my world."*
>
> Ludwig Wittgenstein

INTRODUCTION

What does cisgender actually mean? What does BIPoC stand for? What terms should you know as a manager? When it comes to conversations about diversity, many important questions arise. Many people often do not take part in the discussion out of uncertainty and fear of saying the wrong thing. For this reason, we sat down with people from our company and discussed these questions. The result is a guide: the Diversity Glossary.

We created this glossary together with our employee resource groups. It is intended to serve as a compass to navigate around the terminology and to shape our shared understanding of diversity, equity and inclusion as well as the underlying dimensions.

It is therefore intended to serve as a guide when dealing with topics that are still difficult or associated with uncertainty for many. Ultimately, however, it is and remains a guide: none of it is binding, none of it will be monitored.

Like our language, this document is constantly evolving without claiming to be exhaustive. If necessary, it will be expanded and updated step by step.

As an international company, topics such as diversity, an inclusive approach and fair treatment of one another are a central component of our corporate culture and at the same time a prerequisite for our long-term success.

We stay curious and grow – together. This is how we at Deutsche Telekom can drive positive change and create a culture of mutual respect. We hope that this glossary will promote our shared learning and we therefore invite all employees to explore the document.

CONTENT

01

What does Diversity, Equity and Inclusion mean?

Diversity, Equity and Inclusion

Diversity

Diversity describes the differences in our teams based on demographic, personal or social factors. This includes the dimensions of gender, age, religion/belief, sexual orientation, physical and mental abilities, ethnicity/nationality and social background.

Equity

Equity means that every person has fair opportunities, access and development possibilities, considering individual circumstances. Equity is often equated with equality, but a distinction must be made between the two.

Inclusion

Inclusion refers to an environment in which different people feel equally valued and a sense of belonging. In this context, the environment includes both interaction (e.g. in decision-making processes) as well as products and processes (e.g. accessibility in buildings and IT systems).

02

General Terms

General Terms

Ally

Allies support marginalized or discriminated groups, advocating for their rights and protection e.g. through engagement, exchange or also self-learning and reflection. They are often in positions of *privilege* and therefore not directly affected by a specific form of *discrimination*. Allies have to be recognized as such by those affected – it is not a self-designation.

Belonging

Belonging means that everyone, taking into account their individual circumstances, is treated equally, feels like a full member of the wider community and is able to flourish.

Bias

A bias describes the distortion of a result. Biases lead to attitudes, thinking patterns and opinions that are misguided and affect how situations or facts are perceived. A bias arises often from the socialization of the particular person.

Discrimination

In the case of discrimination, a distinction is made between individual and systemic discrimination. Individual discrimination occurs between one person and another. Systemic discrimination describes the sum of individual discrimination. It can be seen above all in institutions, as inequalities are maintained here, e.g. through certain laws or unwritten rules.

Diversity

Diversity describes the differences in our teams based on demographic, personal or social factors. This includes the dimensions of *gender*, *age*, *religion/belief*, *sexual orientation*, *physical and mental abilities*, *ethnicity/ nationality* and *social background*.

Diversity Dimension

Diversity dimensions describe the various forms or categories in which societal *diversity* can be expressed.

Empowerment

Empowerment refers to strategies that are intended to increase the independence and self-determination, especially of people or communities that are currently being *discriminated*.

How can I help people to empower themselves? It is important to listen to those affected and to understand their wishes and needs. In the best case scenario, it is possible to advocate for these needs with the persons themselves (this refers to the work environment). The significant thing here is to only implement what those affected want themselves.

General Terms

Equality — Equality means that each individual is given the same resources and opportunities, without individual circumstances being taken into account. Equality is often equated with *equity*, but a distinction must be made between the two.

Equity — Equity means that every person has fair opportunities, access and development possibilities, considering individual circumstances. Equity is often equated with *equality*, but a distinction must be made between the two.

ERGs (Employee Resource Groups) — Employee Resource Groups (ERGs) are voluntary diversity networks organized by employees for employees. Their members come together on the basis of a common identity or shared (discrimination) experiences. This distinguishes them from other internal company groups and networks, which gather on the basis of shared interests or skills and can also be set up by the company itself. ERGs are clearly anchored in one or more of the *diversity dimensions*, e.g. *age*, *gender* or *ethnic* origin. They are actively committed to a diverse and inclusive working environment and promote visibility, understanding and support for their concerns within the company.

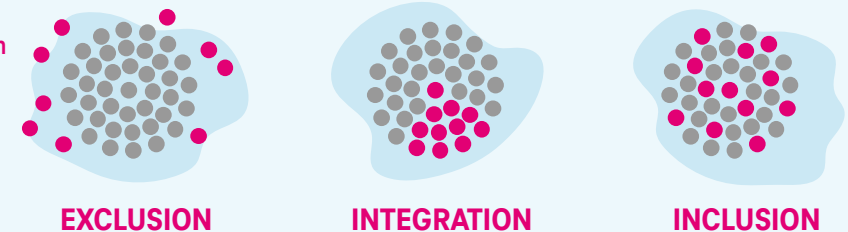Some ERGs explicitly invite supporters/*allies* to become part of their network.

Exclusion — Exclusion means the structural and systemic exclusion of *discriminated* or *marginalized* groups from social, political and/or professional processes.

Equality vs. Equity

EQUALITY   EQUITY

Inclusion vs. Integration

EXCLUSION   INTEGRATION   INCLUSION

General Terms

Gaslighting

Gaslighting is a form of psychological and emotional manipulation and means denying people's experiences or denying their perceived reality. This includes, for example, not admitting to people who are affected by *discrimination* that they experience it.

Imposter Syndrome

Imposter syndrome is a psychological phenomenon in which people are affected by severe self-doubt regarding their abilities or performance. This can be particularly noticeable in everyday working life and have a negative impact on the *mental health* of those affected. People who already experience *structural discrimination* can be particularly susceptible to the syndrome.

Inclusion

Inclusion refers to an environment in which different people feel equally valued and a sense of belonging. In this context, the environment includes both interaction (e.g. in decision-making processes) as well as products and processes (e.g. accessibility in buildings and IT systems).

Intersectionality

Intersectionality describes how different *diversity dimensions* influence and/or reinforce each other. The term explains that people are not characterized by just one diversity dimension, but that these can overlap. Intersectionality can also influence and/or reinforce *discrimination*.

Mainstreaming

Mainstreaming means that in certain decision-making areas, specifications are made for a relevant component (e.g. the integration of people with different *physical or mental abilities*) and apply to all decisions and processes. In this case, the various life situations, interests and needs of all those involved are taken into consideration and taken into account. *Gender* mainstreaming is another example of this practice.

Microaggressions

Microaggressions are statements or actions that are usually subliminal, packaged in jokes or sarcasm and/or trivialize a prejudiced attitude in the form of, for example, *stereotypes* towards a *marginalized* person.

Microaggressions can be, for example, jokes about a person of color's knowledge of German, even though German is their native language. However, it can also be the constant discussion of a colleague's queer partnership. These remarks are often not overtly discriminatory, but nevertheless have a negative impact on those affected as small side blows.

General Terms

Norm

A (social) norm is a generally recognized concrete (social) behavioral instruction within a society. These are usually socially or culturally determined and therefore vary. Norms are components of social order and express society's expectations of the behavior of its members.

Othering

In othering, one group distances itself from another in order to portray itself as "normal" or superior. The group that is framed as "different" is usually ascribed negative characteristics in order to classify it as inferior.

Privilege

Privileges are (undeserved) advantages that a person enjoys. They arise when a person assumes a position of power (or the position of the non-discriminated person) in a context of *discrimination*. This includes characteristics such as *cisgender*, *white*, male, persons without disabilities or persons who hold a type of capital (e.g. economic).

Safe(r) Space

An environment or setting is considered a safe space if people or communities can be sure that they will not experience *discrimination*, harassment or any other kind of emotional or physical harm. The (r) means a completely safe space can never be guaranteed, but that efforts to make spaces as safe as possible are in place.

Silencing

With silencing, the feelings of those negatively affected are played down and suppressed. This is an attempt to distract from and deflect the actual content (the *discrimination*), whereby the voices of those affected with their opinions and feelings are silenced or deliberately not heard.

Similar-to-Me-Bias

The Similar-to-Me-Bias is a cognitive *bias* that explains why people prefer other people who look and think like them. There is a stronger connection to everything that is familiar, which is why the Similar-to-Me-Bias is also known as the affinity bias.

Stereotype

A stereotype is an assessment about other people or things that is intended to simplify or generalize. Stereotypes denote incomplete knowledge about certain social groups. They are not necessarily associated with positive and negative assumptions.

STEREOTYPE
cognitive component

PREJUDICE
emotional component

DISCRIMINATION
action component
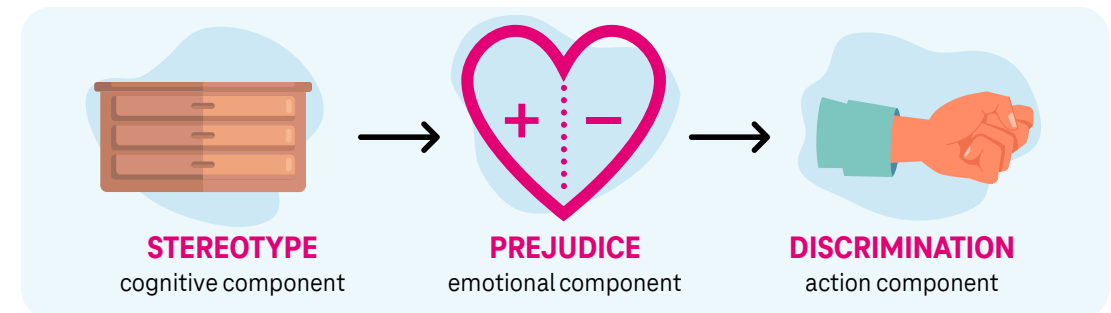
General Terms

Structural

Structural means describing a situation that has a certain structure with associated action sequences.

Token

Tokens are *marginalized/discriminated* people who are invited into certain spaces in order to present a superficial or outward image of *diversity*. However, this is not about the actual realization of diversity, but about the pretense of it.

Unconscious Biases

Unconscious bias describes the unconsciously distorted thinking of people. Although this is a subconscious process, it has real consequences for a person's environment.

Violence

Violence can take on many dimensions. For example, it can be physical, mental or institutional, etc. Violence often means exercising power over another person and controlling the person concerned. *Structural* violence for example refers to the unequal treatment of marginalized people that does not (only) occur on a personal or interpersonal level, but takes place socially, politically and/or institutionally. Those affected are denied power (positions), participation and resources. Structural violence can therefore also manifest itself in working life.

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Terms According to the
7 Dimensions of Diversity
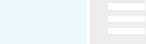
AGE

Age is a dimension that affects us all, because our company and our teams are made up of people of different ages and *generations* who need to work together as effectively, creatively and dynamically as possible.

Age

Ageism

Ageism is a form of *discrimination*. The term refers to the conscious or unconscious discrimination or unequal treatment of a person on the basis of the prejudices and *stereotypes* attributed to them by their age.

Generations

Generation refers to a group of people of similar age in society. People of the same generation often share certain cultural or historic experiences.
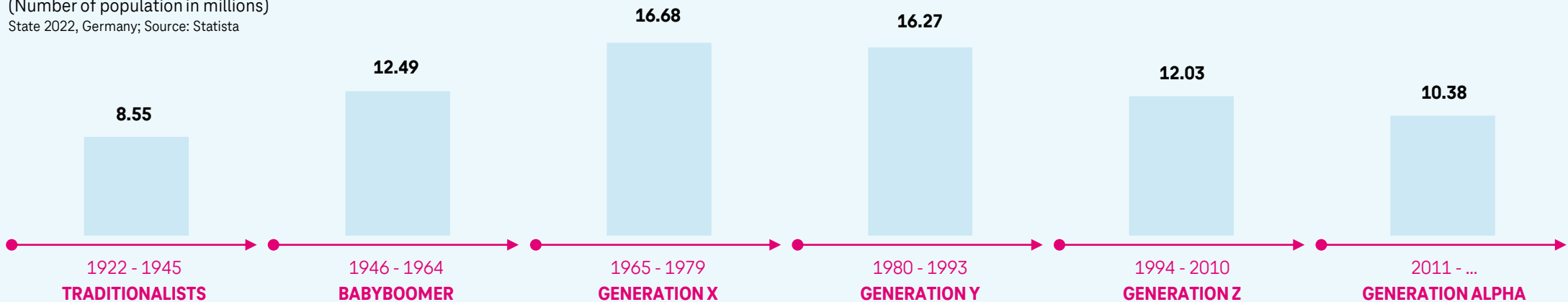
i While the generations are presented here for chronological classification, it is important to emphasize that Deutsche Telekom does not make any distinctions or assessments of age.

Overview of generations
(Number of population in millions)
State 2022, Germany; Source: Statista

8.55	12.49	16.68	16.27	12.03	10.38
1922 - 1945	1946 - 1964	1965 - 1979	1980 - 1993	1994 - 2010	2011 - ...
TRADITIONALISTS	**BABYBOOMER**	**GENERATION X**	**GENERATION Y**	**GENERATION Z**	**GENERATION ALPHA**

GENDER

Gender describes the physical characteristics and *gender identity* of a person. It goes beyond the binary categories of man and woman and includes *non-binary*, *transgender*, *intersex* and agender people.
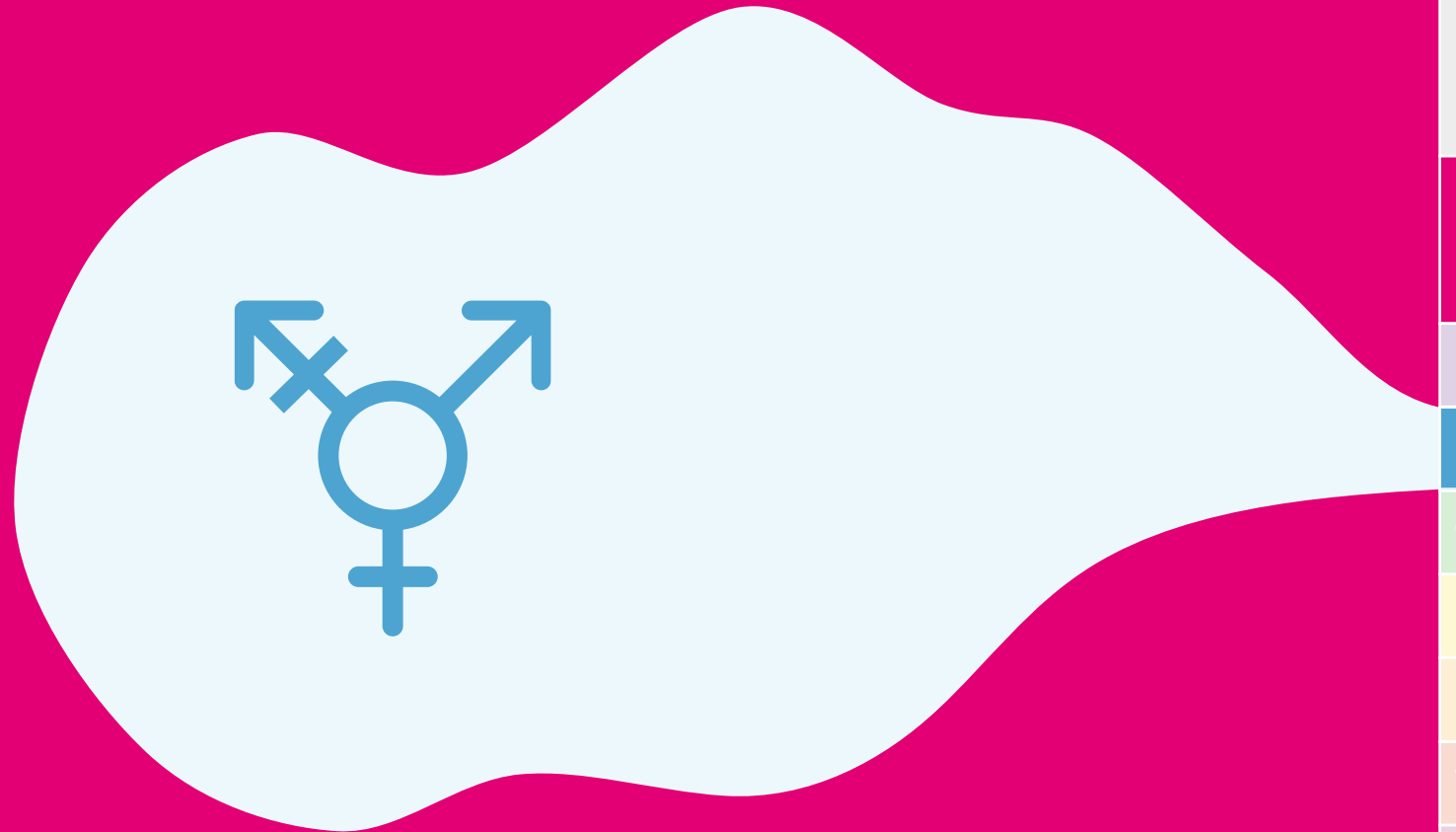
Gender

Care Work

Care work describes the work of caring for others. This can include household work, caring for the elderly or raising and looking after children. Care work is often performed by women, is taken for granted and is unpaid as it takes place in private. This reality, for instance, increases the difference in income between genders.

Feminism

Feminism is a political movement that strives for a fundamental change in social *norms* and patriarchal culture. As a movement, feminism works towards *equality* of all genders – on a personal, institutional or economic level.

Gender

The term "Gender" is based on socially defined characteristics. These can include "gender-typical" clothing and accessories or behavior. How people perceive and live gender can vary and is usually based on their socialization and learned behaviors. The *gender role* in particular is the outward expression of one's *gender identity*.

"Gendering" is a linguistic phenomenon e.g. in German-speaking countries. It describes the conscious decision to modify language to make it more gender-inclusive. English as such is a gender-neutral language where a similar phenomenon does not occur.

Gender Pay Gap

The gender pay gap describes the pay gap between men and women. Particular attention should be paid to the so-called adjusted gender pay gap: the focus here lies on the gap attributed to structural differences between the genders. These include qualification, occupation, career level or industry.

Gender Role

Gender roles are a social construct that shape the stereotypical, binary view of masculinity and femininity. Gender roles define what is socially expected of people through gender assignment at birth and what characteristics are attributed to people of different *genders*.

Gender

AFAB/AMAB
is an abbreviation for Assigned Female at Birth, Assigned Male at Birth; one of the binary genders assigned to a person at birth.

Glass Ceiling
Glass ceiling is a metaphor that describes, for example, cultural barriers that limit the success of women and gender-marginalized people in professional life. These include *biases*, lack of representation and gender pay imbalance.

Glass Cliff
The term glass cliff describes the promotion of women in leadership into highly insecure positions. Oftentimes, this occurs in times of company crises, which considerably increases the risk of failure in these roles.

Sex
Sex includes biological characteristics such as internal and external sexual organs. A person's sex is assigned at birth, based on the external appearance of their genitalia. Sex is not binary, i.e. not just clearly male or female, see also *intersex*. In Germany, the birth certificate therefore either states male, female, diverse or the corresponding field remains without an entry.

Sexism
Sexism describes a system that discriminates against women and gender minorities and privileges *cis* men. At first glance, it is mainly (but not only) women who are affected by sexism. Rather, it is about the perception of femininity as weak or inferior. This means that feminine presenting *non-binary* people can also be affected by sexism.

Women's Quota
Women's quota means that a certain percentage of positions must be filled by women, that there are higher participation requirements or the obligation to set individual targets regarding gender representation. This includes, for example, a gender quota on supervisory or management boards. Some companies choose to set a quota target that goes beyond legal requirements.

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ETHNICITY/ NATIONALITY

Although ethnicity and nationality are closely linked, these terms cannot be used interchangeably.

Nationality refers to a person's official citizenship and is therefore independent of their ethnic origin.

Ethnicity or ethnic origin, on the other hand, includes identity-forming factors such as ancestry, language, culture or customs.

Ethnicity/Nationality

BIPoC
BIPoC (Black, Indigenous, People of Color) is a political self-designation. It describes a shared experiential horizon of racially discriminated individuals.

Colorblindness (Racism)
Colorblindness describes a phenomenon in which white people state that they do not perceive skin color or that it is irrelevant to them. As a consequence, they believe that their actions cannot be discriminatory. However, if a person's skin color and thus their origin is denied, the *discrimination* they experience is trivialized or even dismissed. This means that it is particularly difficult to take action against discrimination if people think of themselves as being "colorblind", hence unable to discriminate.

Colorism
Colorism describes a form of *discrimination*, which favors BIPoC with fair skin over those that are dark-skinned. Following a logic from colonial times, individuals are placed in a hierarchy depending on the lightness of their skin color – according to this thinking, fair skin is positioned at the top. Dark-skinned Black people are especially affected by Colorism.

Cultural Appropriation
Cultural appropriation describes behaviors in which non-affected people appropriate the cultural property and achievements of groups affected by *racism*. For example, culturally relevant symbols are worn as jewelry or costumes, for example at carnival, whereby the historical or political significance – and often painful experiences – for the *discriminated* groups are not acknowledged. These include, for example, Hindu bindis or the traditional headdresses of indigenous nations.

Ethnicity/Nationality

(Inter-)Cultural competence

Intercultural competence describes the ability to effectively communicate, collaborate, and navigate situations in diverse cultural contexts. It involves understanding and respecting different cultural *norms*, values, and behaviors, as well as the ability to adapt and work harmoniously across cultural borders. It also means to be aware of one's own cultural context – and to question it critically.

Migrant

Migrants are people, who move from one country to another. This means for example, that the country they currently live in, is not their home country. In the right-wing political spectrum, the term is often incorrectly equated with refugee. The idea behind this is to insinuate that a person chooses to leave their home country voluntarily in contrast to the reality: a pressing need to do so and the seeking of protection elsewhere.

Misogynoir

Misogynoir is a term that describes the *intersectional discrimination* of Black women. More precisely, it means the coupling of misogyny and anti-Black racism that exclusively targets Black women.

Race

Race describes the colonial, political and therefore social ranking of people of different *ethnicities* on a supposedly biological basis. Within this framework, a hierarchy of oppression against certain groups of people was created. Today, race is used in the context of anti-*racism* to describe *discrimination* against people based on their *ethnicity*.

Ethnicity/Nationality

Racial Socialization

Racial socialization means that every person has grown up in a world shaped by prejudices and *stereotypes*. The consequence of this is that these prejudices are internalized in an unconscious way. Everyone of us has thought or made statements based on racial stereotypes, which occur because of a certain socialisation – this does not mean that the person is consciously acting in a racist manner. For instance, also an intercultural partnership or friendship does not automatically counteract racial socialization or *racism*.

Racism

Racism is a system that *structurally* favors *white* people and *discriminates* against *BIPoC*, thus creating a hierarchy. Here, BIPoC are discriminated against and disadvantaged on the basis of supposed cultural, biological or social characteristics. This discrimination manifests itself on an individual, institutional and systemic level. In addition to the general definition, racism can also have different forms. This can depend on the minority to which it refers: for example, a distinction must be made between anti-Black racism, anti-Asian racism and anti-Muslim racism.

white

White is a term for people in the context of *racism*. The exact (skin) color is not meant here, but a (socio)political term that describes the privilege of people in terms of power relations in racist systems. *White* people are therefore privileged compared to *BIPoC* in terms of racism and the non-experience of e.g. *marginalization* and *discrimination*.

Why do you write "*white*" in lower case and italic and "Black" in upper case?

In the context of anti-racist language, Black and *white* are not to be seen as external descriptions, but as positioning and social or political designations. The term "Black" is a political self-designation and is considered to be the common term.

"Black" is deliberately capitalized to refer to the position in *white*-dominated societies. The term "*white*", written in lower case and italics, is used to highlight the position of *white* people in society and the associated power relations and ideas of normality. However, the form of writing for the term "*white*" varies in different sources and expert opinions and is sometimes capitalized in analogy to "Black", for example. According to the above description, the usage works as follows: "In conversations about diversity, it is helpful for *white* people to listen to Black people, for example, in order to give space to their experiences and learn from them."

Ethnicity/Nationality

White Fragility

White fragility refers to the reaction of *white* people when confronted with racist statements or behavior on their part or with their *privileges*. Their status of privilege often leads to a lack of engagement with systems of oppression such as *racism*. This often leads to reactions like anger or defensiveness, possibly triggered by shame or guilt, when these same privileges or one's own *racist socialisation* are addressed.

Xenophobia

Xenophobia (Greek: xenos = "foreign"[1]) refers to actions or statements that are meant to be derogatory or discriminatory towards people who are perceived as foreign (in a national context). Xenophobia is often used synonymously with *racism*. However, it is important to differentiate these (see "*Racism*" definition).

[1]The term "foreign" is sometimes considered problematic.
 This definition is a translation based on the Greek origin of the word, not the actual use of the term.

LGBTQIA+

LGBTQIA+ is the abbreviation for lesbian, gay, *bisexual*, *transgender*, *queer*, *intersex* and asexual.

The + leaves room for other visible or invisible identities, orientations and *allies*.
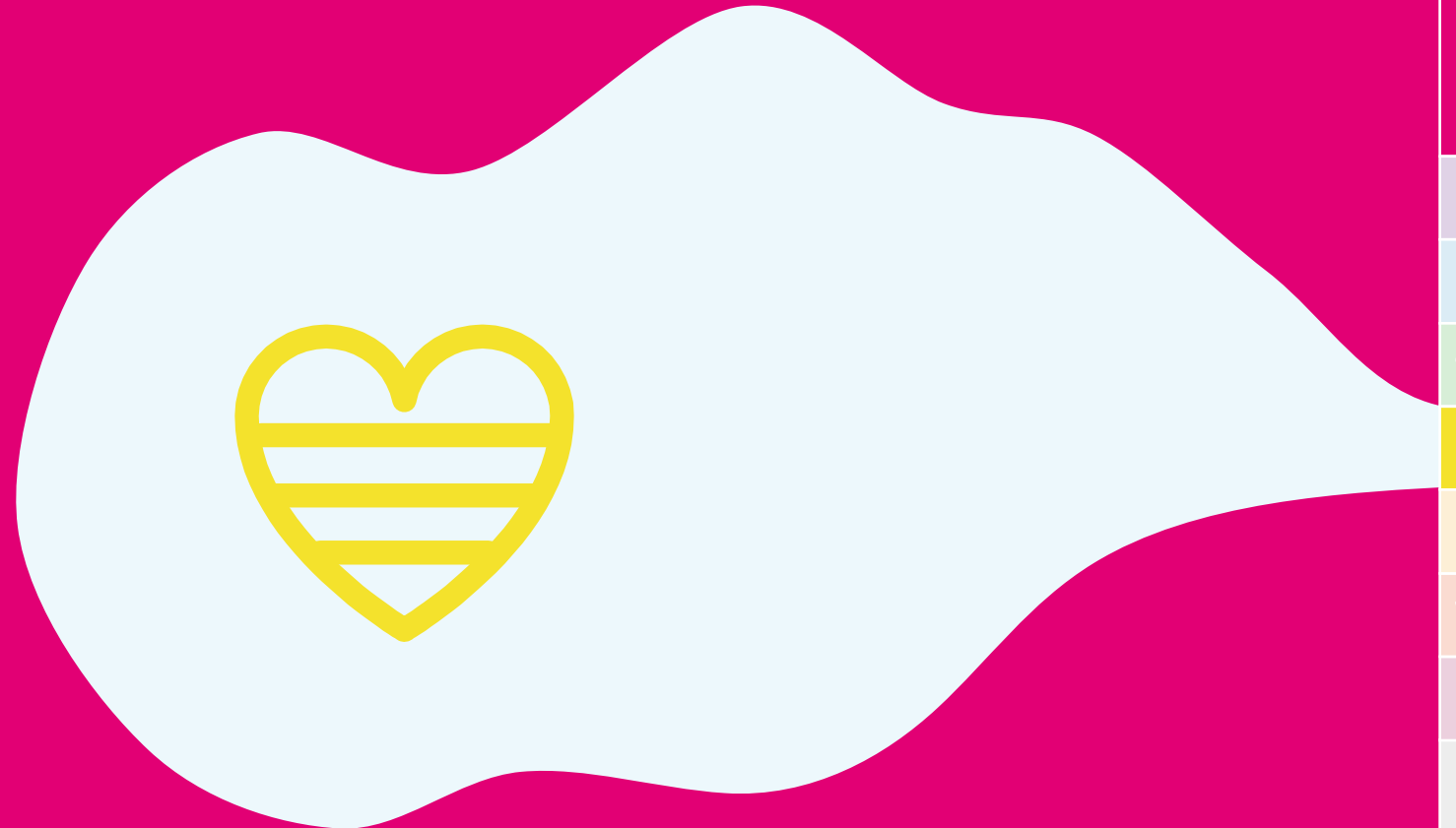
Please note: Even in an open corporate culture, it is of course entirely up to each person to be open about their own sexual orientation.

LGBTQIA+

Agender
Agender is a term used to describe people who do not feel they belong to any *gender*.

Bisexual
Bisexuality means feeling romantically or sexually attracted to more than one *gender*.

Cisgender
Cisgender (often abbreviated to cis) describes a person whose *gender identity* corresponds to the *sex* assigned at birth. For example, if the female gender was stated on the birth certificate and the person also identifies as a woman. The word is used like an adjective, e.g. cis man or cis woman.

Coming-out
Coming-out describes the process in which someone reveals something about themselves and is seen as a difference from the "*norm*". This can include information such as being lesbian or *transgender*.
There is an inner and an outer coming out. When coming out internally, the aim is to understand and accept your own feelings. Coming out externally is about expressing these feelings to other people.

Dead Name
Deadnaming is the act of calling a *transgender* person by their birth name or another assumed name (Dead Name) without their permission. Deadnaming can also be a form of outing a person as trans if other people only find out that the person is trans because of that.

Gender vs. sexual orientation
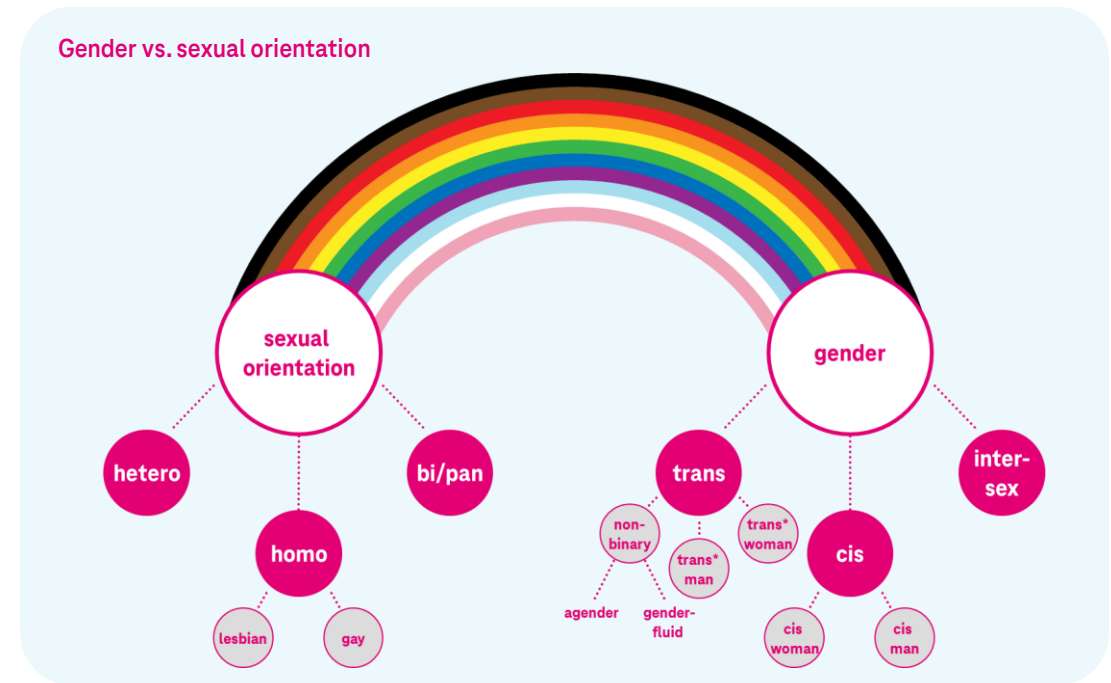
Gender Alignment
Gender alignment is the process that a trans person goes through to have their physical *gender* characteristics aligned with their *gender identity*. This can be done surgically or non-surgically.

Gender Dysphoria
Gender dysphoria describes a feeling of discomfort or despair. This can occur due to a perceived discrepancy between the *gender* ascribed at birth and a person's *gender identity*. This feeling can translate to anxiety or depression.

Gender Equality
Gender equality describes the social and political *equality* of all *genders*.

LGBTQIA+

Gender Expression — Gender expression means the behavior, characteristics, interests and appearance of a person that are socially associated with their *gender*. Gender expression can be within or outside the binary gender system, e.g. feminine, masculine, androgynous, etc.

Gender Identity — Gender identity describes the innermost concept of self. This can be female, male, a blend of both or none of the above. Gender identity is not chosen or selected and is not binary (i.e. only clearly male or female), there is a whole spectrum, see the following pages. For many people, their gender identity corresponds to the *sex* they were assigned at birth (called *cisgender*). For some people, however, their gender identity differs from the gender they were assigned at birth (called *transgender*).

Genderfluid — Genderfluid describes a *gender identity* that can change over time.

Heteronormativity — The concept of heteronormativity standardizes *gender* and sexuality, in this case the binary gender system.

Heterosexual — Heterosexuality means feeling attracted to a person of the opposite *sex*.

Homosexual — Homosexuality means feeling attracted to a person of the same *sex*.

Intersex — Intersex is also used as an adjective and means that a person was born with internal or external sex characteristics that cannot be clearly classified into one of the two medical categories (male and female). Intersex differs from *transgender* insofar as intersex describes a person's anatomy, while transgender rather refers to a person's inner experience, although the body is or can of course also be affected.

According to estimates of United Nations for LGBTQ Equality, between 0.05% and 1.7% of the population are born with intersex characteristics.

Genderqueer

Genderqueer is an umbrella term for people who do not want to assign their gender identity and who do not wish to categorize themselves as exclusively female or male.

LGBTQIA+

Misgendering

Misgendering means addressing/writing to people with the wrong form of *gender* address or talking about them using the wrong *pronouns*.

Non-binary

Non-binary is a term for people who identify as neither male nor female. It is primarily used as a collective term for other *gender identities* that fall outside of male and female.

Pinkwashing

For pinkwashing, companies use the (political) *LQBTQIA+* movement to present an image of tolerance, cosmopolitanism and progressiveness to the outside world (i.e. customers). However, in the case of pinkwashing, these values are not authentically followed inside of the company.

Pronouns

Pronouns are used in place of i.e. people, things or animals. Personal pronouns replace a (previously mentioned) name. They are mainly used when talking about a person.

Pronouns

Especially in the work context, it is quite easy to normalize the use of pronouns and their correct application. Signatures in emails, for example, can include pronouns, pronouns can be integrated into the introductions at meetings or written on the name badges, or new employees can be asked about their preferred use of pronouns.
Examples for pronouns are:
she/her, **he/him** or **they/them**.

she · they · he

Where is Peter?

He went to the kitchen.
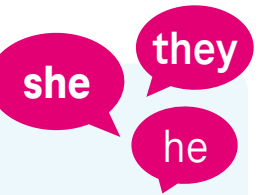
LGBTQIA+

Queer

Queer is an inclusive term that expresses the differentiation from social "*norms*". The "Q" can also stand for questioning – people who are still searching for the right sexuality/*gender identity* or who do not (yet) feel that they clearly belong to any category.

Sexual Orientation

Sexual orientation describes the sexual feelings we experience towards other people, i.e. if somebody is *heterosexual* or *homosexual*.

Trans/ Transgender

Transgender is an inclusive term for anyone whose *gender identity* does not correspond to their *sex* assigned at birth. The word is used like an adjective, e.g. transgender person.

Transition

A transition can, for example, just be a name or *pronoun* change, but it can also include a change inside and/or outside the body. A transition can be associated with an operation but can also take place without an operation. Not all *transgender* people want to transition or are socially or medically able to do so. If one's own *gender identity* differs from the assigned *sex* at birth, this can cause a huge amount of distress for a person. This distress can be alleviated through the process of social and/or medical transition.

PHYSICAL AND MENTAL ABILITIES

People have different cognitive and physical abilities. These differences have an impact on our daily lives and work. This dimension refers to physical and mental conditions (congenital, chronic or acute) that can affect our performance in a non-inclusive environment.

Examples include: limited mobility or perception, *neurodivergence* (e.g. *autism*, *ADHD*, etc.), physical/mental illnesses, introversion/extraversion and many more.
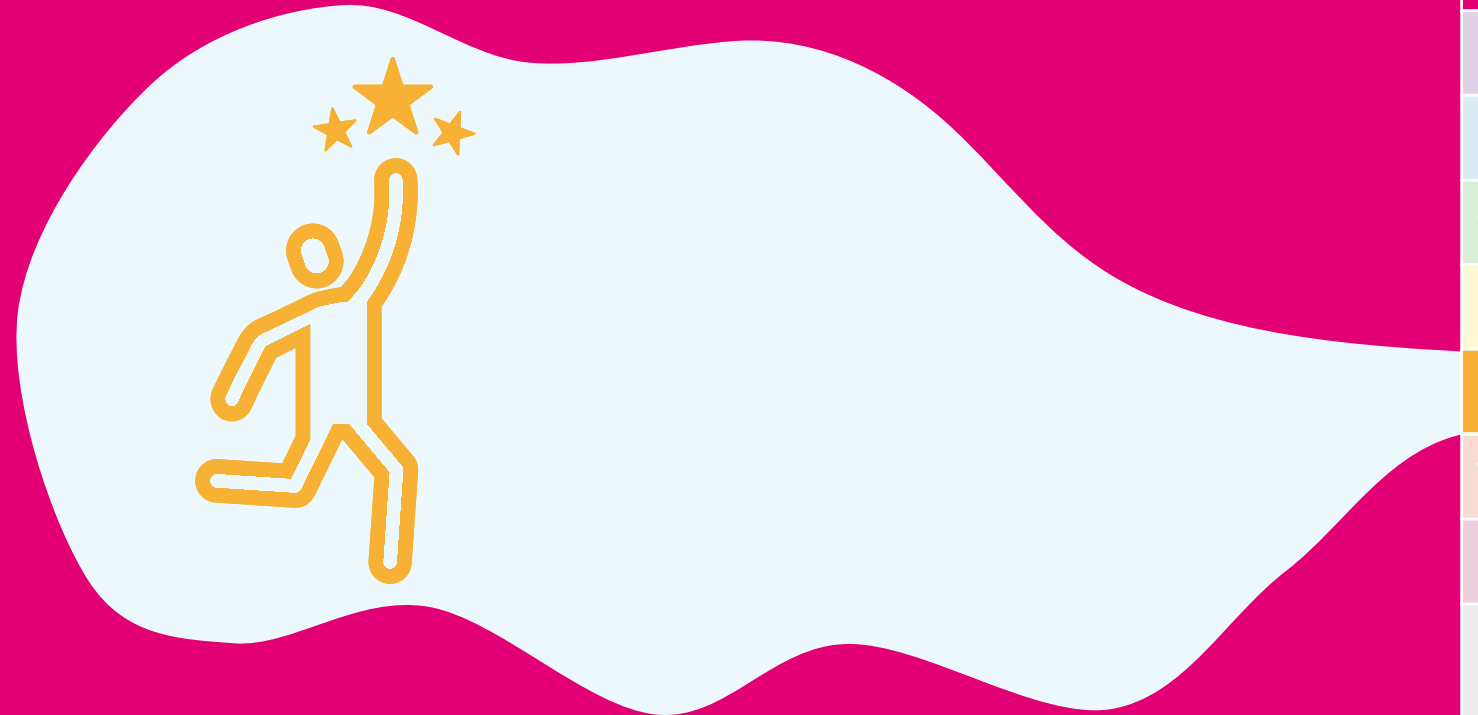
Physical and Mental Abilities

Ableism

Ableism describes a value system that assesses people's physical and mental abilities. The type of evaluation is shaped by society and culture. People with disabilities or impairments are thus discriminated against in ableist systems, while non-disabled people are privileged.

ADHD

ADHD is the abbreviation for attention deficit hyperactivity disorder and is considered a form of neurological diversity. ADHD can affect motor symptoms but also include drive, attention, memory, thinking, perception and emotional difficulties. However, these symptoms can also be seen as strengths. Impulsivity, for example, can manifest itself in adaptability, fast reaction times or creativity.

Autism

In the case of autism, many refer to the term "autism spectrum". This represents a complex and multifaceted neurological developmental characteristic and thus a deviation from the neurotypical. Autism is often also classified as a disorder of information and perception processing, which affects the development of social interaction, communication and behavior. Many autistic people see this differently. For them, autism is a normal and desirable part of the neurological diversity of humanity and not a disorder. Autistic people also often use the phrase "I'm on the spectrum" as a self-description.

Barrier Free

Accessibility means striving to make buildings, documents or websites as accessible as possible to everyone, for example by removing obstacles. This includes making buildings accessible for wheelchair users or translating documents into easy-to-understand language.

Benefits for Participation in Working Life

People with disabilities or their employers can receive funding to facilitate or maintain their ability to work. This includes, for example, workplace equipment, vehicle aids or training.

Braille

Braille is an internationally used system that enables blind and severely visually impaired people to read and write. The basic Braille symbol is the so-called Braille cell, consisting of 6 dots. The respective arrangement of dots indicates a certain letter, number or punctuation mark.
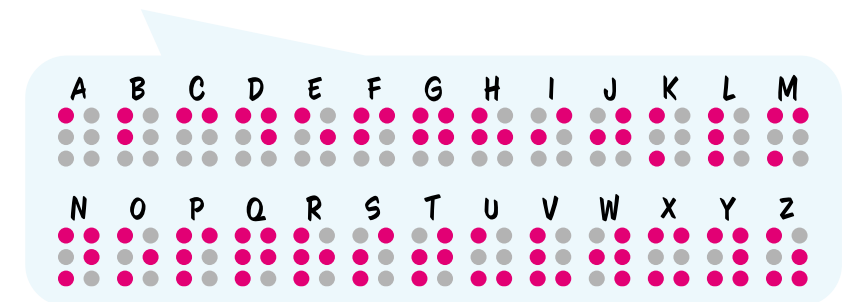
Physical and Mental Abilities

Compensation for Disadvantages

Compensation for disadvantages are various aids for people with disabilities to compensate for disability-related disadvantages or additional expenses that depend on the type and severity of the disability. Compensation for disadvantages is intended to enable and promote the equal, self-determined and independent participation of people with disabilities. In working life, this includes, for example, special protection against dismissal, additional leave or exemption from overtime.

Degree of Disability

The degree of disability is a measure of the impairment of physical, mental or psychological functions with a focus on their impact on participation in society. However, the degree of disability says nothing about a person's performance in the workplace and is independent of the profession practiced or aspired to.

Mental Health

For a person to be mentally healthy, it must be possible to meet daily demands with the resources available. Mental health is negatively affected if this is not given. Moreover, mental health and a person's ability to work are interdependent. A positive, inclusive and supportive working environment therefore has a positive influence on a person's mental health.

Neurodivergence

Neurodivergence describes the fact that neurobiological developments are regarded and respected as natural human differences. It is assumed that around 15-20% of people are neurodivergent. Neurodivergence includes *ADHD*, *autism*, dyslexia or dyscalculia, among others. Instead of devaluing people with certain neurodivergences, in a neuroinclusive environment the diversity of thought is appreciated and valued.

Invisible Disability

Invisible disabilities are disabilities that are not visible at first sight. Those affected are often denied that they have a disability because it is not visible.

A person who is in a wheelchair, for example, has a visible disability. An invisible disability can be epilepsy, deafness or a chronic illness such as diabetes.

Physical and Mental Abilities

Severe Disability

The definition of severe disability varies from country to country and depends on the assessment of the degree of disability. Some people who are severely disabled have a severely disabled person's pass to present in public life.

Telephone Interpreting Service

The telephone interpreting service is a service for deaf people in which sign language interpreters make telephone calls for the deaf person and translate them back into sign language via video call. This service enables telephone communication between people who use spoken language and those who speak sign language.

Universal Design/ Design for All

Universal Design, also called Design for All, refers to the designing of products and environments that are accessible to all people, regardless of their ability.

Person First- vs. Identity First-Approach

Following the so-called **"person first"** approach, a person with a disability is addressed or talked about in such a way that the focus is on the person and not on their characteristics (in this case the disability). The relevant characteristics are only mentioned if they are important for the context. In contrast to this, there is the so-called **"identity first"** approach: here, the characteristic, in this case the disability, is placed in the foreground and then the person. This approach emphasizes that the disability has a strong impact on a person's life and also their identity and should therefore be addressed. Which approach is the right one depends on the person concerned – you should ask them what they feel more comfortable with.

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RELIGION/ BELIEF

In addition to *Buddhism*, *Christianity*, *Hinduism*, *Islam* and *Judaism*, this dimension includes all spiritual beliefs as well as *atheism* and *agnosticism*. In addition to the listed world religions, other frequently represented religions include Sikhism, Orthodox Christianity and Shintoism.

All forms of *worldview* have an influence on the reality of a person's life or even their social position.

Religion/Belief

Agnosticism

Agnosticism is based on the assumption that there may be one or more deities or a supernatural being. For agnostics, however, this cannot be explained logically. Accordingly, the existence of a deity is not denied, but it is stated that there is no logical knowledge that confirms or denies its existence.

Atheism

Atheism follows the *worldview* that there is no one or more deity or deities.

Buddhism

Buddhism is one of the world *religions*. The founder is Siddharta Gautama, who was given the name Buddha (Sanskrit for "the awakened one") after his enlightenment about a meaningful life who then spread his teachings in India. Particularly relevant in Buddhism is the concept of rebirth, from which believers are redeemed and enter nirvana if they live the right way.

Christianity

Christianity is a monotheistic[1] world *religion* and originated from *Judaism*. In addition to God, an important figure is Jesus, who is considered the son of God and to whom the religion goes back. The Bible is regarded as the holy scripture of Christianity.

Hinduism

Hinduism is a henotheistic[2] world *religion*. There is no one person to whom the religion can be traced back. The caste system, which assigns people to different social classes, is particularly relevant in Hinduism.

Islam

Islam is a monotheistic[1] world *religion*. In Islam, Allah is worshipped as God. Mohammed, who founded the religion, is regarded as his prophet. The Koran, in which Mohammad's teachings were written down, is regarded as the holy scripture of Islam.

Judaism

Judaism is considered the oldest of the world's monotheistic[1] *religions*. Jews are part of a traditional community that is based on a religious and ethnic foundation. The Torah is considered the holy scripture of Judaism.

Worldview

Worldview refers to an understanding of human life and the world that creates a person's identity. It also describes a person's way of life. Moreover, it is considered a worldview if it is shared by a relevant number of others. It is important to note that a worldview has religious traits but relates to this world. Political attitudes and views are not considered worldviews.

[1] the belief in only one God
[2] the belief in a supreme deity and other subordinate deities

Religion/Belief

BUDDHISM

Vesakh: On Vesakh Day, the birthday of Buddha is celebrated in Buddhism. It is considered the most important religious holiday in Buddhism.

Parinirvana: Parinirvana Day, also known as Nirvana Day, is a Buddhist festival that celebrates the death of Buddha and his attainment of complete nirvana.

Bodhi: On Bodhi Day, Buddhism celebrates the time when Buddha is said to have experienced his enlightenment.

CHRISTIANITY

Pentecost: Pentecost is a Christian celebration that celebrates the sending of the Holy Spirit to the disciples of Jesus Christ.

Easter: Easter is a Christian celebration that celebrates the resurrection of Jesus Christ. Easter is the most important religious festival for Orthodox churches.

Christmas Eve: In Christianity, Christmas Eve is the eve of Christmas, which celebrates the birth of Jesus Christ.

HINDUISM

Holi: Holi is a Hindu spring festival. It is also known as the festival of colors. It has a different name depending on the region in which it is celebrated.

Dussehra: Dussehra is a Hindu festival and the highlight of the Hindu month of Ashvayuja. It is the conclusion of a ten-day festival.

Festival of Lights (Diwali): Diwali is a Hindu festival that lasts several days and is also known as the Festival of Lights.

ISLAM

Ramadan: Ramadan is the month of fasting, also known as the holy month, in Islam.

Eid El-Fitr: Eid El-Fitr is the feast for three days following Ramadan.

Mecca: Mecca is the holy city which all Muslims visit at least once in a lifetime. The Ca'aba, Mecca's holy building, is located here. Muslims all over the world direct their prayers towards it.

JUDAISM

Passover: Passover is a Jewish celebration that commemorates the Exodus from Egypt. This exodus signified the liberation of the Israelites from enslavement. Passover is one of the most important Jewish celebrations.

Yom Kippur: Yom Kippur is the Jewish celebration of atonement and is characterized by a period of rest and fasting. Yom Kippur is the most important Jewish holiday.

Chanukka: The Jewish festival of Hanukkah is also known as the Festival of Lights. Hanukkah lasts eight days and is celebrated to commemorate the rededication of the second temple in Jerusalem.

ORTHODOX CHRISTIANITY

Presentation of Jesus at the Temple: The Orthodox celebration "Presentation of Jesus at the Temple" is also known colloquially as "Candlemas". This is the celebration of the Presentation of Jesus Christ.

Annunciation: This Orthodox festival celebrates the angel Gabriel's announcement to the Virgin Mary that she will give birth to a child who is the Son of God.

SOCIAL BACKGROUND

Social background refers to the socio-cultural and economic heritage that each person brings with them through birth and socialization. This includes factors like a person's wealth or income as well as their or their family's level of education.

Social Background

Classism

Classism describes the *discrimination* of people based on their financial or economic capital, corresponding lifestyle, environment, living space and education. Classism includes systemic and *structural* discrimination against poor or financially disadvantaged persons.

Marginalization

Marginalization means that there are groups of people in society who are pushed to its margins. This marginalization can occur at various levels, for example economic or cultural. These marginalized groups are often subject to (multiple) *discriminations*, have less *social capital* and therefore less power and autonomy.

Poverty Line

According to the EU standard, the so-called poverty line describes an income that corresponds to less than 60% of the median income of the total population.

Social Capital

Social capital is a sociological term. Social capital refers to the collection of social relationships that benefit people socially (and/or politically). Therefore, levels of social capital differ, partly due to the class in which a person finds themselves.

Social Mobility

Social mobility describes the movement of people between different social classes. An example of social mobility is upward social mobility, i.e. a person moving to a higher social group, combined with a higher social status. The opposite of this is downward social mobility.

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DIVERSITY,
EQUITY
& INCLUSION