

Ladies Association of British Barbershop Singers

... leading the way in harmony



Diversity and Inclusion Glossary

Guidelines prepared by:	Ladies Association of British Barbershop Singers herein known as LABBS or the Association
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LABBS does not tolerate discriminatory behaviour of any kind, whether it be homophobic, transphobic or just plainly unpleasant. We have created this Glossary to help you and your chorus understand terminology around Diversity and Inclusion a little more, with Frequently Asked Questions included as well. If you have any further FAQs to add, please email diversity@labbs.org.uk and they will be considered at the next review.

GLOSSARY

Diversity	Diversity refers to demographic differences of a group – often referencing protected characteristics in the Equality Act. It's about understanding and welcoming the wonderful variety of people in barbershop without judgement and with acceptance.
Inclusion	Inclusion is often defined as the extent to which everyone, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed. Inclusion means understanding that each individual is unique and recognizing our individual differences. Working on inclusion means to create a space that does not discriminate directly or indirectly against any individual or group, being truly inclusive.
Equity	Equity recognises that treating everyone equally has shortcomings when the playing field is not level. An equity approach emphasises that everyone should not be treated the same, but according to their own needs.
Equality	Equality means equal rights and opportunities are afforded to all. The 2010 Equality Act in the UK protects those with protected characteristics from direct and indirect discrimination.
Equality Act	<p>This Act became law in 2010 in Britain, and protects people from discrimination, harassment and victimisation. The protection extends to nine characteristics that we may have, which are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Each one of these characteristics is defined in the Act.</p> <p>The protection from discrimination applies when in the workplace, when you join a club or association, when you use public services like healthcare or education, when you use businesses and other organisations that provide services and goods, when you use transport, and when you have contact with public bodies like your local council or government departments.</p>
Race	Race is a categorisation that is based mainly on physical attributes or traits, assigning people to a specific race simply by having similar appearances or skin colour (for example, Black or white). Racial identity is important to many and can be a basis for collective organising and support for racially minoritised individuals.
Ethnicity	Ethnicity is broader than race and has usually been used to refer to long shared cultural experiences, religious practices, traditions, ancestry, language, dialect or national origins (for example, African-Caribbean, Indian, Irish).
Black	This is an acceptable way of describing a person of colour with origins in Africa or the Caribbean. In recent years it's become preferable that the word Black should

	be written with a capital letter to show it refers to the identity of a person or a group of people.
BAME	This term should be used with caution as it has recently fallen out of favour. It stands for Black, Asian & Minority Ethnic, and is considered too broad to be useful. Each of the terms, ie Black, Asian or Minority Ethnic are acceptable on their own merits.
People of Colour	This is primarily used in the USA and has not been fully adopted within the UK although it has become more popular. Some perceive it as a more positive term than 'BAME'. However, it could also be seen as similarly problematic, in that it groups together people of great ethnic diversity and different shared experiences and identities.
Disabled people (or people with disabilities)	Terminology, especially in this context, is important as it can reflect a society's attitude towards a particular group. However, disability terminology is used in different ways in different countries, for example in the US (which favours "people with disabilities") and UK (which favours using "disabled people"). As a word of caution, "the disabled" is a term that is almost universally regarded as offensive because of the way it can objectify, 'other' and de-humanise people.
Gender identity	The gender you identify as.
Gender expression	The gender you present yourself as.
Cisgender	Someone is cisgender if their gender identity aligns with their assigned gender at birth.
Transgender (aka trans)	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.
Non-binary	This is a broad term used by people whose gender identity doesn't align exclusively with male or female.
LGBTQ+	LGBTQ+ is a community of people across the gender and sexuality spectrum.
Lesbian	Often used to describe women attracted to other women but can include non-binary people.
Gay	Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.
Bisexual	An umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.
Queer	Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can be used as an umbrella term for members of the LGBTQ+ community if they have reclaimed it. This means you should not use this term if it doesn't apply to you.
+	+ is to encompass all other sexualities and gender expressions.

FREQUENTLY ASKED QUESTIONS

Q. How do I raise a concern about language or behaviour in my chorus?

A. If someone in your chorus is acting in a way that makes you or others feel uncomfortable, it would be best to approach either your Chair or Chorus Manager with your concerns. It may be that the person doesn't realise they are potentially offending others and an open conversation could resolve this. If this would not be a suitable solution, you can email either the Director of Diversity & Inclusions at diversity@labbs.org.uk or the LABBS board at board@labbs.org.uk.

Q. Why would we remove ladies from our chorus name?

A. Removing gendered language (such as ladies, women, etc) from your chorus can help towards creating an inclusive space for singers across the gender spectrum. This means that non-binary singers, those who's gender does not align with either men or women, would be included.

Another reason would be because of the historical connotations of the word ladies. Historically, the word 'ladies' has been used to refer to certain women of higher social standing which many women these days do not relate to or associate with themselves. It also can be used to describe women as passive or one who belongs to a man (e.g Vice president and his lady).

Q. How can I help a trans member feel comfortable and welcomed in my chorus?

A. A person's gender is for them to disclose if and when they choose, it wouldn't be appropriate to question a member's gender or transition. You would treat them as any other member unless they raise additional needs.

Q. How can I welcome inclusivity to new members?

A. When you have a new member join your chorus, it would be helpful to ask if they have any additional requirements that you need to be aware of. This can be a great way to prevent issues occurring later on and gives space for singers to discuss any worries they may have about committing to the chorus.

Q. How can we increase diversity within the chorus?

A. A diverse space is created through inclusion. Working on being as inclusive as possible will help encourage diversity within your chorus.

Q. What is the difference between female and women?

A. Female refers to a person's sex, whereas women refers to their gender.

Further definitions are available at:

[List of LGBTQ+ terms \(stonewall.org.uk\)](https://www.stonewall.org.uk/resources/terminology)

Or on Gov.uk at <https://www.gov.uk/government/publications/conversion-therapy-an-evidence-assessment-and-qualitative-study/appendix-1-glossary>

Or on the ACAS website at <https://www.acas.org.uk/improving-equality-diversity-and-inclusion>

Or on Inclusive Employers at <https://www.inclusiveemployers.co.uk/blog/lgbtq-glossary/>

If you have any questions regarding Diversity and Inclusion, please email the Diversity & Inclusion Director at diversity@labbs.org.uk