Words to inspire inclusivity

from A to Z
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Higher education has a major role to play in creating a more inclusive society. KEDGE’s ambition is to be a school open to everyone and is committed to this more inclusive society. To achieve this goal, we believe it is important that we are all on the same wavelength. To this end, we offer you this glossary to define the terms we use.

Alexandre de Navailles et Anicia Jaegler
To understand

This glossary, produced by KEDGE’s research professors, lists precise expressions specific to the field of inclusivity. This is a rapidly evolving field where terms are not fixed and vary according to the users.

As far as language and its history are concerned, the words that construct what is known about inclusivity are new in form and meaning, and in this case, novelty also implies fluctuation. In exact sciences, the words and underlying concepts do not permit variation in use or meaning, whereas in social sciences, a meaning depends on the ideas, currents of thought and appropriation of the speaker.

Writing a glossary is not about listing words that sound unusual or new and defining them in relation to the standard dictionaries. It is looking at ways in which speakers of a language use to express what they perceive or understand. In many cases, there are hesitations or even spontaneous translations which usage and history are difficult to trace. It is not easy to choose the right terms to use. A definition will result from the way it is perceived.

A definition is never absolute. A comparison of two conventional dictionaries will show that definitions can have different nuances. Each editor defines a word from his or her own point of view, taking as a reference the attested usage of the word. In the context of inclusivity, this editorial reality is compounded by the fact that inclusivity is a recent societal phenomenon which, lexically, has not acquired a definitive stability and which has become more generalised since 2019.

New ideas become part of the repertoire of a language thanks to those who speak it, when other ideas are altered over time. The definitions presented in this glossary are first and foremost a guide, a basis for non-dogmatic reflexion. They have a source or are (re) formulated from existing sources (see category ‘source’). They are not created from scratch. It is often difficult to formulate them outside an ideological framework. The reader must appropriate them but not hold them as absolute.

Listing all the words relating to a particular topic in a synchronous way is impossible because of the constant evolution and different points of view. In this glossary,
the terms presented serve as a starter point for the reader to go further on his/her own (see category ‘see also’). Terms used in the glossary serve as guides to think inclusivity. This is followed by a ‘note’ section which expands on the definition and a ‘sources’ section which have been used to create each glossary entry. This is justified as the definition often requires an explanation or contextualisation to place the term in question in context. In most cases, the note originates from the language in which the term come from. In most cases, sources originate from the French-speaking world and reveal the usage of the term.

The words across different languages do not always have the same meaning. The means available to a language to refer to a concept are not identical across all languages. The reader should not be surprised by the absence or lack of connection from one language to another. We ought to remember that inclusivity is not a finite or stable body of knowledge. As a result, it evolves in each language depending on what the speakers bring forward according to their needs. Depending on the language, concepts can be expressed differently. For example, the English word ‘segregation’ does not have a historical or cultural equivalent in France. We can therefore understand why the English term ‘inclusion’ appears in American society and why, in a language, certain terms must be handled with care. Another example: in English, grammatical gender problems are different from the French ones to the benefit of inclusive writing which is not a problem of language (which we have) but a problem of speech (what we do with it).

Finally, we indicate the grammatical category of the term in the language (noun, noun, prefix, suffix, acronym, nous phrase, NP).
**Ageism**
noun

Set of stereotypes, prejudice and discrimination towards a person because of their age.

*Organisation mondiale de la santé (OMS) (2021), Vieillissement : l’âgisme, (who.int)*

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**Ally**
noun

Someone who is willing to take action in support of another, in order to remove external barriers that impede that person from contributing their skills and talents in the workplace or community.

An ally has different responsibilities, such as actively promoting the culture of inclusion in the organisation, ensuring inclusiveness in the workplace, making sure people from diverse culture feel welcome and safe at the organisation. An ally also speaks against the discriminatory behaviour, take a stand and create awareness among the peers regarding the importance of diversity and inclusion.

*Strengthscape, Who is a Diversity & Inclusion Ally?, (strengthscape.com)*
Body positivity

NP

Social movement that aims to challenge unrealistic ideals of physical attractiveness, to build positive body image, and to improve self-confidence by celebrating diversity of shape, race, gender, sexuality, and physical capability.

The free Dictionary, body positive, (idioms.thefreedictionary.com)

Cognitive bias

Is a subconscious error in thinking that leads you to misinterpret information from the world around favoured by biases, stereotypes and motivational factors which will influence your judgment or decision-making.

See also: Stereotype

The concept of cognitive bias was introduced in the 70s by psychologists Amy Tversky and Daniel Kahneman. It could be identified in what is called System 1, which is one of two modes of reasoning. It is the intuitive and less demanding in terms of logic for the brain, at the opposite of System 2, which is more analytical and reasoning. In general, one can classify cognitive biases into different categories: sensori-motor biases (illusions of perception), attentional biases (selective attention), memory biases (related to memory), judgment biases, reasoning biases and personality biases. Cognitive biases appear systematically in different situations but are known to influence recruitment processes. It is therefore important to be aware of them and to know how to recognise them, in order to develop an approach more open to diversity and more objective.

Example: In the recruitment process, the confirmation bias (judgement bias and tendency to validate opinions with elements that confirm them and reject elements that refute them) pushes the person to ignore skills, focusing on stereotypes and asking closed-ended questions.
Disability

noun

Alteration of one or more physical, sensory, mental, cognitive or psychic functions, which may be temporary, long-lasting or permanent, limiting participation in society or generating obstacles to such participation.

Disability is classified into 5 categories: mobility impairment (paralysis, amputation); sensory disability (visual or hearing impairment); psychological disability (various mental or emotional troubles without consequences on the intellectual functions), mental disability (disability of mental and intellectual functions such as autism or Down’s syndrome). Certain respiratory or neurological diseases (like multiple sclerosis) are also included because of their effects on the body which in turn generate a disability.

Handicap.fr, Définition / classification des handicaps, (CIH et OMS) (2013), (informations.handicap.fr)

Maison Départementale des Personnes Handicapées de la Haute Garonne (MDPH), Le handicap, c’est quoi ?

 Discrimination

noun

Unequal and differential treatment of an individual or group of individuals according to socially constructed traits, namely stigma, and which may be based on personal characteristics such as skin colour, ethnic origin, religion, gender, sexual orientation or health status occurring in all areas of life.

In France, unequal treatment must be based on legal criteria (sex, age, state of health, etc.) and in an area cited by law (access to a service, hiring, etc.). To date, 20 criteria for discrimination have been established by law. Discrimination can be direct, meaning inequality of treatment between two people in the same situation, based on a characteristic of the person that constitutes an essential element of his or her identity. Discrimination can be ‘indirect’ through laws, policies or practices that create inequalities in the treatment of an individual or groups of individuals; ‘multiple’, by being based on several criteria at once (for example social class and gender identity); or ‘intersectional’ when several forms of exclusion interact and lead to discrimination. In case of discrimination, several options are possible: contact the “Défenseurs des droits” (an online complaint form is available in addition to the possibility of a call or a visit), file a complaint, or contact an association (“France Victimes” has a list of over 100 associations which offer assistance).
Diversity

noun

Aknowledgement of the coexistence of different groups in terms of culture, religion, sexuality or health.

See also: Neurodiversity

The concept of diversity refers to sexual diversity, taking into account subcategories such as sex, gender, sexual orientation, gender identity and gender expression; socio-cultural diversity which refers to religion, language, "race", ethnic origin, culture or socio-economic status and functional diversity that takes into account people with disabilities (neurodiversity can be seen as a type of functional diversity). It is difficult to identify all the dimensions of this concept as it is not defined by any legal text. However, companies engaged in a diversity-enhancing approach most often work on four main dimensions: professional equality, age, disability and ethnic origin. In addition, training and raising awareness of diversity in school and professional environments makes it possible to facilitate interactions within groups, to reduce prejudice and discrimination. It can also be a way to make people work effectively together.

N.B: The term gender diversity is used as an equivalent of mixité in French.

Doublet

noun

Hédia Zannad, Pete Stone (2010), Mesurer la diversité en entreprise : pour quoi et comment ?, Management et Avenir/8 n° 38 pages 157 à 175 (Cairn.info – Accessed 04/04/2022)

Inclusive writing tool, allowing to use both the feminine and the masculine when it comes to a group of people.

See also: Inclusive writing
Empathy

noun

Ability to identify with others and understand them by sharing feelings, emotions and experiences by overcoming prejudice.

Empathy is based on the mental reconstruction of an individual’s emotional process. It is based on understanding the other person’s point of view (cognitive empathy) but also their emotions (emotional empathy). In a multicultural environment, prejudice is seen as a major challenge to diversity. Furthermore, neurodiversity is an emerging phenomena of diversity increasingly important in the professional context. Empathy is therefore essential to diversity inclusion and, more generally, empathetic behaviour leads to altruism and generosity.

CRHA (2019), Empathie et inclusion : Regard humain sur les opérations, (ordrecrha.org)

Marie-Céline Ray, Futura Santé, Empathie : qu’est-ce que c’est ?, (futura-sciences.com)

Empowerment

noun

Power given to someone to perform various acts or duties.

In the context of various social protest movements, the word begins to be used increasingly in research and intervention concerning marginalised groups such as African Americans, women, gays and lesbians, and people with disabilities. The history of the word “empowerment” in the field of development is rooted in a philosophical vision that gives priority to the viewpoints of the oppressed and in a radical critique of the vertical development model in the 1970s. Today, this same concept has become perfectly integrated with the rhetoric of the most influential institutions in international development. The feminists of the Global South, and the radical activists who popularised the term in the 1980s, define empowerment as a multifaceted process of transformation from the bottom up. For them, it is a process that permits women and the poor to gain awareness, individually or collectively, of the dynamics of dominance that marginalise them, and to build up capacities to radically transform inequitable economic, social, and political structures. As international development institutions gradually coopted the term, starting in the 1990s with its discourse on women, gender, and development, and then in the 2000s in the predominant discourse on poverty reduction, empowerment slowly became a vague and falsely consensual concept. It has come...
to assimilate power with individual and economic decision-making, has de-politicised collective power into something seemingly harmonious, and has been employed to legitimise existing top-down policies and programmes.


Merriam-Webster, Empowerment, (merriam-webster.com)

Equality
noun

Principle which aims to treat people with the same rights, duties and opportunities.

See also: Equity

Equality is a fundamental right. There is a distinction between moral equality (equality of dignity), civic equality (in the face of the law), social equality (as regards to the means of life), political equality and equal opportunities (seeks to favour people subject to discrimination to ensure equity, notably in access to employment, education and job interviews). With regards to gender equality, the UN Women non-governmental organisation works in particular to strengthen women's economic empowerment or to end violence against women. Equal treatment between women and men at work implies strict rules on recruitment, equal pay and career development. The employer is required to inform the employees and to communicate the Labour code. Equality concerns different areas, including education, employment, health and entertainment. It can be observed between different people through sex, age, social background and ethno-cultural background.

**Equity**

*noun*

Approach which aims to redress inequalities in order to achieve equal opportunities between women and men, taking into account their specific needs and interests.

See also: *Equality*  
*Inclusion*  
*Inclusiveness*

The notion of equity is often confused with the notion of equality. Equity is the idea of fair equality, equal opportunity. Moreover, for historical, social or biological reasons, needs and interests may be expressed differently.

Observatoire des inégalités (2021), *Qu’est-ce que l’équité ?*, (inegalites.fr)


ONU Femmes, *À propos d’ONU Femmes*, (unwomen.org)
Exclusion

noun

Process of self-marginalisation (self-exclusion) including the elderly, people with disabilities or other minorities.

See also: Inclusion

Exclusion is a process characterised by the breakdown of the social bond of an individual or a group of individuals who do not correspond to the norms of a society and the dominant way of life and which can be explained through various causes: economic, social and political. Any form of discrimination or prejudice can lead to exclusion.

Yves Alpe, Alain Beitone, Lexique de sociologie, Dalloz-Sirey, series: « lexiques », 2007, p.377
Feminism
noun

Set of movements promoting women's emancipation and ruling on the ground of the equality of the sexes in the legal, political and economic fields.

There are different feminist waves. The first is in the middle of the 19th century and concerns the fight for the recognition of civil rights. The second wave begins around the 60s and concerns the fight against patriarchy, while the third wave takes place in the 90s and concerns the battle for freedoms. Through heterogeneous battles made by women with different cultures, backgrounds or sexual orientation, this wave highlights the intersectionality of discrimination experienced by women. The fourth wave arrives in early 2010s. It is in the continuity of the third wave, but with new types of communication such as social networks with the emphasis on sharing personal experiences.

OXFAM France (2021), Le féminisme à travers ses mouvements et combats dans l'Histoire, (oxfamfrance.org)
Gay pride

NP

Public event, involving a parade, to claim, promote and make visible the rights and identities of the LGBT community.

The Gaypride (or Pride March) was born following the New York riots in Stonewall Inn (a bar assigned to the LGBT and queer community while at the time, the legislation in the United States even prohibited alcoholic drinks to homosexuals), in June 1969. The marches commemorating this revolt took place every year in June, first in the United States and then around the world. The marches were intended to fight against cis-heterosexual domination.

Fiona Moghaddam, France Culture (2019), Les émeutes de Stonewall, aux origines de la Gay Pride, (Les émeutes de Stonewall, aux origines de la Gay Pride (franceculture.fr))


Gender

noun

Continuum of self-identification between a male or a female and possible nuances inside or outside these categories.

Gender is influenced by many factors, including biological characteristics, cultural and behavioural norms, and personal experience, unlike the gender of a person who is considered solely biologically. In fact, it is generally determined by the social role, behaviours, activities and attributes that a person adopts that make him or her a male, female or androgynous person, according to the norms in force in a given society at a given time. Even if gender is a system that allows to categorise and prioritise the values attached to the masculine and the feminine, it cannot be represented by only two poles. When this is the case, we are talking about gender binary, which is the result of binary social constructions limiting gender identity to two genders to which are associated gender stereotypes called masculine or feminine. The notion of gender fluidity results from this and is a breakdown of gender binarity. The gender can be represented through a spectrum (gender spectrum), taking the different genders to which an individual can identify. Examples include: female/male, to which cisgender or transgender individuals identify, fluid gender (genderfluid) that applies to individuals whose gender varies over time, uncertain or all (uncertain or all) corresponding to people who have doubts about their gender, or the matching type corresponding...
Gender identity

NP

to people who do not identify with any gender.

Chambre de commerce LGBT du Québec, 2014, (edi.uqam.ca)

LGBTQA+, Genres, (webnode.fr)

Dominique Dubuc, Comité Orientations et identités sexuelles, FNEEQ, LGBTQI2SNBA+, Les mots de la diversité liée au sexe, au genre et à l'orientation sexuelle, 2017

Gender to which a person identifies, regardless of the sex assigned at birth.

Gender identity is the gender that fits us psychologically, that makes us socially comfortable with biological sex. It is an intimate and personal feeling. Regarding the different gender identities, we can mention: cisgender people who identify with the gender assigned at birth (female/male), transgender people who identify with the opposite gender (some people identify as completely male or female and others perceive their gender identity as falling somewhere in between) or agender people who do not identify with any gender and are part of the non-binary community (preferred pronouns are generally neutral). For those who have doubts about their gender, they can qualify as genderqueer. They can also identify with a gender without a name.

In addition, it may happen that people who do not identify with the sex assigned to them at birth can engage in the transition process that suits them. It is important to remember that someone’s identity may evolve or change, but this does not make the person less valid or completely confused. Names are a tool for better expression and for finding markers, not a constraint.

Termium Lexique sur la diversité sexuelle et de genre, (btb.termiumplus.gc.ca)
Glass ceiling

NP

Metaphor referring to the hierarchical impediment that prevents marginalised people, especially women, from achieving high professional success.

Gender bias and roles as well as stereotypes influence the hiring and promotion process.

Builtin, Ways to Break Through the Glass Ceiling, (builtin.com/diversity-inclusion/glass-ceiling)
Homophily

noun

Attraction and goodwill of a person towards a person by his fellow men.

Although little exploited in this sense, the term also refers to homosexuality itself.

L'internaute, Homophilie, (linternaute.fr)
Inclusion
noun

Valuing the differences of an individual or group of individuals related to their identity, culture and experiences within another group of individuals.

See also: Inclusiveness, Exclusion, Equity, Segregation, Integration

Inclusion emerged given the limits of integration and segregation. Even if it is generalised to many domains now, it started with inclusive education for children with special educational needs being included in mainstream education. More generally, inclusion is based on equity and cooperation, acceptance and recognition of each person’s individual characteristics, and heterogeneity as a standard. Therefore, the principle proposes to appreciate and recognise diversity. It suggests the establishment of a security climate which implies the contribution of the group but also new policies (inclusiveness) so that each individual can express his/her full potential.

UQAM, Équité, diversité, inclusion, (edi.uqam.ca)

Inclusiveness
noun

Policy of inclusion of categories of the population likely to be excluded from the mainstream social body, such as people with disabilities, racial or sexual minorities.

See also: Inclusion, Equity

The inclusion strategy aims to remove the obstacles encountered in order to allow the contribution and participation of any individual within a group and more generally within society. This must involve a restructuring of society through the creation of inclusive environments in the professional or school environment, namely inclusive schools. In the case of inclusive schools, measures have been taken for the year 2021/2022 for primary and secondary education, including the organisation of localised inclusive support centres, simplification of procedures, the reception of pupils and parents or the work of teachers.

UQAM, Équité, diversité, inclusion, (edi.uqam.ca)

Ministère de l’éducation nationale, de la jeunesse et des sports, Circulaire de rentrée 2019, École inclusive
Integration
noun
Idea that people who manage to adapt will be considered part of society.

See also: Segregation
Inclusion

Integration was adopted in the 70s after the policy of segregation. There was a new policy adopted for ensuring the education of young people with disabilities. It was decided to integrate them in mainstream education where they were able to follow the subjects, and then to add special education classes to respond to their added needs.

Intersectionality
noun
Concept that takes into account all aspects of a person’s identity when it comes to discrimination and lived oppression.

Intersectionality provides a better understanding of how systems of oppression and discrimination interact. This term was proposed in 1989 by Kimberlé Crenshaw, a black American feminist academic. For example, Aboriginal women experience sexism and racism, so their life experiences are different from those of Aboriginal men or white women.

Jaunait, Chauvin (2013), Intersectionnalité, Dictionnaire, Genre et science politique, p. 286-297
**LGBT acronym**

Acronym representing lesbian, gay, bisexual and transgender people.

LGBT community is generally defined by the gender identity and the sexual orientation. The acronym is presented as LGBT but there may be several abbreviations to include a wider range of orientation. For example, the abbreviation LGBTQIA+, the letter Q represents Queer people, the letter I represents intersex persons (people born with sexual or biological characteristics that do not fall into a binary categorisation “male” or “female”), the letter A designates asexual or aromantic (people who feel little or no sexual and/or romantic attraction) and the + sign is added to include anything that cannot yet be translated into letters and words in the spectrum of sexuality and gender.


Caitlin Downie, Commission canadienne pour l’UNESCO (CCUNESCO), L’inclusion des personnes LGBTQ2+, Guide pratique pour des municipalités inclusives au Canada et ailleurs dans le monde, (LGBTConcepts.pdf)
Prejudice

noun

Negative opinion or attitude towards one person or more who belong to a particular group and not based on actual experience.

Prejudice is a preconceived opinion about a subject, object, individual or group of individuals. It is built based on erroneous beliefs and often based on stereotypes. More specifically, prejudice is emotionally related and can lead to discrimination. The main prejudices include sexist prejudice and racial prejudice.

*Federation Wallonie-Bruxelles, Égalité filles-garçons, Stéréotypes, préjugés et discriminations sexistes, (egalite-fillesgarcons.cfwb.be)*

*Office Québéquois de la langue française, Préjudice et préjugé, (bdl.oqlf.gouv.qc.ca)*
Racism
noun

Ideology that people or groups of people are unequal on the basis of physical or ethnic characteristics, national or religious affiliation (real or assumed); and referring to the set of behaviours that come as a result.

Traditional racism is biological racism, considering that the members of each "race" have the same genetic heritage that determines their intellectual abilities and moral qualities. This type of racism has gradually given way to cultural racism, which focuses more on cultures, on ethnic origin, which values some and devalues others. Racism manifests itself in the set of hostile behaviours and individual attitudes. It is essential to include the notion of systemic racism, which manifests itself through modes of operation that institutionalise exclusion, segregation and discrimination.

Réseau Canopé, Racism, (reseau-canope.fr)
Thomas Legrand, France Inter (2021), Que veut dire "racisme systémique" ? Existe-il en France?, (franceinter.fr)

Role model
NP

Person whose behaviour in a particular role serves as an example, an inspiration or a pathway for people who can identify with it, for reasons such as origins, gender, or health.

The concept of role model was disseminated by the end of the 20th century by activists for professional equality in order to make accessible the higher levels in the hierarchical structures and more specifically, to help the non-dominant groups face obstacles in the evolution of their career. Nowadays, a role model represents an inspiring and human figure to whom one can identify and aspire to despite their differences. By sharing his/her experience, a role model gives the opportunity to employees to flourish and reduces the risk of discrimination. There is a strong message of diversity as inclusive discourse is carried, but the themes of origin and disability are little embodied. Indeed, role models essentially focus on sexual orientation and gender.

Mon entreprise inclusive (2021), À quoi servent vraiment les rôles modèles ?, Genre & orientation sexuelle, (monentrepriseinclusive.com)

Wikipedia, Role Model
Merriam-Webster, Role Model, (merriam-webster.com)
Segmentation

noun

Separation and exclusion of groups such as women, racial and religious minorities, and people with disabilities from the rest of the population with ideological arguments.

See also: Integration
   Inclusion
   Inclusiveness

Sex

noun

A mixture of the structural, functional, and sometimes behavioural characteristics of the human being including chromosomes, gene expression, hormone levels and function, reproductive/sexual anatomy that distinguish males and females.

Sex is usually categorised as female or male but there are variations in the biological attributes that comprise sex and how those attributes are expressed.

Merriam-Website, Sex, (merriam-webster.com)

Canadian Institute of Health Research, Definitions of Sex and Gender, (cihr-irsc.gc.ca)

Segmentation concerns all minorities. Segregation was adopted by schools hundred years ago in most parts of the world. Children presenting any difference were not sent to school at all and were generally excluded from society. In France, in the 20th century, specialised institutions like CMP (Centre Medico Pedagogique) were progressively developed and made the possibility for children to learn in an environment adapted to their handicap. These structures came with good intentions, but it didn't change the situation of segregation, relegating them to the margins of society.

Merriam-Webster, Segregation, (merriam-webster.com)
Sexism
noun

Ideology based on the principle that one gender is superior to the other and that men and women are fundamentally different, while associating these differences with social roles and gendered roles in society; and referring to the set of individual or systemic behaviours.

Sexism can take many forms: act, gesture, visual representation, oral or written speech, practice or behaviour. The main results are discrimination against one of the sexes (women remain the most affected, according to the Haut Conseil à l'Egalité in 2022, 78% of French women have personally experienced a sexist act or have received a sexist comment), and the alienation of both sexes. Women receive less consideration and experience far more negative stereotypes than men. Moreover, sexism is said to be systematic, when we talk about sexism in all sectors and all societies. It leads to discrimination related to sex and gender and may in some cases lead to sexual harassment or sexual violence. Sexism is said to be ordinary when it comes to demonstrations that we face on a daily basis. Ordinary sexism creates a climate of intimidation, fear, exclusion and insecurity, preventing full emancipation and freedom. Women remain the most affected.

Ministère chargé de l’égalité entre les femmes et les hommes, de la diversité et de l’égalité des chances, Qu’est-ce que le sexisme ?, (egalite-femmes-hommes.gouv.fr)

Conseil de l’Europe, Lutter contre les stéréotypes de genre et le sexisme, (www.coe.int)

Haut Conseil à l’Egalité entre les femmes et les hommes (2022), Sexisme en 2022 : le 1er baromètre révèle les raisons de sa persistance malgré une forte volonté des Français. es de le combattre
Social role

noun

Set of behaviours expected by society and achieved by an individual according to his position, his gender or his social status.

See also: Stereotype

Social roles vary according to the culture and the society in which they are rooted. Social roles, like social status, create structures in society that guide our behaviour. They are also part of the conformity process. However, there is strong pressure to conform to social roles, and thus to the expectations of others and to respond to their approval. In addition, prejudice and stereotypes play an important role in this pressure. This is particularly the case with gender stereotypes that lead to gendered behaviours that can lead to exclusion. According to the Haut Conseil à l'Égalité entre les femmes et les hommes (HCE) report on perceptions and experiences of equality among young generations published in 2022, in the case of sport, 77% of girls surveyed consider that when a public leisure space is frequented mainly by boys, girls do not feel comfortable. Social networks and schools are the main vectors of these gendered representations and behaviours. Stereotypes must be deconstructed to achieve equality between women and men. In sociology, there are different categories of roles: cultural roles (social expectations and duties if a person is directly involved in the culture, such as a priest for example), social differences (changes and differences in social roles according to the profession), the situation (specific roles according to the situation), the bio-sociological roles (responsibilities towards the preservation of nature) and the gender roles (expectations and social duties according to the gender).

Wikipedia, Rôle Social (wikipedia.org)

Institut National de la Statistique et des Economies (Insee). (2017), Femmes et hommes, l'égalité en question, (Rôles sociaux des femmes et des hommes - L'idée persistante d'une vocation maternelle des femmes malgré le déclin de l'adhésion aux stéréotypes de genre - | Insee)

Social Roles: Definition and Types of Social Roles, (Video & Lesson Transcript | Study.com)

Haut Conseil à l'Égalité entre les femmes et les hommes (HCE). (2022), Égalité, stéréotypes, discriminations entre les femmes et les hommes : perceptions et vécus chez les jeunes générations en 2022, (haut-conseil-egalite.gouv.fr)
Speciesism
noun

Ideology, a system of oppression influenced by stereotypes and prejudices against those who don't belong to a certain species. The practice is supposed to benefit and advantage humans' secondary needs to the detriment of other animals and their fundamental interests.

The term speciesism is created on the model of racism and sexism. Its aim is to denounce the oppression of animals and thus to make visible the similarities of the discriminations they experience with those of minorities.

L’amorce, revue contre le spécisme (2016), (lamorce.co)
Johnattan Fernandez (2015), Spécisme, sexisme et racisme, Idéologie naturaliste et mécanismes discriminatoires, Nouvelles Questions Féministes 2015/1 (Vol. 34), p. 51-69

Stereotype
noun

Preconceptions rooted in a group of people, at one time and in a given context, seeking to explain behaviour by personal characteristics such as “racial” or ethnic affiliation and gender.

See also: Cognitive bias
Discrimination

The stereotype is based on a shared belief in the physical, moral or behavioural attributes that are supposed to characterise an individual or group of individuals. Faced with the various information that the brain receives, a person can simplify the reality, categorise it and classify it. As a result, stereotype contributes to cognitive biases. The stereotype may be positive but remains reductive and often has a negative connotation for the target group.

Réseau Canopé, Fiche Notion, Éduquer contre le racisme et l’antisémitisme, Stéréotypes et préjugés.

Fédération Wallonie-Bruxelles, Égalité filles-garçons, Stéréotypes, préjugés et discriminations sexistes, (egalitefillesgarcons.cfwb.be)

Validism
noun

Ideology, system of oppression influenced by stereotypes and prejudices and considering that able-bodied people are superior to those with disabilities.

Disability is perceived as an "abnormal" and shameful condition. Women with disabilities can experience multiple forms of discrimination, both as women and as people with disabilities. Women are more often confronted with sexual violence: their vulnerability is associated with their disability and some men think they give them a «favour» or do them a service by having sex with them.

Femmes de droit, Validisme, (bing.com)