



Glossary of Terms

Culture

The beliefs, behaviour, language, and entire way of life of a particular group of people at a particular time.

Students from culturally diverse backgrounds or culturally diverse students

This is the term Yellow Flag uses to talk about students who are not from the dominant cultural group. We have decided that the terms non-national (describes them as what they are not, most people have a nationality), new Irish (many people described by this term are born in Ireland and feel nothing new about being Irish) and newcomers (again many are born in Ireland), are not really accurate.

White settled people

With a history of living in Ireland are classified as the dominant cultural group. It is good to understand that there is a great deal of diversity within every ethnic, cultural and gender group – including the settled White Irish population. The fact that this is the dominant group, means that this group holds greater power in setting cultural norms (ways of behaving) in the country.

Travellers

are an ethnic group from Ireland. They share an important part of the existing cultural and ethnic diversity in Ireland. Travellers have a long shared history, a nomadic tradition and a distinct cultural identity.

Use of the term Black and White

While you might want to see all students as 'the same', students get treated differently because of the colour of their skin from a very young age. Many of our black students may also identify with the term African-Irish (if their background is African). Speaking openly about our skin colour, and being proud of our skin colour, helps build a positive sense of self.

Pluralism

The celebration of difference in society, allowing all ethnic and other minority groups to proclaim their identities without coming into conflict with the majority population.

Prejudice

is a negative outlook toward a person or group, based on the perceived status or characteristics of that person or group; prejudices are often held independently of facts about the person or group.

Oppression

A system of social inequality, that includes bias, prejudice and discrimination - that is woven through our social institutions and embedded within individual consciousness.

White Privilege

White privilege is an institutional (rather than personal) set of benefits granted to those of us who, by ethnicity, resemble the people who dominate the powerful positions in our institutions (in the Western world, purely on the basis of skin color doors are open to White [Settled] People that are not open to others). This privilege is mediated through other factors, such as socio-economic status, sex, sexuality, ethnic identity (whether one is Traveller, Roma or Settled), disability and religion.

Anti-racist education

Education that questions and opposes any opinions and/or actions that serve to disadvantage (or advantage) groups on the grounds of perceived difference, within which there is an assumption of inferiority (or superiority).

Race

A word widely used to describe groups of people who are thought of as biologically separate, without any genetic or biological basis. Actually, there is only one race - the human race.



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Discrimination

Exercising judgement or choice.

Unfair discrimination

Treating an individual or group unfavourably.

Ethnic minority

A system of defining people who consider themselves or are considered by others as sharing a set of common characteristics that are different from the dominant ethnic group living in a society.

Intercultural education

Education that respects, celebrates, and recognises the normality of diversity in all aspects of human life, promotes equality and human rights, challenges unfair discrimination, and provides the values upon which equality is built.

Intercultural competence

The ability to put the values of intercultural education into practice in our daily lives.

Racism

Any distinction, exclusion, restriction or preference, based on race, colour, descent, national or ethnic origin, which has the purpose of modifying or impairing the recognition, the enjoyment or exercise on an equal footing of human rights and fundamental freedom in the political, economic, social, cultural, or any other field of public life constitutes racial discrimination. (UN International Convention on the Elimination of all Forms of Racial Discrimination (CERD) (1969)

Institutional racism

The application of general rules and/or practices that do not make allowances for cultural differences, including indirect discrimination, a lack of proactive measures to prevent discrimination, a lack of professional expertise or training in dealing with diversity, and a lack of workable facilities for consulting and listening to minority groups.

Indirect racism

Practices and/or policies that do not on the surface appear to disadvantage any group more than another, but end up having a discriminatory impact.

Individual racism

Treating another less favourably on the grounds of their cultural origin.

Stereotyping

Presenting an image of a person, a group, or a culture based on an assumed range of activities, characteristics, or behaviours

Refugee

A person who has fled from his/her country of origin as a result of natural disasters, war, military occupation, or fear of religious, racial, or political persecution.

Migrant workers

People who travel to other countries with the intention of taking up employment.

Asylum seekers

A person awaiting the processing of their application to seek asylum, having fled a situation of persecution and/or war.