

## GLOSSARY OF TERMS

**JEDI-EA** is an expanded definition of DEI, and is an acronym, the component parts of which are **J**ustice, **E**quality, **D**iversity, **I**nclusion, **E**quity, and **A**ccessibility. All the terms below refer to the consideration of JEDI-EA as it relates to the full participation of constituency members:

- A. **Race and Ethnicity** - terms of real or posited biological and/or ethnic characteristics, as well as to the real or posited sociocultural aspects of these. Potential consequence: discrimination by skin color.
- B. **Biological Sex, Gender (Identity and/or Expression) and Sexual Orientation** - terms of biological sex differences, differences in personal gender identities and expressions, and differences in an individual's sexual orientation. Potential consequence: elevation of males over females, elevation of one gender identity over another, elevation of one social expression of gender over another, or discrimination based on sexual orientation.
- C. **Class and Caste** - terms of differences in socioeconomic standing or social status position, as well as to the real or posited sociocultural aspect of these. Potential consequence: deficits in the economic resources individuals and groups have in procuring the technology, transportation, or other elements necessary for GLOBE participation or denial of participation to those in a particular social group seen as having an inferior status.
- D. **Physical Ability** - terms of variance in physical ability. Potential consequence: failure to address the issue of wheelchair accessibility to GLOBE data collection sites.
- E. **Neurodiversity** - terms of variance in neurological, psychological, and mental function. Potential consequence: failing to assure that pedagogical methods consider alternative styles of cognitive learning.
- F. **Religion and Spirituality** - terms of variance in alternative modes of religious and/or spiritual observance. Potential consequence: failing to consider in the scheduling of GLOBE activities, a possible need to excuse participants for the conduct of and/or participation in certain religious observances.
- G. **Verbal and Nonverbal Language, Accent, and Dialect** - terms of differences in either one's "native" tongue or one's preferred language of communication. Potential consequences: failing to translate materials and tools and programmatic delivery into the appropriate languages for the relevant constituency. This also extends to cover situations where there may be one primary language in play, but where discontinuities in capacity for participation and or the treatment of individuals may vary according to the accent and/or dialect in which individuals engage that language.
- H. **Age** (chronological age) - term regarding facilitating participation without specific regard to what end of the age scale one is considering, from youth to senior citizens.
- I. **Structural Governance** - terms or aspects of the social and political environment that act as impediments to or incentives towards the realization of JEDI-EA objectives.