

NOURISHING JUSTICE

Glossary



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There are many terms that fall outside the Justice, Equity, Diversity and Inclusion (JEDI) remit that might not be easily understood or might not be familiar to some. Consider this a brief introduction to some of the key terms that you would come across when engaging with this topic, this list is not exhaustive and does not cover DEI language in its entirety.

This language is continually evolving and changing with the times. Nevertheless, it is important to encourage the understanding of this terminology and how to best apply it. Getting comfortable with the different terminologies can help build confidence both individually and collectively.

Racial justice embodies a future where hierarchical racial structures cease to exist. It envisions a society where individuals of all backgrounds equitably possess dignity, resources, power, and agency to flourish to their fullest potential.

Racial equity is the thoughtful and ongoing process of eradicating racial disparities to ensure equitable outcomes for all individuals. It involves actively reshaping policies, procedures, systems, and structures to prioritise measurable improvements in the lives of people of colour and other marginalised communities.

The difference between racial justice and racial equity: Racial equity represents progress towards the ideal and vision of racial justice. It aims for tangible benchmarks and results that mark advancement on the path to achieving society that is racially just. While essential, racial equity alone is not adequate to fully realise racial justice.

Equity: Provides resources and opportunities tailored to individuals' specific needs to achieve fair outcomes. It acknowledges that different people have different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Equality: Means treating everyone the same by providing the same resources and opportunities regardless of individual circumstances. It assumes that everyone starts from the same place and needs the same help.

The difference between equity and equality: Equality focuses on uniform distribution, while equity focuses on fair distribution based on individual needs. Equity aims to level the playing field by addressing specific disparities, whereas equality assumes everyone benefits equally from the same support.

Diversity: The presence of differences within a given setting, including race, gender, age, sexual orientation, disability, and other attributes. Diversity is a quantitative measure of representation.

Inclusion: Creates an environment where diverse individuals feel welcomed, respected, and valued, ensuring they can fully participate and contribute.

The difference between diversity and inclusion: Diversity is about the mix of people, while inclusion is about making that mix work by fostering an environment where everyone feels they belong and can thrive.

Food justice is a social movement and a set of principles which applies a structural and holistic perspective on the food system that considers access to healthy, nutritious, and culturally appropriate foods a human right.

Food sovereignty is defined by La Via Campesina as the “right of Peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agriculture systems.

Difference between food justice and food sovereignty: While food justice seeks fairness within existing structures, food sovereignty calls for transforming those structures to empower communities and prioritise local needs.

Tokenism occurs when an organisation includes members of underrepresented groups primarily to create a semblance of diversity, without genuinely valuing their voices or addressing structural inequities.

Performative actions in JEDI (Justice, Equity, Diversity and Inclusion) are those that are done for show, to appear as though the organisation supports JEDI, rather than enacting real, sustainable change. These actions are often superficial and lack follow-through.

Anti-racism is action, strategies, and practices that help challenge inequalities, racism and discrimination based on race.

Anti-oppression is a framework that aims to mitigate oppression by acknowledging and challenging power dynamics while empowering and uplifting those who experience oppression.

Marginalised refers to groups of people who are systematically excluded or oppressed due to aspects of their identity such as race, sexual orientation, gender identity, religion, disability, or socio-economic status. These groups often face barriers to equal participation in social, economic, and political life.

Racialised refers to the process by which certain groups of people are categorised or treated differently based on perceived racial characteristics. It highlights that race is a social construct, often imposed by dominant groups, rather than a biological fact.

Global majority is a term used to describe people who belong to non-white ethnic groups globally, representing the majority of the world's population. This term contrasts with terms like "minority" or "racialised minority," which are more common in Western contexts but fail to capture global demographics.

BPOC is an inclusive acronym that stands for Black and People of Colour.

BIPOC is an acronym that stands for Black, Indigenous and People of Colour. This term is more commonly used in the US and Canada due to it including indigenous people who were colonised in the US.

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