

GM=EqAI Inclusive Language Guidance

1. Black, [Asian] and Minority Ethnic (BAME / BME)

The problem:

Whilst being able to identify individual racial groups within society can be helpful to understand their experiences, lumping them into one category is often not.

Different groups have different histories, challenges and needs.

A catch-all term such as BAME / BME can mask diversity and allow inclusion to become a tick box exercise. It can also create a false indication of progress when it comes to racial equality.

Unless there is a specific purpose to justify it, having one category for all groups which are not White, of Mixed heritage or part of a minoritised White ethnic group, creates a sense of there being a norm and an 'other.'

BAME is awkward, too, in that it places racial categories - a political one (Black) and a geographical one (Asian) - alongside ethnically defined identities.

GM=EqAI solution:

Taking our lead from Comic Relief*, GM=EqAI as a group will, whenever possible, **refer directly to the particular ethnic or race group(s) in question.**

E.g. Roma, Black Caribbean, Chinese, Eritrean.

On the rare occasions when it is necessary to collectively distinguish those who are not racialised as White, we will use **People Experiencing Racial Inequalities (PERI)** or **Communities Experiencing Racial Inequalities (CERI)**

[Occasionally alternatives are needed, e.g. when non-British White groups are included, or when a group prefers a term that does not reference inequality].