

GLOSSARY OF TERMS RELATED TO GENDER AND POWER RELATIONS

A glossary is important! Using vocabulary accurately allows us to understand and name complex concepts, situations, and states of being, thereby contributing to meaningful dialogue, understanding, and respect.

Below, you will find definitions related to gender, sexual orientation and power relations, providing an overview of discussions held at the PRIME Assemblies. The [translations](#) were provided by PRIME project participants in their mother tongues. All concepts, words and sentences listed below were taken from our project discussions.

The aim is to provide a [toolbox](#), and to familiarize those who have never encountered these issues before with precise vocabulary, ideas, and concepts related to all aspects of power relations.

We very much hope to inspire our valued PRIME project participants to continue collaborating on this glossary, as many of the definitions found here still need translation.

Please feel free to use this glossary as a base for the [glossary exercise](#). We hope it will become **an invaluable resource in the development of standards and policies related to power relations in your institutions.**

FIRST THINGS FIRST: PREFERRED PRONOUNS

- Pronouns are used in place of a proper noun (like someone’s name). We use pronouns most often when referring to someone without using their name. In English, the most commonly used pronouns (he/she) refer specifically to a person’s gender. For queer, gender non-conforming, non-binary, and transgender people, these pronouns may not fit, can create discomfort, stress, and anxiety.

MOST COMMONLY USED PRONOUNS		
PRONOUN	SOUNDS LIKE	VARIATIONS
He/Him	You already know this one!	His, Himself
She/Her	You already know this one!	Hers, Herself
They/Them	Yes, it’s okay to use this when referring to a singular person!	Theirs, themselves

Ze (or Zie)	Zee (like “see” with a “Z”)	Can also be spelled as xe
Name	Whatever their name is!	Some people don’t want to use pronouns at all and will ask you to refer to them by their name alone.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
	han/honom hon/henne hen/den		Lui/gli Lei/le Loro	Preferencia de pronombre	Бажані займенники		

GLOSSARY

[A](#)•[B](#)•[C](#)•[D](#)•[E](#)•[F](#)•[G](#)•[H](#)•[I](#)•[J](#)•[K](#)•[L](#)•[M](#)•[N](#)•[O](#)•[P](#)•[Q](#)•[R](#)•[S](#)•[T](#)•[U](#)•[V](#)•[W](#)•[X](#)•[Y](#)•[Z](#)

A

ACCESS (to information in institutions' website, to the details of all funding available in Europe, to facilities)

- the right, ease and opportunity to use/see/obtain information
- the ease in entering a place or getting to a place or facility

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Dostęp, dostępność							accès

ACCOUNTABILITY

- Being responsible for what you do and ability to give a satisfactory reason for it, or the degree to which this happens.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Odpowiedzialność/ możliwość rozliczenia za swoje czyny							responsabilité

AGISM

- Unfair treatment of people due to their age

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Niesprawiedliwe traktowanie							agisme

ze względu na wiek							
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ALLY

- A term used to describe someone who is actively supportive of LGBTQ people. It encompasses straight and cisgender allies, as well as those within the LGBTQ community who support each other (e.g., a lesbian who is an ally to the bisexual community).

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Sojusznicy			Alleato	Aliado/a			allié/For heterosexual ally (English): allié hétérosexuel

ANONYMOUS (reporting, way of communicating, etc.)

- made or done by someone whose name is not known or not made public

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Anonimowość							anonyme

ASEXUAL

- Often called “ace” for short, asexual refers to a complete or partial lack of sexual attraction or lack of interest in sexual activity with others. Asexuality exists on the spectrum, and asexual people may experience no, little, or conditional sexual attraction.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Aseksualność	asexuell	asexuell	Asessuale	Asexual	Асексуальни й	Aseksualan	asexu�

ASSEMBLY

- A group of people that meets regularly for a particular purpose, such as a government, or, more generally, the process of coming together, or the state of being together.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Zgromadzenie							assemblée

AWARENESS

- Knowing that something is happening or exists, or understanding of a situation or subject at the present time.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Świadomość							sensibilisation , conscience

B

BARRIER(s) (barrier free architecture, age barriers, intellectual barriers, language barriers, socio-economic barriers, physical barrier etc.)

- A fence or other obstacle that prevents movement or access;
- A circumstance or obstacle that keeps people or things apart or prevents communication or progress’
- A rule, law, or policy that makes it difficult or impossible for something to happen or be achieved;
- A problem that prevents two people or groups from agreeing, communicating, or working with each other;
- Anything used or acting to block someone from going somewhere or from doing something, or blocking something from happening.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Bariery							barrières

BEING MORE CONSIDERATE AND CAREFUL (towards other people)

- Thoughtful of the rights and feelings of others

- Tending to consider people and things carefully

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Posiadanie lub wykazywanie wyczucia tego, co jest odpowiednie i rozważne w kontaktach z innymi							

BEING OPEN MINDED (to different needs)

- to make something available
- to wait until you know all the facts before forming an opinion or making a judgment

- to consider ideas and opinions that are new or different to your own
- to listen to other people and consider new ideas, suggestions and opinions

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Otwartość na potrzeby innych							

Being Aware/Raising awareness (or ways to support the differently-abled)

- Communicating that all people, including people with disabilities have value, and are respected and openly welcomed
- Acknowledging, understanding, and embracing the widespread nature of disability. Disability touches every demographic category, be it gender, age, race, sexual orientation, etc.
- Making sure people with disabilities are part of the solution and are given a chance to contribute their experiences to problem-solving.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

BIPHOBIA

- The fear and hatred of, or discomfort with, people who love and are sexually attracted to more than one gender.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Bifobia	bifobi	Biphobie	Bifobia	Bifobia	Біфобія		biphobie

BISEXUAL

- A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity, though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with pansexual.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Biseksualność	bisexuell	bisexuell	Bisessuale	Bisexual	Бісексуальни й	biseksualnost	bisexuel

C

CISGENDER

- A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Cisplciowość	cisperson	Cis-Person	Cisgender	Cisgénero	Цисгендер		cisgenre

COMING OUT

- The process during which a person first acknowledges and accepts their sexual orientation or gender identity and begins to share this publicly.

Polish	Swedish	Austrian/German	Italian	Spanish	Ukrainian	Croatian	French
Akceptacja i swojej orientacji seksualnej i tożsamości płciowej	komma ut	Coming-out	Coming out	Salir del armario (exp.)	Камінг-аут (камінг-аут)		coming out

COMMUNICATION

- A process by which information is exchanged between individuals through a common system of symbols, signs or behavior, or the imparting or exchanging of information by speaking, writing, or some other medium
- Means of sending or receiving information, such as phone lines or computers.
- Information communicated; information transmitted, or conveyed.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Komunikacja							communication

CONSOLIDATION OF POLICIES

- Unification of policies relative to rules and regulations designed for students, prospective students, staff, and teachers.
- A set of ideas or a plan that has been agreed on officially by a group of people, a business organization, a government, or a political party indicating how to behave in particular situations.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Konsolidacja zasad							consolidation des politiques

D

DISABILITY

- A physical or mental condition that limits a person's movements, senses, or activities;
- A disadvantage or handicap, especially one imposed or recognized by the law.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Niepełnosprawność							handicap

DYSLEXIA

- A common learning difficulty that primarily affects the skills involved in accurate and fluent word reading, writing and spelling. Characteristic features include difficulties in phonological awareness, verbal, memory, and verbal processing speed.

Polish	Swedish	Austrian/	Italian	Spanish	Ukrainian	Croatian	French

		German					
Dysleksja							dyslexie

DISCRIMINATION

- The unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability.
- Discrimination can also imply a refusal to give certain categories of people their legitimate rights.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Dyskryminacja							discrimination

DIVERSITY

- The condition of having, or being composed of differing elements; variety;

- An instance of being composed of different elements or qualities, including a range of different social and ethnic backgrounds, genders, sexual orientations, etc.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Różnorodność							diversité

E

EMPATHY

- The ability to share someone else's feelings or experiences by imagining what it would be like to be in that person's situation.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Empatia							empathie

EMPOWERMENT

- Authority or power given to someone to do something;
- The process of becoming stronger and more confident, especially in, controlling one's life and claiming one's rights;
- The process of gaining/giving power and status in a particular situation;
- The process of gaining freedom and power to do what you want or to control what happens to you.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Wzmocnienie							autonomisation, émancipation

ETHICAL CODE

- An ethical code is a set of moral principles used to govern the conduct of a profession (codes of business ethics, codes of conduct for employees, and codes of professional practice).

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Kodeks etyki							code éthique

ETHICAL COUNCIL/COMMITTEE

- A small group designated to represent a larger one and who make decisions or collect information on its behalf;
- An Ethics Committee can have the power to receive, initiate and investigate complaints of unethical conduct of members (to include fellows), associate members and affiliates; to report on types of cases investigated with specific description of difficult or recalcitrant cases; to dismiss or recommend action on ethical cases investigated; to resolve cases by agreement where appropriate; to formulate rules or principles of ethics for adoption by the association; to formulate rules and procedures governing the conduct of the ethics or disciplinary process for approval by the Board of Directors acting on behalf of Council; and to interpret, apply and otherwise administer those rules and procedures.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

Rada etyki/komisja ds. etyki							comité d'éthique
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ETHICS

- Moral principles that govern a person's behavior, or the conducting of an activity
- The branch of study that deals with moral principles.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Etyka							éthique

EXCELLENCE: PERFORMANCE VS PERFECTION

- The quality of being outstanding or extremely good.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Doskonałość							excellence : la performance versus la perfection

EXCLUSION/INCLUSION

- The act of not allowing someone or something to take part in an activity or to enter a place/the act of including someone or something as part of a group, list, etc., or a person or thing that is included

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Włączenie/wyłączenie							exclusion/incl usion

F

FEEDBACK/ “FEEDFORWARD”

- Reaction/response to a process or activity, or the information obtained from such a reaction;
- Information about something such as a new product or someone's work, that indicates whether people like it and whether or not it is good;
- Constructive (feedback)
- To respond in a useful or helpful way.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Informacja zwrotna/ opinia							

G

GAY

A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Gej	gay, homosexuell	homosexuell	gay, omosessuale	Gay	Гей	Gej	gay, homosexuel

GENDER

Refers to one of a range of identities that includes female, male, a combination of both, or neither.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
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Płeć							genre
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GENDER BINARY

- A system in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth. In this case, gender expressions and roles fit traditional expectations.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Binarność	cisnormativitet	Cis-Normativit ät	Genere binario	Género binario	Гендерний бінаризм, гендерно-бін арна система		binaire du genre

GENDER DYSPHORIA

- Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Dysforia płciowa	könsdysfori	Genderdysphorie	Disforia di genere	Disforia de género	Гендерна дисфорія		dysphorie de genre

GENDER-EXPANSIVE

- A person with a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. Often used as an umbrella term when referring to young people still exploring the possibilities of their gender expression and/or gender identity.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Szerszy, bardziej elastyczny		Intersexualität	espansione di genere	Expansión de género (expansivo)	Гендерно-експансивний		intersexuel/genre non binaire /

zakres tożsamości płciowej i/lub ekspresji płciowej							expansif dans le genre
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GENDER EXPRESSION

- External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Ekspresja płciowa	könsuttryck	Geschlechtsid entität (siehe auch bei	Espressione di genere	Expresión de género	Гендерна експресія, гендерна		expression de genre

		Gender Identity)			репрезентація		
					я		

GENDER-FLUID

- A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Nieutożsamia nie się z jedną, ustaloną płcią	gender-fluid	genderfluid	Gender fluid	Género fluido	Гендерфлюїд ний		genre fluide

GENDER IDENTITY

- One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from the sex assigned at birth.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Tożsamość płciowa	könsidentitet	Genderidentität	Identità di genere	Identidad de género	Гендерна ідентичність	Rodni identitet	identité de genre

GENDER NON-CONFORMING

- A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit into neat categories. While many also identify as transgender, not all gender non-conforming people do.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
nonkonformizm płciowy			non conforme di genere	No conforme con el género	Гендерна неконформність/гендерний		non-conformité de genre, variance de genre

					нонконформі ЗМ		
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GENDERQUEER

- Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female, or as falling completely outside these categories.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Transpłciowoś ć	Genderqueer, ickebinär	Queer	Queer	Queer	Гендерквір		genderqueer

H

HARASSMENT related to gender and sexual orientation

- Unwelcome conduct based on an individual’s actual or perceived sex. This can include slurs, thoughts, stereotypes, or name-calling, as well as gender motivated physical, threats, attacks, or other hateful conduct.
- Such behaviour can cause mental or emotional suffering or trauma.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Molestowanie, nękanie							le harcèlement lié au genre ou à l’orientation sexuelle

HETERONORMATIVITY

- Assumption of a person’s heterosexuality. Heteronormativity is what makes heterosexuality appear coherent, natural and privileged. It involves the assumption that everyone is ‘naturally’ heterosexual, and that heterosexuality is an ideal, superior to homosexuality or bisexuality.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Heteronormat ywność	heteronormati vitet	Heteronormati vität	Etero	Heteronormati vidad	Гетеронорма ТИВНІСТЬ	Heteronormati vnost	hétéronormati vité

HIERARCHY

- A system in which members of an organization or society are ranked according to relative status or authority.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Hierarchia							hiérarchie

HOMOPHOBIA

- The fear and hatred of or discomfort with people who are attracted to members of the same sex.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Homophobia	Homofobi	Homophobie (Homofeindlichkeit)	Omofobia	Homofobia	Гомофобія	Homofobija	homophobie

I

IDENTITY

- Being or feeling that you are a particular type of person, organization, etc.; the qualities that make a person or organization unique;
- Showing or proving who someone is;
- The reputation, characteristics, etc. of a person or organization that makes the public think of them in a particular way.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

Tożsamość							identité
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IMBALANCE

- A situation in which two things should be equal but are not;
- A condition in which two or more things are not equally or fairly divided or spread out;
- A situation in which two or more things are not equal in size, power, importance, etc., or in which one group has more advantages than the other.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Brak równowagi							déséquilibre

INTERSEX

- Intersex people are born with a variety of differences in their sex traits and reproductive anatomy. Intersex variations include differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Interpłciowość	intersex/inters exvariation	Intersexuell	Intersessuale	Intersexual	Інтерсекс		intersexe

INVISIBILITY OF GENDER

- Lack of particular qualities or ways of behaving which society associates with being male, female, or other.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Brak cech charakterysty							la visibilité du genre

cznych dla danej płci							
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INVISIBLE

- Someone who feels overlooked, ignored and unappreciated or someone who feels their work is not noticed or appreciated/ often related to power relations/hierarchies of power

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Niewidoczny personel							invisible

J

K

L

LESBIAN

- A woman who is emotionally, romantically or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Lesbijka	lesbisk	lesbisch	lesbica	Lesbiana	Лесбійка	Lezbijka	lesbienne

LGBTQ

- An acronym for “lesbian, gay, bisexual, transgender and queer.”

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
LGBTQ	HBTQ (HBTQI)	LGBTQ	LGBTQ+	LGBTQ (LGTBI)	ЛГБТК	LGBTQ	LGBTQ

M

MENTAL HEALTH

- The condition of one's mind, whether or not one suffers from any form of mental illness;
- The condition of mind indicating whether someone is feeling happy, able to work, etc.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Zdrowie psychiczne							santé mentale

MIGRANT

- A person who travels to another place or country, usually in order to find work or better living conditions.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Migrant							migrant

MOBBING

- Mobbing at work refers to a group of people engaged in different types of harassment and bullying behavior against a fellow co-worker. In other words, group bullying in the workplace.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Mobbing, molestowanie							mobbing

N

NEGLECT

- Giving insufficient care or attention to people or things that are your responsibility;
- A situation in which you do not give enough care or attention to someone or something, or the state of not receiving enough care or attention.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Zaniedbanie/z aniedbywanie							négligent

NEURODIVERGENCE

- Having or related to one whose brain functions differently from what is usual, for example that of someone who has autism.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Neurodywerg encja							neuro-diverge nce

NON-BINARY

- An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Niebinarność	Ickebinär	nonbinär	Non binario	No-binario	Небінарний		non-binaire

O

OUTING

- Exposing someone's lesbian, gay, bisexual transgender or gender non-binary identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

Polish	Swedish	Austrian/German	Italian	Spanish	Ukrainian	Croatian	French
Ujawnianie czyjejs tozsamości seksualnej bez zgody		Outing	Outing		Аутінг		outing, déplacardage

OUTREACH

- An effort to bring services or information to people where they live or spend time;

- An organizational process which builds relationships with people in order to advise them, for example concerning health or financial issues.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Zasięg (informacyjny)							actions de sensibilisation, de diffusion, ou de communication

P

PANSEXUAL

- Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Panseksualiz m	pansexuell	pansexuell	pansessuale	Pansexual	Пансексуаль ний		pansexuel

PREJUDICE

- The feeling of not liking a group of people or treating this group due to their race, sex, religion, etc.;
- To influence someone unfairly so they have a bad opinion of someone or something;
- A situation in which you support or oppose someone or something unfairly due to the influence of your personal opinions.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Uprzedzenie (stronniczość)							préjudice

(A MIXTURE OF) PRE-REQUIREMENTS

- [a mixture of] skills needed or requested [in advance] [in order to do sth.]

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Różnorodne warunki/wymagania wstępne							(un mélange de) pré-requis.

POWER

- The ability or capacity to do something or act in a particular way;
- The capacity or ability to direct or influence the behavior of others or the course of events.

Polish	Swedish	Austrian/	Italian	Spanish	Ukrainian	Croatian	French

		German					
Władza							le pouvoir

POWER OVER

- ‘Power over’ is the way in which power is most commonly understood. It is built on force, coercion, domination and control, and motivates largely through fear. It is built on the belief that power is a finite resource held by [certain] individuals, and that some people have power and some people do not.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Władza nad							le pouvoir sur

POWER RELATIONS

- In an interpersonal interaction, the relative status, power, and/or dominance of participants, reflected in whether expectations and behaviour are reciprocal, and communicated as such (see *also* reciprocity). Power relations are a key dimension of

interpersonal communication. See asymmetrical relationships; complementary relationships; parallel relationships; symmetrical relationships;

- Relationships of dominance and subordination between different groups: for instance within stratified social systems or in international relations (e.g. the West vs. the rest of the world);
- For Foucault, the various patterns of domination and resistance in different social settings. For him, ‘there cannot be a society without power relations.’

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Relacje władzy							les relations de pouvoir

POWER TO

- Being able to act. ‘Power to’ can begin with the awareness that it is possible to act, and can grow through the process of taking action, developing skills and capacities, and realising that one can effect change;
- ‘Power to’ refers to the “productive or generative potential of power and the new possibilities or actions that can be created without using relationships of domination.” · It is built on the “unique potential of every person to shape his or her life and world.” · It is the power to make a difference, to create something new, or to achieve goals.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Sprawczość							le pouvoir à (agir, à faire quelque chose, à atteindre tes objectifs...)

POWER WITH

- Collective action creates both psychological and political power that comes from being united. ‘Power with’ is often used to describe how those faced with overt or covert domination can act to address their situation: from joining together with others, through building shared understandings to planning and taking collective action;
- ‘Power with’ is shared power that grows out of collaboration and relationships. It is built on respect, mutual support, shared power, solidarity, influence, empowerment and collaborative decision making. ‘Power with’ is linked to “social power, the influence we wield among equals”. ‘Power with’ can help build bridges within groups (e.g., families, organisations, social change movements) or across differences (e.g., gender, culture, class). Rather than exercising domination and control, ‘power with’ leads to collective action and an ability to act together.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Moc zjednoczenia							le pouvoir collectif (avec une ou plusieurs personnes, voir un collectif)

POWER WITHIN

- The sense of confidence, dignity and self-esteem that comes from gaining awareness of one’s situation and realising the possibility of doing something about it. ‘Power within’ is a core idea in gender analysis, popular education, psychology and many approaches to empowerment.
- Power within is related to a person’s “sense of self-worth and self-knowledge; it includes an ability to recognize individual differences while respecting others”. Power within involves people having a sense of their own capacity and self-worth. Power within allows people to recognise their “power to” and “power with,” and to believe they can make a difference.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Moc wewnętrzna							le pouvoir dedans (à l’intérieur)

POWER TO EMPOWER

- Critical to development thinking and practice: those with power cannot disown it but should instead quietly accept it and focus on using it sensitively and meaningfully to allow others to come into their power, thus to empower them.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Umiejętność wzmacniania innych							le pouvoir de donner les moyens de (faire quelque chose), le pouvoir de responsabilise r, le pouvoir d'habiliter à...

POWER: VISIBLE POWER

- Observable decision-making. Visible power describes the formal rules, structures, authorities, institutions and procedures of political decision-making. It also describes how those in positions of power use such procedures and structures to maintain control;

- Responding to visible power is usually about trying to change the ‘*who, how and what*’ of policy-making so that the process is more democratic, accountable and responsive to diverse needs. Visible power is countered with strategies of political advocacy and seeking access to formal decision-making processes.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Widoczny proces decyzyjny							le pouvoir visible

POWER: HIDDEN POWER

- Powerful actors maintain influence by controlling who gets to the decision-making table and what gets on the agenda. These dynamics operate on many levels, often excluding and devaluing the concerns and representation of less powerful groups.
- Responding to hidden power focuses on strengthening organisations and movements supporting the poor, building collective power and leadership to redefine the political agenda, and raising the visibility and legitimacy of issues and voices that have been silenced.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Ukryta władza							le pouvoir : le pouvoir caché

POWER: INVISIBLE POWER

- Shapes the psychological and ideological boundaries of participation. Significant problems and issues are not only kept from the decision-making table, but also from the minds and consciousness of those affected. By influencing how individuals think about their place in the world, this type of power shapes people's beliefs, sense of self and acceptance of the status quo. Processes of socialisation, culture and ideology perpetuate exclusion and inequality by defining what is normal, acceptable and safe;
- Responding to invisible power focuses on re-imagining social and political culture, and raising consciousness to transform the way people perceive themselves and those around them, and how they envisage future possibilities and alternatives.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

		German					
Niewidoczna władza							le pouvoir: le pouvoir invisible

PRIVILEGE

- An distinct advantage afforded one person or group of people, usually due to their position or wealth;
- The way in which people who are rich, enjoying a high social standing, belonging to a particular race or gender, have more advantages in society than people who do not belong to these groups;
- The special right that some people in authority have which allows them to do or say things that are forbidden to others.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Uprzywilejowa nie/ przywilej							privilège

Q

QUEER

- A term people often use to express a spectrum of identities and orientations counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or gender-expansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ movement.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
	queer	Queer	Queer	Queer	Kvip		Queer

QUESTIONING

- A term used to describe people who are in the process of exploring their sexual orientation or gender identity.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

Kwestionowa nie własnej płci	transition		Transizione	Cuestionándo se			questionneme nt
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R

RACE

- A group to which people are considered to belong based on perceived shared physical characteristics such as skin colour, eye shape, etc.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Rasa							race

S

SAFE(r) SPACEs

- A place or environment in which a person or category of people can trust, that they will not be exposed to discrimination, criticism, harassment, or any other form of emotional or physical harm.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Tworzenie bezpiecznej przestrzeni komunikacji							espace de sécurité, espaces [plus] sûrs

SAME-GENDER LOVING

- A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.

Polish	Swedish	Austrian/German	Italian	Spanish	Ukrainian	Croatian	French
Pociąg seksualny osób tej samej płci	homosexuell	homosexuell/gleichgeschlechtlich	omosessuale				aimant personnes du même sexe

SEX ASSIGNED AT BIRTH

- The sex, male, female or intersex, that a doctor or midwife uses to describe a child at birth based on their external anatomy.

Polish	Swedish	Austrian/German	Italian	Spanish	Ukrainian	Croatian	French

Płeć przypisana przy urodzeniu		bei der Geburt zugeschriebe nes Geschlecht	sesso	Sexo asignado por nacimiento			sexe assigné à la naissance
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SEXUAL ORIENTATION

- An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Orientacja seksualna	sexuell orientering	sexuelle Orientierung	orientamento sessuale	Orientación sexual		Seksualna orijentacija	orientation sexuelle

SOCIAL NORM

- Social norms are perceived as informal, mostly unwritten, rules that define acceptable and appropriate actions within a given group or community, thus guiding human behaviour.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Normy społeczne							norme sociale - normes silencieuses et objectifs

SOCIAL ANXIETY

- A mental health condition characterized by a fear of being watched or judged by others in social situations. It may be the result of a combination of genetic and environmental factors.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

Fobia społeczna							anxiété sociale
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SOCIO-ECONOMIC STATUS

- The term ‘socio-economic status (SES)’ refers to an individual's position in a society. This is determined by wealth, occupation, and social class, and is a measure of an individual's or group's standing in the community. It usually relates to the income, occupation, educational attainment, and wealth of either an individual or a group. These variables are summarized within a single figure or socio-economic index. There is no general agreement on the definition of SES and so different socioeconomic indexes are constructed depending on their usage.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Status społeczno-ekonomiczny							statut socio-économique

(CONCEPT OF) SOCIAL TRANSFORMATION

- The long-term change processes occurring through social norms, levels, and relationships of social structure;
- The process of change within institutionalized relationships, norms, values, and hierarchies over time; the manner in which society changes due to economic growth, science, technological innovations, and war or political upheavals. Social transformation affects people's interactions and lifestyle. In the case of individuals, social transformation refers to the process of altering the social status of one's parents to resemble one's current status. During this process of transformation, one moves from an ascribed status to an achieved status.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Transformacja społeczna							(concept de) transformation sociale

STAFF TRAINING

- Training to improve the performance or knowledge of the employees or workforce or a company, etc.;

- A meeting in which people discuss and show how to do a job or perform an activity so that everyone can learn.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Szkolenia pracowników/ kadry akademickiej							formation de personnel

SUBJECTIVITY

- Influenced by personal beliefs or feelings, rather than facts/ based on facts and not influenced by personal beliefs or feelings.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

Subiektywność ć/ obiektywność							subjectivité/ob jectivité ?
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T

TOXIC HIERARCHIES

- Very unpleasant or unacceptable [(work)relationships] which cause significant harm and unhappiness over a long period of time.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Toksyczne hierarchie							hiérarchies toxiques

TRANSGENDER

- An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Transpłciowy/ wa	transperson	Transgender	Transgender	Transgénero		Transrodna osoba	transgenre

TRANSITIONING

- A series of processes that some transgender people may undergo in order to live more fully as their true gender. This typically includes a social transition, such as changing name and pronouns, a medical transition, which may include hormone therapy or gender affirming surgeries, or a legal transition, which may include changing legal name and sex on government identity documents. Transgender people may choose to undergo some, all, or none of these processes.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French

Transformacja płciowa	transition		Transizione	Transición			(en) transition
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TRANSPARENCY

- The characteristic of being easy to see through;
- The quality of being done openly, without secrets;
- A situation in which business and financial activities are done openly, without secrets, so that people can trust that they are fair and honest.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Transparentn ość							transparent

U

UTOPIA: as a multifaceted concept and a method

- Any imagined perfect (ideal) society or political system. This concept is often used when discussing politics and law to describe an unreachable goal. It can also refer to something that is overly visionary, leading either to positive transformation or to devastating damage.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
Utopia							utopie

V

Visually Impaired

- Having any sort of vision defect, whether disabling or not.

Polish	Swedish	Austrian/ German	Italian	Spanish	Ukrainian	Croatian	French
posiadanie wady wzroku,							malvoyant(e)

<p>której wynikiem może być (lecz nie musi) niepełnospra wność</p>							
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W

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