



Top 5 tips for creating and adding to the DE-BIAS vocabulary

1 - A living document

The vocabulary has been developed in the specific context of the DE-BIAS project. It hence focuses on the themes of migration and colonial history, gender and sexual identity and ethnicity and ethno-religious identity. It has been co-created with affected marginalised communities in relation to these themes, but also intersects with numerous other societal domains and cultural topics. It is a living document welcoming input - especially when co-created with the relevant communities.

2 - Beyond the what

The DE-BIAS vocabulary not only includes a list of terms, but also aims to contextualise them, including a term's historic evolution and, where available, suggestions for alternative terms to use. This is slightly different from what a straightforward glossary does, as it includes not just the 'what' but also the 'why', 'how', 'who' and 'when'.

3 - Value of interdisciplinarity

Listening to others and admitting the presence of different opinions on terms and their meanings is part of the co-creation process for a vocabulary of shared terms. Comparing opinions of people of different cultures and professional profiles who have explored their knowledge, inclinations, and values and who have reviewed their roles and those of their institutions helps to establish a process of continuous reflection.

4 - Mediation and negotiation

Similarly, the decision of which terms to add and which to omit, where to add suggestions for alternative terms and where to point to community or individual language and preferences instead, or for which terms to indicate that they might be used in a contentious as well as a non-contentious way is always the fruit of a mediation process, of a compromise.

5 - Multilinguality

Bias doesn't always translate. A term might be contentious in one language, but its direct translation might be used with a different, non-contentious connotation or there might not be a direct translation at all. If a term should also exist in another language, its description will often not only need translation, but also adaptation to the new language and cultural context.

Read more about the [DE-BIAS vocabulary](#) and discover [how you can contribute](#).