



## **LSE Style Guide – Ethnicity Terminology**

The terminology in this guide is derived following a consultation in October 2024 with staff and students to learn what terminology is most appropriate and best represents ethnic minority groups at LSE and beyond. This guidance will be kept under periodic review.

### **1. Definitions**

#### *Race*

In the Equality Act 2010, the protected characteristic of race is defined as your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport.<sup>1</sup>

#### *Ethnicity*

Ethnicity is self-defined and includes aspects such as culture, heritage, religion, and identity.<sup>2</sup>

### **2. Writing inclusively about ethnicity and race**

Based on the consultation findings it is recommended:

- a. To use specific language if you are referring to a specific group or individual.
  - For example, if an initiative is designed to address the underrepresentation of Black academics, it is advised that this group is named and described using specific language and terminology, either about ethnicity or nationality, which is important to our global community.
- b. To use the term 'ethnic minority' in official School communications. This follows [UK government guidance](#), in which 'ethnic minority' was identified as the recommended terminology after a national consultation
  - Official School communications include communications from the Executive Office, The Communications Division, HR and EDI. Whilst this terminology is

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<sup>1</sup> <https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/race-discrimination>

<sup>2</sup> <https://service-manual.ons.gov.uk/content/language/ethnicity-and-race>

recommended, academic departments and other divisions are free to utilise other preferred terminology which may be appropriate for their context or audience.

- c. To allow some degree of local flexibility at departmental or divisional level in the language used where needed (particularly where they are engaging with particular communities specifically).
  - For instance, when talking about an international demographic at LSE, utilising 'global majority' may be preferred
  - This also includes academic research and teaching as these areas are exempt from this guidance in line with academic freedom.

### **3. Data collection**

The UK government and Office for Statistics both recommend using the word "ethnicity" in data collection, which aligns with the findings of the consultation at LSE.

LSE utilises the five high-level ethnic groups in data collection to align with the national standard for benchmarking. These are as follows:

- Asian
- Black
- Mixed or Multiple ethnic groups
- White
- Other ethnic group

Where more detail is needed, there is [a second level of more specific sub-groups you can use to describe ethnic groups](#)

If you need this level of detail, use the appropriate ethnic group name, followed by a colon and then the sub-group.

### **4. Examples of copy**

"The Organisational Learning and Development Team is working with [EmbRace](#) to improve race equity at LSE by supporting career progression and developing confidence and skills in our colleagues from ethnic minority backgrounds. This scheme will support staff to navigate the workplace with support from senior colleagues, either through 1-to-1 Mentoring or Mentoring circles." ([HR Division](#))

"[EmbRace](#) is LSE's staff network for ethnic minority staff. Established in 2010 by Daniel Beckley, we work to challenge structural inequalities, promote racial equity, and foster a supportive environment where ethnic minority staff can thrive both personally and professionally." ([EmbRace staff network](#))

"The Black Achievement Conference is a long-standing event organised by the LSE Widening Participation team since 2007. The event is a half-day online conference which

celebrates the achievements and contributions of the Black community at LSE. (...)  
Applicants should identify as being of Black British African/Caribbean or Black British  
African/Caribbean mixed heritage. This includes students who identify as Black British  
“other”. ([Widening Participation](#))