



LSE Style Guide – Ethnicity Terminology

1. 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.

2. 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.¹

Ethnicity

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

3. Writing inclusively about ethnicity and race

Based on the consultation findings it is recommended:

- a. 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 communication from the Executive Office, The Communications Division, HR and EDI. Whilst this terminology is recommended, academic departments and other divisions are free to utilise other preferred terminology which may be appropriate for their context or audience.
- b. 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

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

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

specific language and terminology, either about ethnicity or nationality, which is important to our global community.

- 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.

4. 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, Asian British or Asian Welsh
- Black, Black British, Black Welsh, Caribbean or African
- 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.