



All things Rightsholders

A GLOSSARY GUIDE

inclusive language for all

version - 02





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CONTENTS

01

INTRODUCTION

02

LGBTQ+ PEOPLE

- The Basics 4
- Sexual Orientations 6
- Gender Identities 8
- No Goes 11

03

WOMEN FACING EXPLOITATION, ABUSE OR VIOLENCE

- The social system against women 16
- Violence against women 20
- Pregnancy 24
- Fighting Back 26

04

PEOPLE WITH DISABILITIES

- Disability Diversity 28
- Ableist Society 31
- Inclusion 33

05

INDIGENOUS PEOPLE AND ETHNIC MINORITIES

- The Basics 36
- Discrimination against minorities 38

06

VULNERABLE ELDERLY AND YOUTH

- Elderly and Youth 42
- Health Issues 43

07

SOURCES AND REFERENCES



Introduction



Introduction

In this glossary you are going to learn more about the five rightsholders groups: *LGBTQ+ people, Women facing exploitation, abuse or violence, People with disabilities, Indigenous People and ethnic minorities and Vulnerable Elderly and Youth*. Not only is this glossary covering the basic key terminologies of each group but it is also elaborates the challenges they are facing each day. Increasing our awareness about social issues, the way we talk, act and think is key to creating a safe space for everyone, anywhere and everywhere.

So let's keep on linking and learning.
Because when we connect learning starts, when we listen, learning enhances and when we do and act, learning deepens!



The illustration features a warm, orange-toned background with abstract, flowing shapes and circular motifs. In the upper left, two women are shown in a close embrace; one has dark skin and long dark hair, while the other has light skin and dark hair. In the lower right, two men are embracing; one has dark skin and curly hair, while the other has light skin and short dark hair. A large, white, rounded rectangular box is positioned in the center, containing the text 'LGBTQ+ People' in a bold, orange, sans-serif font. The overall style is clean and modern, with a focus on human connection and diversity.

LGBTQ+ People

The Basics

Sexual Diversity/Orientation

This is where individuals are sexually, romantically and or emotionally attracted to a member of the same or different gender. This sexual diversity may manifest itself in romantic, sexual and varying emotional behaviour between a range of sexes and gender identities.



Sexual rights

Sexual rights embrace human rights that are already recognized in national laws, international human rights documents and other consensus statements. They include the right of all people, free of coercion, discrimination and violence, to: the highest attainable standard of sexual health, including access to sexual and reproductive health care services; seek, receive and impart information related to sexuality; sexuality education; respect for bodily integrity; choose their partner; decide to be sexually active or not; consensual sexual relations; consensual marriage; decide whether or not, and when, to have children; and pursue a satisfying, safe and pleasurable sexual life. The responsible exercise of human rights requires that all people respect the rights of others.

Ally

An Ally is someone who is actively supportive of members of the LGBTQ community. Allies are cisgender straight individuals and they can also be people within the LGBTQ community who support each other.

Coming out

"Coming out of the closet", shortened "coming out", is a metaphor used to describe the personal process of accepting and disclosing to others that one is part of the LGBTQIA+ community.

I AM QUEER!

LOUD & PROUD

Queer

Queer is an umbrella term for people who do not corresponding to established sexuality and gender identities and heterosexual norms.



Sexual Orientations

Asexual

Asexuality is a sexual orientation, like being gay or straight. It is also a spectrum and not everyone agrees with its definition. An asexual person feels little or no sexual attraction to anyone, but they still may engage in sexual activity, which is why it is different from celibacy or abstinence.

Bisexual

An individual of any gender who is emotionally, romantically and or sexually attracted to both males and females and varying sexual and gender identities.



Pansexual

A pansexual person is attracted either emotionally, physically or both - to all genders. This includes cisgender, transgender and gender nonconforming individuals. "Pan" means "all" and this label emerged from the controversy around the label bisexual. "Bi" means "two" and this term emerged from a time when the understanding of gender wasn't inclusive. Now the definition of bisexual has been changed and can be explained as "attracted to genders like mine and genders different from mine"- Gabrielle Blonder.

Homosexuality

Homosexuality refers to sexual and/or romantic attraction between people who are the same sex. It comes from the Greek word homos, meaning "the same.". The term gay is frequently used as a synonym for homosexual; female homosexuality is often referred to as lesbianism.

Gay

A male who is emotionally, romantically and or sexually attracted to other males (male homosexual). The word 'gay' is frequently used by Lesbians and other sexualities that choose to associate with a non-mainstream sexuality or gender norm.



Lesbian

A female who is emotionally, romantically and or sexually attracted to other females (female homosexual).



PRIDE!



Gender Identities

Gender refers to the characteristics and roles that societies attribute to women and men respectively. Gender is not 'natural' - it is constructed by societies.

An individual's experience of their own gender and how they wish to convey this externally and personally. Gender identity is a result of an individual's personal experiences with biological and social gender attributes^{xii}. Gender binaries exist in many nations. An individual who is establishing their gender identity can choose to convey a different outward perception of their gender. This gender identity can either be within or outside the gender binary and is different from what they were assigned with at birth or by society (e.g the case with the Hijras of Southern Asia).

boy

girl

CUTE

Cisgender

Cisgender is the opposite of Transgender and describes some who identify with their assigned sex at birth.

Non-binary/Gender-fluid

Non-binary individuals can't identify their gender identity within the reinforced gender binary in society. They can present themselves as masculine, feminine or neither and still prefer they/them, she/they, he/him pronouns. A person that identifies as non-binary does not mean that the individual is necessarily intersex.



Transgender

Sometimes known as 'trans' individuals. These are individuals whose gender identity does not match the sex assigned to them at birth. Each individual may choose how to respond to this on a personal level. Some individuals may wish to undergo gender reassignment surgery or hormone replacement therapy (HRT) to alter their biologically assigned sex. Some also only transition socially.

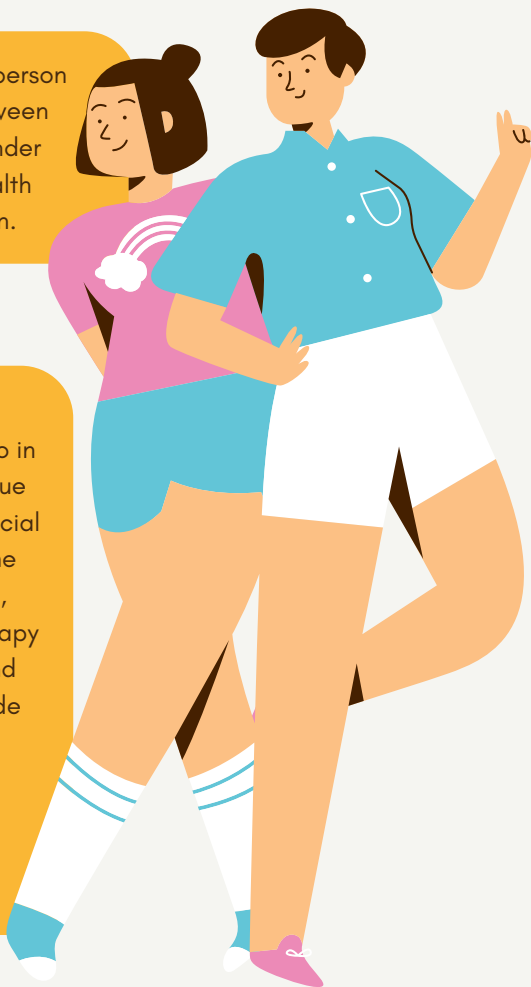


Gender dysphoria

This is a sense of unease that a person has because of a mismatch between their biological sex and their gender identity. This leads to mental health issues like anxiety and depression.

Transitioning

A series of processes that some transgender people may undergo in order to live more fully as their true gender. This typically includes social transition, such as changing name and pronouns, medical transition, which may include hormone therapy or gender affirming surgeries, and 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.



Pronouns

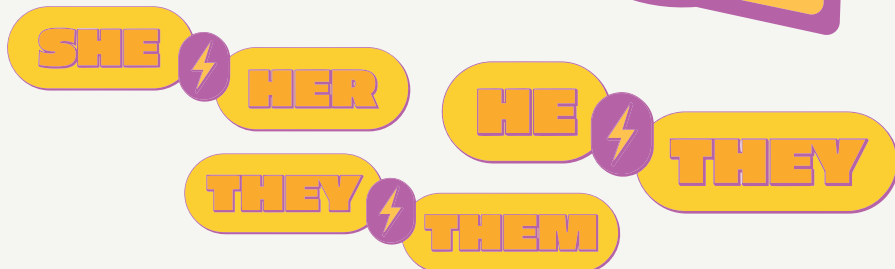
Respecting ones preferred pronouns is important for letting the person feel seen and heard. Their pronouns can be different from what you expect them to be. The person can be presenting as masculine and still want to be addressed with she/her or they/them etc. New pronouns are also in the making in many different countries and some already have inclusive pronouns.

Sex

Someone's sex is usually assigned at birth and refers to biological differences between males and females. Sometimes the sex is assigned later in life, because the biological characteristics don't fit into male or female (e.g "intersex"). The sex can be changed in sex reassignment surgeries that some transsexual people undergo. The treatment can include change of sex organs and the administration hormones.

Intersex

The definition of this is an individual who has a variation of sex characteristics which leads to the ambiguity of their gender at birth thus a gender identity crisis could occur as the binary conceptions of gender do not provide for non-binary Intersexed individuals.



NO GOES!



Outing

You should never out someone. Outing is when someone is disclosing that another person is part of the LGBTQ community without the persons consent.

GAY RIGHTS ARE HUMAN RIGHTS



Homophobia

Homophobia is the fear, hatred, discomfort with, or mistrust of people who are lesbian and gay.

Biphobia

Biphobia is defined as the fear or dislike of someone who identifies as bi. This can be presented through mislabeling bisexual individuals as lesbian, gay, or heterosexual, as well as denying the existence of bisexuality as a legitimate sexuality.

Transphobia

Transphobia is fear, hatred, discomfort with, or mistrust of people who are transgender or genderqueer etc.

Pedophilia

Pedophilia is a psychosexual disorder and is characterized by an adult having sexual interest towards prepubescent children. This community of pedophiles has tried to be part of the LGBTQ movement and they tried to add a "P", changing LGBTQ to LGBTP. This was rejected by the LGBTQ community immediately. "The LGBTQ movement absolutely rejects any suggestion that our community is linked to nonconsensual interpersonal behaviors, including the horrific actions of pedophiles." - Morrow.

Although transphobia, biphobia, and homophobia are similar, they're not the same thing. Both gay and straight people can be transphobic and biphobic, and people can be transphobic without being homophobic or biphobic.



Stay
Queer

"You're bi? So, you're just not sure yet."

Using this phrase is as if you are implying that a person is merely in a phase between being straight or gay/lesbian. While it is true that some people first identify as bi because they confuse being bi-curious with being bi or because they simply feel more comfortable with being bi before fully coming out as gay or lesbian, these instances do not invalidate the existence of bi people.

"No, that's for girls/boys!"

Boys wanting to paint their nails or girls wanting to play with tools does not mean that they will grow into a member of the LGBTQ+ community. A negative reaction will be remembered if they might begin to question their gender and sexuality and might damage a trusting foundation.

"I'm not gay but.../I'm no homo..."

Reaffirming that you not belong to that group after you simply called someone of the same-sex attractive or fun to be around is not necessary. This phrase further makes it seem as if LGBTQ+ people are not normal and that being associated with them comes with some kind of punishment.

"That's gay/You're so gay"

Using these phrases to insult someone/something or to make joke amongst peers is very harmful. It makes them internalize homophobia in a way that is very subtle. They might start seeing gay men as less as them or they might start to fear them. It is also possible that they might even not accept themselves if they realize they are gay.



Slurs

A slur is a word that is used to discriminate against certain groups and they usually have a deep history to themselves. Some slurs have been reclaimed by these groups themselves (meaning these groups use the slur amongst themselves in an empowering or casual matter), some slurs haven't. So remember: Everyone is free to call themselves what they want, but you can't call someone else whatever you want — especially not a slur.

F-slur ("Faggot")

The F-slur is the most offensive anti-gay slur in history. Gay men have died while having this slur shout at them. Some gay communities have reclaimed that slur to protest against the heteronormative establishments.

"Twink"

"Twink" is used to insult a young, slender, hairless and feminine, gay man. This slur therefore is also very misogynistic and has tones of body-shaming, fem-shaming in it.

"Tranny"

This slur is used against trans people and it hasn't been reclaimed yet. Out of the LGBTQ community trans people face the most discrimination in recent times.

An illustration of a person with short, wavy blonde hair and a serious expression. Above their head is a large, yellow octagonal sign with a white border and the word "STOP" written in white capital letters. The person is wearing a yellow turtleneck sweater with vertical lines on the collar.

STOP

Women facing exploitation, abuse or violence



The social system against women



Social system

A social system is a patterned network of relationships that exist between individuals, groups, and institutions. It is the formal structure of role and status that can form in a small, stable group. An individual may belong to multiple social systems at once like families, communities, cities, nations, religions, corporations, and industries. The organization and definition of groups and individuals within a social system depend on various shared properties such as location, socioeconomic status, race, gender, religion, societal function etc.

Patriarchy

Patriarchy (Greek: patriarkhēs) literally means "the rule of the father" and is used to refer to a social system where men control a disproportionately large share of social, economic, political and religious power, and inheritance usually passes down the male line. American sociologist Allan Johnson wrote: "Patriarchy does not refer to any man or collection of men, but to a kind of society in which men and women participate ... A society is patriarchal to the degree that it promotes male privilege by being male-dominated, male-identified, and male-centered. It is also organized around an obsession with control and involves as one of its key aspects the oppression of women."

Matriarchy

A matriarchy is a society in which female members lead families, govern political, social and economic institutions. A matriarchy is not the opposite of a patriarchy which means that it is not a system where women control men. As Heidi Goettner-Abendroth, the founder of the International Academy HAGIA for Modern Matriarchal Studies, put it to Dame Magazine: "The aim is not to have power over others and over nature, but to follow maternal values, i.e., to nurture the natural, social and cultural life based on mutual respect." In other words, matriarchy is a system that revolves around the principle of mother-rule in which mothers or females are at the top of the power structure or hierarchy. They dominate in roles of moral authority, political leadership, social privilege, and control of property.

Sexism

Sexism can be a belief that one sex is superior to or more valuable than another sex. It imposes limits on what men and boys can and should do and what women and girls can and should do. The concept of sexism was originally formulated to raise consciousness about the oppression of girls and women, although by the early 21st century it had sometimes been expanded to include the oppression of any sex, including men and boys, intersex people, and transgender people. It functions to maintain patriarchy, or male domination, through ideological and material practices of individuals, collectives, and institutions that oppress women and girls on the basis of sex or gender. Such oppression usually takes the forms of economic exploitation and social domination.



Gender Pay Gap

One way sexism and the resulting economic exploitation expresses itself is the gender pay gap. The gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are working. The wage gap between women and men for equivalent work, attributable to gender discrimination, is 19%. This is based on Cambodia Socio-Economic Survey (CSES) data for 2019-2020 and correcting for selection bias. The gender wage gap is decreasing. It has decreased from 24% in 2017 to 19% in 2020.



Misogyny

Misogyny is hatred or prejudice against women, typically exhibited by men. The term can be applied to individuals, larger systems, societies and cultures that exhibit misogynistic attitudes. In today's world it mostly refers to the social systems or environments where women face hostility and hatred because they're women in a world created by and for men – a historical patriarchy.

Internalized Misogyny

The belief by women and girls that the sexist lies, stereotypes and myths about them are true.

Examples of internalised misogyny:

- You judge women's sexual behaviour differently from men's sexual behaviour.
- You're disgusted at seeing women's body hair.
- You believe women are too emotional to be good leaders, are not good at science/sports or a woman's main purpose is to be a mother.

Toxic masculinity

A set of attitudes and ways of behaving stereotypically associated with or expected of men, regarded as having a negative impact on men and on society. Examples of these stereotypes include:

- Men are tough, strong and do not cry.
- Men cannot control their sexual urges.
- Men are breadwinners and the head of the household.

Putting expectations on men can lead to men and boys feeling isolated because they feel they are unable to ask for help.

Involuntary celibates/Incels

Incels are men who blame the world, and especially women, for the fact that they are virgin or aren't having sex as often as they want to. They see women as manipulators who choose powerful but shallow men, and unfairly ignore and even torment 'good guys' like themselves. Resentment becomes an excuse for misogyny, and sometimes, for violence. 'Incels' are a hate group.

Misogyny and Violence against women and girls (VAWG)

Misogyny, internalised misogyny and toxic masculinity enables violence against women and girls (VAWG). Misogyny, internalised misogyny and toxic masculinity can lead to cultural, internal and community acceptance of violence against women and girls.

Violence against women



Sexual abuse

Sexual abuse is any sexual activity that occurs without consent. Also referred to as sexual assault or sexual violence, it includes unwanted sexual touching, forced oral sex, and rape, among other sexual acts. No matter which act occurs, it's not the victim's fault that they were assaulted—and help is available to begin healing from such abuse.

Sexual harassment

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace or learning environment, according to the Equal Employment Opportunity Commission (EEOC). Sexual harassment does not always have to be specifically about sexual behavior or directed at a specific person. For example, negative comments about women as a group may be a form of sexual harassment.

Rape

No!!

Rape refers to forcing or manipulating another person into unwanted sexual intercourse. Being raped can happen to anyone regardless of gender, age or sex and is always to be taken seriously.

Consent

Consent is the permission of something to happen or an agreement to do something. It is especially important to ask for consent when it comes to intimate actions between you and someone else. "No" means "No".

Victim-Blaming

Victim-blaming occurs when the victim of a crime or any wrongful act is held entirely or partially at fault for the harm that was caused to them.

Victim-blaming can be a form of misogyny. Examples include:

- If she wasn't so drunk, he wouldn't have raped her.
- She shouldn't have led him on.
- What did she expect wearing that outfit?

The victim is never at fault. Normalizing blaming the victim makes it easier for the perpetrators to keep on committing crimes since they know people will focus on blaming the victim instead of the perpetrator's own wrongful actions.



LEAVE ME ALONE!



SMILE



FOR ME



BABE

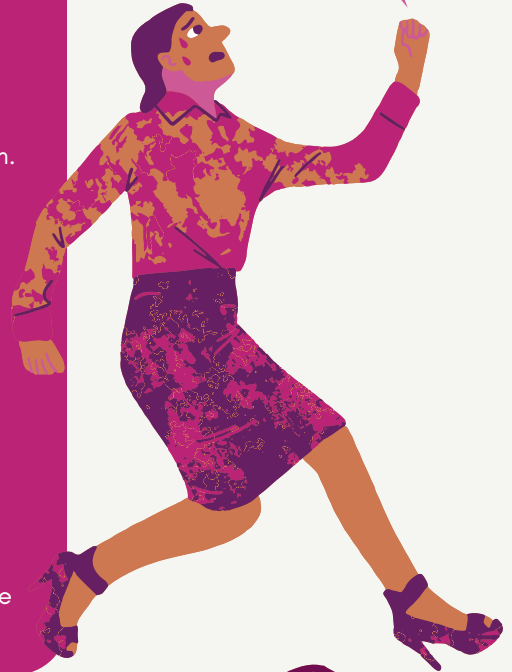
Catcalling

By its very nature, catcalling is a form of objectification; catcalling is used as a means of demonstrating that a person's physical appearance is in some way alluring or appealing. Catcalling does not have to use callous or crude language to be considered obscene or offensive and is always extremely sexual and can lead to the endangerment of physical safety. One of the most common ways men objectify women is indeed through catcalling, a behavior that many people report having experienced in childhood and adulthood.

Domestic Violence/Abuse

Domestic abuse, also called "domestic violence" or "intimate partner violence", can be defined as a pattern of behavior in any relationship that is used to gain or maintain power and control over an intimate partner. Abuse is physical, sexual, emotional, economic or psychological actions or threats of actions that influence another person. Domestic abuse can happen to anyone of any race, age, sexual orientation, religion, or gender. Some perpetrators of domestic abuse are misogynists. They do not respect women and girls and do not believe they deserve to be treated with the same respect as men and boys. They use domestic abuse as a form of control because they believe that as a man, they have more rights than women or that women should be held accountable for men's actions.

**VIOLENCE
AGAINST WOMEN
STOPS HERE!**



Spousal/Marital Rape

Sexual violence, including rape, has many faces. In romantic partnerships and marriage, forced sex is still sexual violence, and it's never the victim's fault. Nonconsensual sex in a marriage is not uncommon and is a issue that should be taken seriously.



Forced marriage

Misogynists use forced marriage as a form of control because they believe that women should maintain a certain standard of behaviour, different from men. They believe that women need to be controlled by a man and forcing them to marry means a husband can do that, e.g. 'She is too wild, she needs a husband to rein her in.' This enables the 'man being the head of the house' belief that misogynists often have and takes away choices from the girl or woman. Not being able to make choices within a relationship can lead to ill mental health and is a form of domestic abuse.



Female genital mutilation

Misogynists use female genital mutilation as a form of control because they believe that women should preserve their virginity and need to prove this to their husband/the husband's family. Misogynists believe that women/girls who have had sexual experience may be deemed 'impure' and or not worthy of respect. Whereas men/boys who have had previous sexual experiences are 'real men' and are proud of their sexual experiences. Everyone deserves to be respected. Respect does not depend on your sexual behavior/experiences.



Pregnancy



Violence against pregnant women

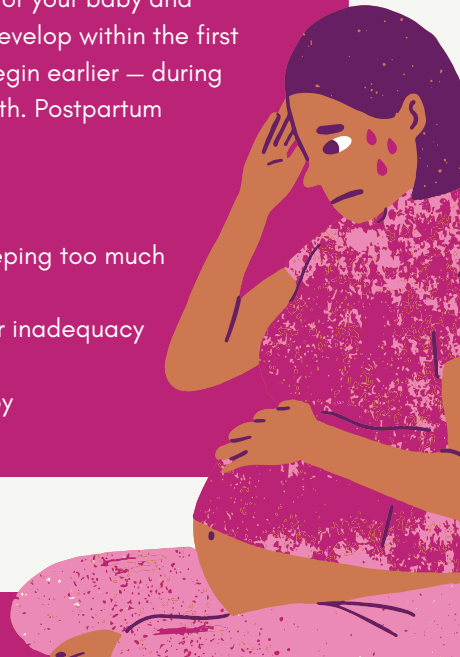
Domestic violence is more common than any other health problem among women during pregnancy. It greatly threatens both the mother's and baby's health. If you are being hurt or threatened by your partner while you are pregnant, you have a higher chance of:

- Injury to your uterus
- Miscarriage, stillbirth or premature baby
- Getting a dangerous vaginal infection from forced or unprotected sex with someone who has an infection
- Increased first and second trimester bleeding

Postpartum depression

Postpartum depression may be mistaken for baby blues at first — but the symptoms are more intense and last longer. These may eventually interfere with your ability to care for your baby and handle other daily tasks. Symptoms usually develop within the first few weeks after giving birth. But they may begin earlier — during pregnancy — or later — up to a year after birth. Postpartum depression symptoms may include:

- Difficulty bonding with your baby
- Withdrawing from family and friends
- Inability to sleep, called insomnia, or sleeping too much
- Fear that you're not a good mother
- Feelings of worthlessness, shame, guilt or inadequacy
- Severe anxiety and panic attacks
- Thoughts of harming yourself or your baby
- Recurring thoughts of death or suicide





If you're feeling depressed after your baby's birth, you may be reluctant or embarrassed to admit it. But if you experience any symptoms of postpartum baby blues or postpartum depression, call your primary health care provider or your obstetrician or gynecologist and schedule an appointment. People with depression may not recognize or admit that they're depressed. They may not be aware of signs and symptoms of depression. If you suspect that a friend or loved one has postpartum depression or is developing postpartum psychosis, help them seek medical attention immediately. Don't wait and hope for improvement.

**MY BODY,
MY CHOICE,
MY RULES!**

Pro-Choice

Generally, people who identify as pro-choice believe that everyone has the basic human right to decide when and whether to have children. When you say you're pro-choice you're telling people that you believe it's OK for them to have the ability to choose abortion as an option for an unplanned pregnancy — even if you wouldn't choose abortion for yourself.

Pro-Life

People who oppose abortion often call themselves pro-life. However, the only life many of them are concerned with is the life of the fertilized egg, embryo, or fetus. They are much less concerned about the life of women who have unintended pregnancies or the welfare of children after they're born. In fact, many people who call themselves "pro-life" support capital punishment (AKA the death penalty) and oppose child welfare legislation.

Fighting Back

Feminism

Feminism is about all genders having equal rights and opportunities. It's about respecting diverse women's experiences, identities, knowledge and strengths, and striving to empower all women to realise their full rights. It's about levelling the playing field between genders, and ensuring that diverse women and girls have the same opportunities in life available to boys and men. It isn't about creating a sliding scale of who is worse off - it's about learning and understanding the ways that inequality affect women and men, and remembering that we're all in this together. True equality leaves no one behind.

Gender equality

Gender equality or equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender. UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights to equal rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike.

Gender analysis

A study that is part of the overall analysis of the country contexts that Voice will be implemented in. A gender analysis aims to identify the specific aspects of gender relations and inequalities that are present in the programme context, and to examine their implications for programme design and implementation.





People with disabilities

Disability Diversity

Disability

The International Classification of Functioning, Disability and Health (ICF) defines disability as an umbrella term for impairments, activity limitations and participation restrictions, denoting the negative aspects of the interaction between an individual (with a health condition) and that individual's contextual factors (environmental and personal factors).



People with disabilities

People with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Impairment

An impairment is a loss or abnormality in body structure or physiological function (including mental functions), where abnormality means significant variation from established statistical norms.

Invisible disability

A disability that is not immediately apparent; sometimes called a hidden disability.



Intellectual disability

A disability characterized by limitations in a person's ability to learn at an expected level. A person with an intellectual disability may process information more slowly and have difficulty with abstract concepts and everyday behaviors and activities. Often referred to as a cognitive disability.

Blindness, Vision impairment

Many people imagine blindness as complete darkness. But that's not entirely true. The term "blindness" covers a broad spectrum of visual disability, from when your sight is impaired enough to interfere with daily activities like reading, cooking or driving, up to total blindness. Each person's experience of blindness is unique. Blindness has many causes, and each affects eyesight differently. Legal blindness is a level of blindness that has been defined by law to limit some activities for safety reason, such as driving, or to determine eligibility for disability-related government programs and benefits.

Deafness, Hearing impairment

Hearing impairment, deafness, or hearing loss refers to the total or partial inability to hear sounds. There are many causes and types of deafness. A person with a mild hearing impairment may have problems understanding speech, especially if there is a lot of noise around, while those with moderate deafness may need a hearing aid. Some people are severely deaf and rely on lip-reading to communicate with others. People who are profoundly deaf can hear nothing at all and can find themselves totally reliant on lip-reading or sign language.



Deafblindness

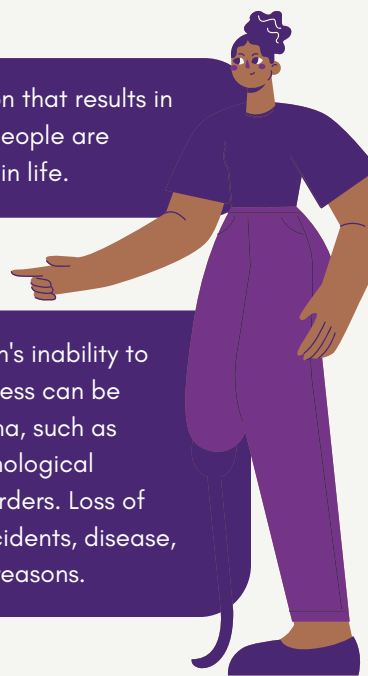
Deafblindness is a combined loss of hearing and vision that results in significant challenges accessing information. Some people are born with Deafblindness, while others acquire it later in life.

Muteness, Mutism

Muteness or mutism is typically understood as a person's inability to speak. It may not be a permanent condition, as muteness can be caused or manifest due to several different phenomena, such as physiological injury, illness, medical side effects, psychological trauma, developmental disorders, or neurological disorders. Loss of previously normal speech (aphasia) can be due to accidents, disease, or surgical complication; it is rarely for psychological reasons.

AIDS/HIV

HIV is a sexually transmitted infection (STI). It can also be spread by contact with infected blood and from illicit injection drug use or sharing needles. It can also be spread from mother to child during pregnancy, childbirth or breastfeeding. Without medication, it may take years before HIV weakens your immune system to the point that you have AIDS. There's no cure for HIV/AIDS, but medications can control the infection and prevent progression of the disease. Antiviral treatments for HIV have reduced AIDS deaths around the world, and international organizations are working to increase the availability of prevention measures and treatment in resource-poor countries. The ADA considers HIV and AIDS to be disabilities that substantially hinder one or more life activities, regardless of whether or not a person has symptoms. However, people with HIV or AIDS may or may not qualify to receive Social Security benefits, depending on the severity of their condition.



Ableist Society

Ableism

Prejudice and/or discrimination against people with disabilities.

Barriers

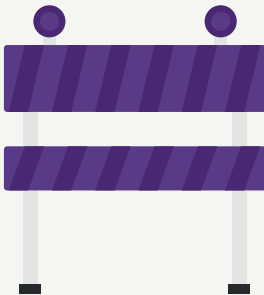
Factors in a person's environment that, through their absence or presence, limit functioning and create disability - for example, inaccessible physical environments, a lack of appropriate assistive devices, and negative attitudes towards disability.

Systemic ableism

Systemic ableism is a system of institutions, policies, and societal values that disadvantage people based on societal values of intelligence, physical ability, and mental abilities. Systemic ableism consists of numerous barriers.

Attitudinal Barriers

Attitudinal barriers are one of the most basic barriers and leading problems to other barriers. Stereotypes, prejudice, and stigma fall under this category.



Communication Barriers

Communication barriers are experienced by people who have disabilities that affect hearing, speaking, reading, writing, and or understanding, and who use different ways to communicate than people who do not have these disabilities. Examples of communication barriers can be a lack of assistive resources in important health messages such as the use of braille and large text for people with visual impairments, lack of subtitles in videos for people with auditory impairments.



Physical barriers

Physical barriers are obstacles that prevent easy access and movement for people with disabilities. Examples can include multi-levelled buildings or structures without ramps, elevators, or lifts, lack of automatic or push doors, lack of accessible parking.

Policy barriers

Policy barriers consist of laws or lack of them that create inequality and injustice in access for people with disabilities. These laws or lack of them are because of unawareness, apathy, or ableist prejudice.



Inclusion



Inclusive development

Inclusive development is a process that leads towards the goal of an inclusive community and a process that ensures all marginalized / excluded groups, including people with disabilities, are included in the development process. Disability-inclusive development promotes the involvement of people with disabilities in all development initiatives, with the ultimate aim of equitable development outcomes for all, and is an effective tool for overcoming social exclusion.

Accessibility

Accessibility describes the degree to which an environment, service, or product allows access by as many people as possible, including people with disabilities.

Mainstream services

Services available to any member of a population, regardless of whether they have a disability – for example, public transport, education and training, labour and employment services, housing, health and income support.

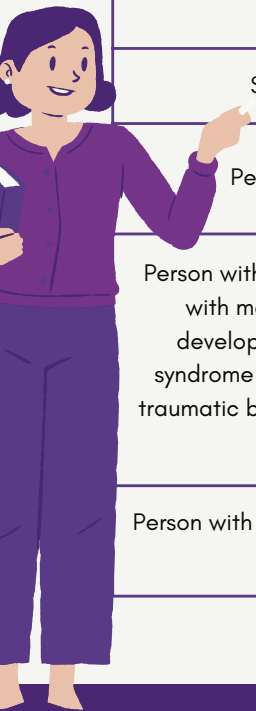
Twin-Track approach

The “twin-track approach” focuses on empowering those who may be excluded through addressing special needs but treats disability as a cross-cutting issue at the same time. It ensures that disability issues are actively considered in mainstream development work, and more focused or targeted activities for people with disabilities are implemented where necessary. This approach aims at removing barriers to participation and mainstreaming disability into every sector and every development action.

Person-first/Identity-first language

Person-first language emphasizes the person before the disability, for example “person who is blind” or “people with spinal cord injuries.” Identity-first language puts the disability first in the description, e.g., “disabled” or “autistic.” Person-first or identity-first language is equally appropriate depending on personal preference. When in doubt, ask the person which they prefer.

INCLUSIVE	NO GOES
People with emotional disorders, mental illness, mental health disability, psychiatric disability	Crazy, maniac, lunatic, insane, nuts, deranged, psycho
“has a disability”, „is a person with a disability“, walks with a cane, uses leg braces	Crippled
People with disabilities	Handicapped, Disabled
Short stature, little person	Midget, Dwarf
Person with learning disability	R-Slur (“Retarded”), Slow learner
Person with a developmental disability, person with mental retardation, person with a developmental delay, person with Down syndrome or person who is brain injured, has traumatic brain injury, is brain damaged, with a closed head injury	R-Slur (Retard), mentally defective, moron, idiot, slow, imbecile, feeble-minded, Down’s person, mongoloid
Person with Alzheimer’s disease, person who has dementia	Senile, demented





Indigenous People and ethnic minorities

The Basics



Indigenous People

Indigenous Peoples are distinct social and cultural groups that share collective ancestral ties to the lands and natural resources where they live, occupy or from which they have been displaced. The land and natural resources on which they depend are inextricably linked to their identities, cultures, livelihoods, as well as their physical and spiritual well-being. Many Indigenous Peoples still maintain a language distinct from the official language or languages of the country or region in which they reside; however, many have also lost their languages or on the precipice of extinction due to eviction from their lands and/or relocation to other territories. Although they comprise only 5% of the world's population, Indigenous Peoples safeguard 80% of the planet's biodiversity. Their knowledge of the natural world means that where Indigenous Peoples have control of the land, forests and biodiversity flourish. Their sustainable land use fights climate change and builds resilience to natural disasters. In Cambodia there are many indigenous groups like the Kui, Bunong, Tampuan, Kreung, Jarai, Stieng people and more. Like many other indigenous groups around the world they too are facing systematic discrimination and resource alienation.

Race

Race refers to dividing people into groups, often based on physical characteristics. It is usually associated with biology and linked with physical characteristics such as hair texture and skin color. It covers a relatively narrow range of options. Yet people of similar complexions/hair textures can be defined as different races.



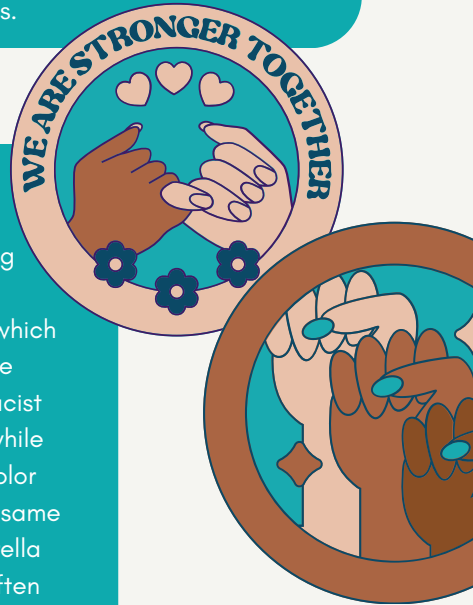
Ethnicity

Ethnicity is a broader term than race. The term differentiates among groups of people according to cultural expression and identification. It refers to the cultural expression and identification of people of different geographic regions, including their customs, history, language, and religion.

The main racial groups that are often listed in ethnic and racial data include White/Caucasian, Hispanic/Latino, Black, Asian, Native American and Pacific Islander, and Middle Eastern/North African. Another for "Some Other Ethnicity" is often included for people who do to identify with the other major ethnic groups.

BIPOC

The acronym BIPOC stands for "Black, Indigenous, and People Of Color" and is pronounced "buy-pock" as opposed to saying each letter individually. The BIPOC acronym originated from the term "people of color," which itself emerged as a "person-first" way to take back the phrase "colored people" from its racist history. The BIPOC acronym builds on that, while also acknowledging that not all people of color have the same experiences or deal with the same types of injustice. People of color is an umbrella term to refer to non-white individuals who often face discrimination. Non-white people include those who have Asian, Middle Eastern, Indian, and Pacific Island heritage, among others. Terms like BIPOC can be useful for broad inclusivity when referring to social groups. It is important to keep in mind, however, that these groups are not homogeneous.



Discrimination against minorities

Xenophobia

Xenophobia is the dislike, hatred or fear of outsiders. This can look like hostility towards immigrants, but also hatred towards another culture, religion or tribe.

Racism

Racism is discrimination based on a person's race or ethnicity, which people sometimes use as justification for xenophobia toward immigrants from certain backgrounds.

Systemic racism

When most people think about racism, they probably think of racial slurs, hate crimes, or other overtly racist actions. There are, however, other less obvious yet ultimately even more destructive forms of racism. Structural and systemic racism are often invisible—at least to those who are not its victims. Systemic and structural racism are forms of racism that are pervasively and deeply embedded in systems, laws, written or unwritten policies, and entrenched practices and beliefs that produce, condone, and perpetuate widespread unfair treatment and oppression of people of color, with adverse health consequences. Examples include residential segregation, insufficient healthcare due to misconceptions and discrimination, barriers to home ownership and accumulating wealth, environmental injustice, biased policing and voter suppression policies.

**CHOOSE TO
CHALLENGE**



Colorism

In Asian communities there are deep-rooted biases about how lighter skin is better than darker skin. At its root, colorism, and the resulting discrimination and bias that is a result of colorism has its roots in classism in Asia. Unlike the racist ideology that was a direct result of the rationalism of slavery by Western European countries of Portugal, Spain, Great Britain (Kendi, 2016), colorism in Asia came from the idea that lower-wage workers had to work in the fields and had darker skin as a result. "Having white skin isn't only about being Western. In Asia, there is a deeply rooted cultural notion that associates dark skin with poverty and working in the fields, whereas pale skin reflects a more comfortable life out of the sun and, therefore, a higher socioeconomic status." from SCMP (South China Morning Post). Furthermore, this notion results in anti-black racism. In many countries in Asia, the population is very homogenous, resulting in the perpetuation of this stereotype and the further objectification of people with darker skin; indigenous communities, South East Asians, and people of African descent.



Islamophobia

Islamophobia is an extreme fear of and hostility toward Islam and Muslims which often leads to hate speech, hate crimes, as well as social and political discrimination. It can be used to rationalize policies such as mass surveillance, incarceration (imprisonment), and disenfranchisement, and can influence domestic and foreign policy (c.f china and the oppression of uygurs).

"Uncivilized"

This term is used to describe a place or a group of people that are perceived as not socially, culturally or morally advanced. Indigenous communities are still perceived as uncivilized by many today due to lack of understanding and tolerance towards other cultures. This assumption is used to justify discrimination and oppression of indigenous people.



"N-word"

Among all the slurs, the N-word is the #1 racial slur you should never use or even consider using. The word can be traced back in history to slavery when the first documented slaves arrived in the US. Africans were referred to using the Spanish and Portuguese words for black - negro. "It's really tied into the idea that African people aren't really human beings," says Kehinde Andrews, professor of black studies at Birmingham City University. "They were more like an animal than a human being, a beast of burden, could be bought and sold, could be thrown overboard and literally had no rights. So when the N-word is used that's essentially what it's used for." The N-word was reclaimed by black people and they use it amongst themselves to address their fellow black friends and is seen as a form of liberation from their oppression. Them using it in their songs does not excuse you to just sing along with them when they say the N-word.

"You look/are Black"

Pointing out that someone looks black or telling them that they are Black (when they are not) is a product of colorism. In Asian communities people lightly use the term black to describe someone's skin color because they might not be aware of the international context of what it means to be Black. Black is an ethnicity/race and not a term you should use to describe someone that is not part of that ethnicity, even jokingly and especially not in a degrading way.



Vulnerable Elderly and Youth



Elderly and Youth

Older/Elderly person

An elderly person is aged 60 years and over. An older person can be classified into 3 categories: Young Old (60-69) - Middle Old (70-79) - Old Old (80 and over)

Youth

Youth is best understood as a period of transition from the dependence of childhood to adulthood's independence. That's why, as a category, youth is more fluid than other fixed age-groups. Definition of youth changes with circumstances, especially with the changes in demographic, financial, economic and socio-cultural settings. For statistical usage 15-24 years old is used to categorize youth and these statistics are there for assessing the needs of young people and provides guidelines for youth development.

Ageism

Ageism is defined as discrimination against older people because of negative and inaccurate stereotypes—and it's so ingrained in our culture that we often don't even notice. The negative view of late life isn't just false. It's also dangerous. "The narrative that age is decline, age is burden, hurts everyone: individuals, families, communities, and society," said Nancy Morrow-Howell, PhD, a professor of social policy and expert in gerontology at Washington University in St. Louis. "Some older adults do need support, but mostly they're giving it," she added; "They make important contributions to the workforce, including paid work as well as volunteering and caregiving. Those contributions to society are a resource, not a luxury."



Health Issues

Non-communicable diseases

Diseases that are not passed from person to person; the four main types of noncommunicable diseases are cardiovascular diseases (such as heart attacks and stroke), chronic respiratory diseases (such as chronic obstructive pulmonary disease and asthma), cancers and diabetes.

Mental Health

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood and old age. Mental and physical health are equally important components of overall health. For example, depression increases the risk for many types of physical health problems, particularly long-lasting conditions like diabetes, heart disease, and stroke. Similarly, the presence of chronic conditions can increase the risk for mental illness.



Depression

Depression is a common but serious mood disorder. It causes severe symptoms that affect how a person feels, thinks, and handles daily activities, such as sleeping, eating, or working. To be diagnosed with depression, the symptoms must be present for at least 2 weeks. If you have been experiencing some of the following signs and symptoms, most of the day, nearly every day, for at least 2 weeks, you may be suffering from depression:

- Persistent sad, anxious, or “empty” mood
- Feelings of hopelessness or pessimism
- Feelings of irritability, frustration, or restlessness
- Feelings of guilt, worthlessness, or helplessness
- Loss of interest or pleasure in hobbies and activities
- Decreased energy, fatigue, or feeling slowed down
- Difficulty concentrating, remembering, or making decisions
- Difficulty sleeping, waking early in the morning, or oversleeping
- Changes in appetite or unplanned weight changes
- Physical aches or pains, headaches, cramps, or digestive problems that do not have a clear physical cause
- Thoughts of death or suicide or suicide attempts, self harm

Geriatric depression

Geriatric depression is a mental and emotional disorder affecting older adults. Lasting depression is not a typical part of aging. Complications associated with aging may contribute to depression in older adults. These problems can include: limited mobility, isolation, facing mortality, transitioning from work to retirement, financial hardships, prolonged substance abuse, deaths of friends and loved ones, widowhood or divorce, chronic medical conditions and more.



Bipolar disorder

Bipolar disorder, formerly called manic depression, is a mental health condition that causes extreme mood swings that include emotional highs (mania or hypomania) and lows (depression). When you become depressed, you may feel sad or hopeless and lose interest or pleasure in most activities. When your mood shifts to mania or hypomania (less extreme than mania), you may feel euphoric, full of energy or unusually irritable. These mood swings can affect sleep, energy, activity, judgment, behavior and the ability to think clearly.



Anxiety disorder

An anxiety disorder is a type of mental health condition. If you have an anxiety disorder, you may respond to certain things and situations with fear and dread. You may also experience physical signs of anxiety, such as a pounding heart and sweating. It's normal to have some anxiety. You may feel anxious or nervous if you have to tackle a problem at work, go to an interview, take a test or make an important decision. And anxiety can even be beneficial. For example, anxiety helps us notice dangerous situations and focuses our attention, so we stay safe. But an anxiety disorder goes beyond the regular nervousness and slight fear you may feel from time to time. An anxiety disorder happens when:

- Anxiety interferes with your ability to function.
- You often overreact when something triggers your emotions.
- You can't control your responses to situations.

Eating disorder

Eating disorders are a range of psychological conditions that cause unhealthy eating habits to develop. They might start with an obsession with food, body weight, or body shape. In severe cases, eating disorders can cause serious health consequences and may even result in death if left untreated. In fact, eating disorders are among the deadliest mental illnesses. People with eating disorders can have a variety of symptoms. Common symptoms include severe restriction of food, food binges, and purging behaviors like vomiting or overexercising. Although eating disorders can affect people of any gender at any life stage, they're increasingly common in men and gender nonconforming people. These populations often seek treatment at lower rates or may not report their eating disorder symptoms at all.

Body shaming

Body shaming involves humiliating someone by making inappropriate or negative comments about their body size or shape. It can come in many forms such as fat shaming, or telling someone they are underweight. Even in a joking manner, remarks about what you eat or how much food you consume constitutes body shaming. Giving someone advice about dieting or praising weight loss is also considered body shaming, whether intentional or not. Often, your friends and family members don't want to hurt your feelings, but their comments can still be of a critical nature. Body-shaming is not limited to any gender, age and other trait.



PTSD

Post-traumatic stress disorder (PTSD) is a mental health condition that's triggered by a terrifying event – either experiencing it or witnessing it. Symptoms may include flashbacks, nightmares and severe anxiety, as well as uncontrollable thoughts about the event. Most people who go through traumatic events may have temporary difficulty adjusting and coping, but with time and good self-care, they usually get better. If the symptoms get worse, last for months or even years, and interfere with your day-to-day functioning, you may have PTSD.

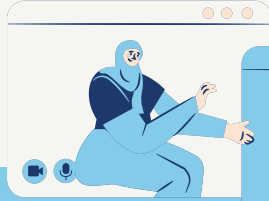


Substance use disorder

Substance use disorder (SUD) is a treatable mental disorder that affects a person's brain and behavior, leading to their inability to control their use of substances like legal or illegal drugs, alcohol, or medications. Symptoms can be moderate to severe, with addiction being the most severe form of SUD. People with a SUD may also have other mental health disorders, and people with mental health disorders may also struggle with substance use.



You are not alone!



Please reach out to those helplines:

TPO Cambodia Suicide Prevention Helpline

+855 17 222 372

for abuse & domestic violence, anxiety, bullying, depression, family, loneliness, parenting, relationships, school & work, self-harm, sexual abuse, stress, suicidal thoughts, grief & loss

បណ្តាញទូរស័ព្ទជំនួយកុមារ - Child Helpline Cambodia

1280

for information about school, reproductive health issues, sexuality, trafficking, hard labor, online exploitation, abuse, and violence

If you want to commit to an intensive healing journey contact:

EMDR Association Cambodia

+855 89 968 678 or visit their website to make an appointment.





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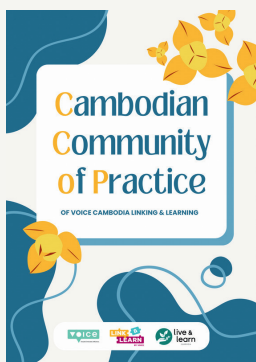
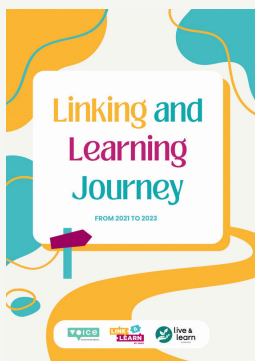
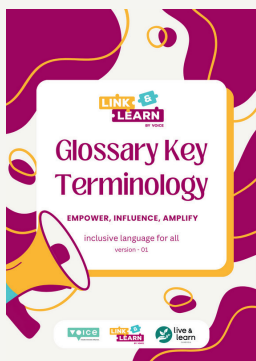
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Check out our other Publications!



In this glossary you are going to learn more about the five rightsholders groups: *LGBTQ+ people, Women facing exploitation, abuse or violence, People with disabilities, Indigenous People and ethnic minorities and Vulnerable Elderly and Youth*. Not only is this glossary covering the basic key terminologies of each group but it is also elaborates the challenges they are facing each day. Increasing our awareness about social issues, the way we talk, act and think is key to creating a safe space for everyone, anywhere and everywhere.

So let's keep on linking and learning.

Because when we connect learning starts, when we listen, learning enhances and when we do and act, learning deepens!



*Check out the
online version!*

