**Glossary**

**Ableism:** the belief that people without disabilities are superior, have a better quality of life, or have lives more valuable or worth living than people with an actual, perceived, or non-apparent disability resulting in oppression, prejudice, stereotyping, or discrimination.

**Access:** creating and advancing barrier-free design, standards, systems, processes, and environments to provide all individuals, regardless of ability, background, identity, or situation, an equally effective opportunity to participate in, utilize, and enjoy the benefits of: employment, programs, services, activities, communication, facilities, electronic/information technology, and business opportunities.

**Ageism:** oppression, prejudice, stereotyping, or discrimination based on a person’s actual or perceived age. The dominant culture assigns value based on a person’s actual or perceived age.

**Ally:** a person of one social identity group who advocates with and supports members of another group; typically, a member of the dominant identity advocating with and supporting a marginalized group.

**Anti-Semitism:** oppression, prejudice, stereotyping, or discrimination based on a person’s actual or perceived membership in a Semitic group. This can include members of Judaism, those that identify as Jewish ethnically, define themselves as Hebrew, are from the nation state of Israel, or are from countries where Amharic, Arabic, or Aramaic are spoken.

**Anti-Racism:** the work of actively opposing racism by advocating for changes in political, economic and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts

**Bias:** judgment or preference toward or against one group over another.

**Implicit/Unconscious Bias:** Learned stereotypes and prejudices that operate

automatically and unconsciously when interacting with others that affect our

understanding, actions, and decisions. These biases, which encompass both favorable

and unfavorable assessments, are activated involuntarily and

without an individual’s awareness or intentional control. Residing deep in the

subconscious, these biases are different from known biases that individuals may choose

to conceal for the purposes of social and/or political correctness.

**Explicit/Conscious bias**: biases we know we have and may use purposefully.

**BIPOC:** Black, Indigenous and people of color

**Biological Sex:**  the biological and physiological characteristics that doctors use to say “boy or girl” at birth.

**Cisgender:** a term used to refer to an individual whose gender identity aligns with the sex assigned to them at birth

**CLAS Standards**: The National Standards for Culturally and Linguistically Appropriate Services in Health Care (CLAS), issued by the U.S. Department of Health and Human Services' (HHS) Office of Minority Health (OMH). These standards ensure that all people entering the health care system receive equitable and effective treatment in a culturally and linguistically appropriate manner.

**Classism:** oppression, prejudice, stereotyping, or discrimination based on a person’s actual or perceived class to advantage and strengthen the dominant class

**Colonialism:** a practice of domination, which involves the subjugation of one people to another. Historically colonizers impose their religion, language, economics, and other cultural practices upon indigenous peoples.

**Colorism:** a prejudice or discrimination against individuals with a darker skin tone, including people of the same ethnic or racial group.

**Culture:** a set of values, beliefs, customs, norms, perceptions, and experiences shared by a group of people. An individual may identify with or belong to many different cultural groups. Culture is passed to others through communication, learning, and imitation.

**Cultural Competence:** an ability to interact effectively with people of all cultures and understand multiple cultural frameworks, values, and norms. Cultural competence comprises four components:

*Awareness of one’s own cultural worldview,*

*Attitude towards cultural differences,*

*Knowledge of different cultural practices and worldviews, and*

*Cross-cultural skills*

A key component of cultural competence is respectfully engaging others with cultural

dimensions and perceptions different from our own and recognizing that none are superior to

another. Cultural competence is a developmental process that evolves over an extended period.

**Cultural Humility:** approach to respectfully engaging others with cultural identities different from your own and recognizing that no cultural perspective is superior to another

**Disability:** an actual, perceived, or non-apparent physical, sensory, mental, or cognitive condition that has an adverse effect on a person’s ability to carry out day-to-day life functions. Environmental barriers may hinder persons with disability from fully and effectively participating on an equitable basis.

**Discrimination:** inequitable treatment of an individual or group based on their actual or perceived membership in a specific group such as race, gender, social class, sexual orientation, physical ability, religion and other categories.

**Diversity:** describes the presence of differences within a given setting, collective, or group. An individual is not diverse; a person is unique. Diversity is about a collective or group and exists in relationship to others. A team, an organization, a family, a neighborhood, a community can be diverse. A person can bring diversity of thought, experience, and trait, seen and unseen, to a team…and the person is still an individual. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from and where they have lived and their differences of thought and life experiences.

**Dominant Culture:**  it is the most institutionally normalized power, is widespread, and influential across societal structures and entities in which multiple cultures are present.

**Ethnicity/Ethnic Group:**  a social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.

**Equality:** individuals or groups of people is given the same resources or opportunities

**Equity:** recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome

**Gender:** A set of social, psychological, and/or emotional traits, often influenced by societal expectations, that classify someone as man, woman, a mixture of both, or neither. Gender is socially constructed.

**Gender identity:** A person’s sense of their own gender. It may or may not conform to their assigned sex. Gender identities may change over time.

**Health:** A state of complete physical, mental, and social well-being and not merely the absence of disease of infirmity.

**Health Disparity:** Difference in health outcomes closely linked with economic, socio-cultural, environmental, and geographic disadvantage.

**Health Equity**: The principle underlying the commitment to reduce and ultimately, eliminate health disparities by addressing its determinants. Pursuing health equity means striving for the highest possible standard of health for all people and giving special attention to the needs of those communities at greatest risk for health disparities.

 **Health Resources & Services Administration:** “Health Equity is the absence of

Disparities or avoidable differences among socioeconomic and demographic groups or

geographical areas in health status and health outcomes such as disease, disability, or

Mortality.”

**Oregon Health Authority:** Oregon will have established a health system that creates health equity when all people can reach their full health potential and well-being and are not disadvantaged by their race, ethnicity, language, disability, age, gender, gender identity, sexual orientation, social class, intersections among these communities or identities, or other socially determined circumstances.

Achieving health equity requires the ongoing collaboration of all regions and sectors of the state, including tribal governments to address:

* The equitable distribution or redistribution of resources and power; and
* Recognizing, reconciling and rectifying historical and contemporary injustices.

**World Health Organization**: Equity is the absence of unfair, avoidable or remediable

differences among groups of people, whether those groups are defined socially,

economically, demographically, or geographically or by other dimensions of inequality

(e.g. sex, gender, ethnicity, disability, or sexual orientation). Health is a fundamental

human right. Health equity is achieved when everyone can attain their full potential for

health and well-being.

Health and health equity are determined by the conditions in which people are born,

grow, live, work, play and age, as well as biological determinants.  Structural

determinants (political, legal, and economic) with social norms and institutional

processes shape the distribution of power and resources [determined by the conditions in](https://www.who.int/publications/m/item/health-equity-and-its-determinants)

[which people are born, grow, live, work, play and age.](https://www.who.int/publications/m/item/health-equity-and-its-determinants)

**Health Inequity:** The uneven distribution of social and economic resources that impact an individual's health that are systematic, unjust, actionable and associated with imbalances in political power. Inequities in society result in disparities in health outcomes.

**Health Literacy:** The degree to which individuals have the capacity to obtain, process, and understand basic health information and services needed to make appropriate health decisions.

**Homophobia:** a term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward LGBTQ+ people. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ+.

**Inclusion:** intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of a group, organization, or community including decision-making processes. Inclusion is not a natural consequence of diversity. There must be intentional and consistent efforts to create and sustain a participative environment. Inclusion refers to how groups demonstrate that people are valued as respected members of the group, team, organization, or community. Inclusion is often created through progressive, consistent actions to expand, include, and share.

**Institutional Racism:** Discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts within organizations and institutions, based on race.

**Internalized Racism:** The set of private beliefs, prejudices, and ideas that individuals have about the superiority of whites and the inferiority of people of color. Among people of color, it manifests as internalized racial oppression. Among whites, it manifests as internalized racial superiority

**Interpersonal Racism:** The expression of racism between individuals. These are interactions occurring between individuals that often take place in the form of harassing, racial slurs, or telling of racial jokes

**Intersectionality:** intersectionality is a framework for understanding the interaction of cultures and identities held by an individual. Intersectionality explains how an individual with multiple identities that may have been marginalized can experience compounded oppression (such as racism, sexism, and classism) or how an individual can experience privilege in some areas and disadvantage in other areas. It considers people’s overlapping identities in order to understand the complexity of their life outcomes and their experiences.

**Intersex:** A person with anatomy or physiology that differs from cultural ideals of male and female. Intersex individuals may be born with “ambiguous genitals” and/or experience hormone production levels that vary from those culturally “ideal” female and male. Many intersex individuals are subjected to “corrective surgeries,” often without their consent.

**LGBTQIA+:** An acronym for lesbian, gay, bisexual, transgender (trans), queer/questioning, intersex, and asexual/aromantic individuals; usually referring to the community as a whole. At times, other letters may be added.

**Limited English Proficiency (LEP):** A term used to describe individuals who do not speak English as their native language and have a limited ability to read, speak, or understand English.

**Macroaggression:** overt racism, as “gross, dramatic, obvious” manifestations of racism

**Marginalization:** social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or “mainstream” society

**Microaggression:** the everyday verbal, nonverbal, and environmental slights, snubs, stereotypes, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

**Misogyny:** dislike of, contempt for, or ingrained prejudice against women.

**Nationality:** A specific legal relationship between a person and a state, whether by birth or naturalization in the case of an immigrant. National origin – system of classification based on the nation from which a person originates regardless of the nation they currently reside. National origin is not something an individual can change, though origin can change through the generations of family.

**Nationalism:** identification with one’s own nation and support for its interests, especially to the exclusion or detriment of the interests of other nations.

**Neurodiversity:** is a viewpoint that brain differences are normal, rather than deficits. The idea of neurodiversity can have benefits for kids with learning and thinking differences. This concept can help reduce stigma around learning and thinking differences.

**Non-Binary:** Umbrella term for people identifying outside the gender binary. It is also an identity on its own

**Oppression:** systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access. This can occur intentionally and unintentionally, on individual, institutional, and cultural levels.

**People of Color (POC):** A political construct created to describe people who would generally not be categorized as white by people of color themselves

**Power:** the ability to decide who will have access to opportunity and resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.

**Prejudice:** Prejudice in an idea or opinion that is not based on fact, logic, or actual experience; usually a negative bias. Prejudice may be formed by a person’s previous experience, learning, and observations.

**Privilege:** Privilege is any unearned benefit, position, power, right, or advantage one receives in society as a result of their identity.

**Pronouns:** Pronouns are a word used instead of a noun or a noun phrase; personal pronouns are a pronoun or set of pronouns that a person personally uses and would like others to use when talking to or about that person. Choice of pronouns is an individual decision and should not be assumed. Instead, people should be asked what pronoun they use. The most commonly used pronouns are she/her, he/him, and they/them.

**Race:** a social construct that divides people into smaller social groups based on characteristics, such as skin color, facial features and stature.

**Racism:** a way of representing or describing race that creates or recreates structures of domination based on racial categories. In other words, racism is racial prejudice plus power. In the United States, it is grounded in the creation of a white dominant culture that reinforces the use of power to create privilege for white people while marginalizing people or color, whether intentional or not.

**Sex:** Anatomical, physiological, genetic, or physical attributes that categorize people by their reproductive or perceived reproductive functions.

**Sexism:** Discrimination or prejudice against a particular sex or gender based on the assumption that another sex or gender is the social or cultural norm.

**Sexual orientation:** A person’s physical, romantic, emotional, aesthetic, and/or other form of attraction to others. Gender identity and sexual orientation are not the same.

**Social Determinants of Health (SDOHs**): The conditions in which people live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks. These include social, economic, and physical conditions, as well as patterns of social engagement and sense of security and well-being.

**Social Justice:** The absence of unfair, unjust advantage or privilege based on race, class, gender, or other forms of difference.

**Stereotype:**  Characteristics attributed to an individual or group based on generalization, oversimplification, or exaggeration that may result in stigmatization and discrimination.

**Structural Inequity/Structural Oppression:** Similar to structural racism, the normalization of an array of dynamics – historical, cultural, institutional – that routinely reinforce and maintain a system that unfairly advantage one population and unfairly disadvantage other populations, whether intentionally or not.

**Structural Racism:** Bias across institutions and society over time. Structural racism is the cumulative and compounded effects of factors including public policies, institutional practices, cultural representations, and other norms and cultural beliefs that work in various, often reinforcing, ways to perpetuate racial inequity. This is not something we choose to practice; instead, it is part of the social, economic, and political systems in which we exist.

**Transgender:** Sex assigned at birth does not match gender identity.

**Transphobia:** A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward people who are transgender or gender non-conforming. The term can also connote a fear, disgust, or dislike for being perceived as transgender or gender non-conforming.

**White:** A social and political, rather than biological, construct for a racial category used to describe people with light skin, generally of European descent.

**White Fragility:** a state in which even a minimum amount of racial stress becomes intolerable (for white people), triggering a range of defensive moves which can include outward display of emotions such as anger, fear, and guilt and behaviors such as argumentation, silence and leaving the stress-inducing situation.

**White Privilege:** Unquestioned and unearned sets of advantages, entitlements, benefits and choices that people have solely because they are white. Generally, white people who experience such privilege do so without being conscious of it.

**White Supremacy**: a political, economic, and cultural system in which white people are believed to be the normal, better, smarter, holier race over all other races. This system entitles whites with overwhelming control, power, and material resources. Conscious and unconscious ideas of white superiority and entitlement are widespread. White dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings. A white supremacy mindset is perpetuated when elements of this system are not named, attended to, or actively undone.

**Xenophobia:** a term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward people from other countries. The term can also connote a fear, disgust, or dislike for being perceived as a person from other countries.