

Diversity, Equity, & Inclusion

Glossary Of Terms

ADVERSE CHILDHOOD EXPERIENCES (ACES): Traumatic events occurring in childhood that can have potentially long-term effects on health and well-being.

AI (ALASKA INDIGENOUS): Denotes the diverse Native peoples of Alaska, including groups such as the Inuit, Yupik, and Aleut, with rich cultural heritages and deep connections to the land.

ANTIRACISM: Policies, practices, and beliefs that oppose and combat racism by promoting racial equity and justice. Anti-racism does not ignore race as race neutral policies can allow persistence or worsening of existing racial inequities, rather, it actively pursues changes in inequitable policies.

BIAS: Prejudice in favor of or against one thing, person, or group compared with another, usually in a way that is considered unfair.

BIPOC: An acronym for Black, Indigenous, and People of Color, emphasizing the unique experiences and oppression of these groups.

CHINESE EXCLUSION ACT OF 1882: U.S. federal law that prohibited the immigration of Chinese laborers, marking the first significant restriction on free immigration.

COMORBIDITY: The simultaneous presence of two or more chronic conditions or diseases in a patient.

COMPREHENSIVE SUPPORT SYSTEMS: Integrated networks providing holistic assistance to individuals, addressing diverse needs such as health, education, and social services.

CRIMINALIZATION: The process of making behaviors and individuals subject to criminal penalties.

CULTURAL AWARENESS: The ability to understand, communicate with, and effectively interact with people across cultures.

CULTURAL HUMILITY: An ongoing process of self-reflection and personal critique regarding cultural biases and interactions.

CULTURAL NORMS: Shared standards and behaviors considered acceptable in a specific group or society.

CULTURALLY SENSITIVE: Being aware of and respectful towards different cultural perspectives and practices.

CYCLE OF INEQUITY: A self-perpetuating system where existing inequalities lead to further disparities and disadvantages.

DISCRIMINATION: Unfair treatment of individuals or groups based on characteristics such as race, gender, or age.

DISENFRANCHISED POPULATIONS: Groups deprived of power or access to rights and resources.

DIVERSITY: The presence of a wide range of human differences within a community, encompassing race, ethnicity, gender, sexual orientation, socioeconomic status, age, disability, religion, and more.

DOMINANCE: The exercise of power and control by one group over others.

ECONOMIC STABILITY: Having consistent access to financial resources to meet basic living needs.

ETHNIC MINORITIES, MINORITIZED POPULATIONS, MINORITIZED GROUPS: Race is a social construct and not defined by biology and genetics. Their distinctions arise from social and systemic environmental conditions shaped by the policies and practices of the majority population. These conditions create cultural and societal differences between minority groups and the dominant population.

HARRISON NARCOTICS ACT OF 1914: U.S. law that regulated and taxed the production, importation, and distribution of opiates and coca products.

HEALTH DISPARITIES: Differences in health outcomes and access to care among different population groups.

HEALTH EQUITY: The attainment of the highest level of health for all people by addressing inequities.

HEALTH INEQUITIES: Unjust differences in health status and access to care across different population groups.

HEALTH INEQUITY: Unjust differences in health status and access to care across different population groups.

HEALTH PRACTITIONER STIGMA: Negative attitudes and behaviors exhibited by healthcare providers towards certain patient groups.

INDIGENOUS: Refers to the original inhabitants of a particular region or land, often possessing distinct cultures, languages, and traditions.

INTERGENERATIONAL TRANSMISSION: The passing of behaviors, traits, or conditions from one generation to the next.

INTERGENERATIONAL TRAUMA: Trauma experienced by one generation that affects subsequent generations.

INTERSECTIONAL INEQUITIES: Overlapping and compounding disadvantages faced by individuals due to intersecting social identities.

INTERSECTIONALITY: The interconnected nature of social categorizations, such as race, gender, and socioeconomic status, and how they synergistically combine to shape individual experiences and outcomes.

LABEL AVOIDANCE: The avoidance of seeking help or services to prevent being associated with a stigmatized group.

LGBTQ++: An acronym for Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning. The plus signs indicate the inclusion of additional sexual orientation and gender identity (SOGI) groups not explicitly listed.

MARGINALIZATION: The process by which certain groups are pushed to the edges of society, limiting their access to resources and opportunities.

MORAL CONDEMNATION: Judging and condemning individuals or groups based on moral or ethical standards.

MULTI-LEVEL PREVENTION STRATEGIES (PRIMARY, SECONDARY, AND TERTIARY): Approaches to prevent health issues at different stages: primary (preventing onset), secondary (early detection), and tertiary (reducing impact).

NIXON'S WAR ON DRUGS: A U.S. policy initiative started in the 1970s aimed at reducing drug use and trafficking, leading to increased incarceration rates.

OPIUM DEN ORDINANCE OF 1875: San Francisco law targeting Chinese opium dens, marking the beginning of drug prohibition in the U.S.

OPPRESSION: Prolonged cruel or unjust treatment or control over a group or individual.

PRIVILEGE: Advantages given to certain groups based on characteristics such as race, gender, or socioeconomic status.

PUBLIC STIGMA: Societal negative attitudes and beliefs about certain groups or conditions.

RACIAL DISCRIMINATION: Unfair treatment or prejudice against someone based on their race or ethnicity.

RACIALLY OPPRESSIVE VALUES: Beliefs, attitudes, or ideologies that promote or justify the oppression or marginalization of individuals or groups based on their race.

RACISM: According to the American Public Health Association, racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks.

SELF-STIGMA: Internalization of negative stereotypes and beliefs about oneself.

SOCIAL DETERMINANTS OF HEALTH: Conditions in which people are born, grow, live, work, and age that affect health outcomes.

SOCIAL INJUSTICE: the unfair treatment or discrimination of individuals or groups within a society due to systemic inequalities, leading to disparities in access to resources, opportunities, and rights.

SOCIAL ISOLATION: A state where individuals lack social connections or interactions.

SOCIAL NORMS: Expected standards of behavior within a society or group.

SOCIO-CULTURAL PROCESS: How social and cultural factors influence behaviors and experiences.

SOCIOECOLOGICAL MODEL: A framework for understanding the multifaceted and interactive effects of personal and environmental factors on behavior and well-being introduced by Urie Bronfenbrenner in the 1970s.

SOCIOECONOMIC POSITION: An individual's or group's economic and social standing in relation to others.

STIGMA BY ASSOCIATION: Discrimination towards individuals connected to stigmatized groups.

STIGMA: Negative attitudes and beliefs that lead to discrimination and social disapproval of certain groups or conditions.

STIGMATIZING LANGUAGE: Words or phrases that carry negative connotations and reinforce stereotypes about certain groups.

STRUCTURAL COMPETENCY: The ability to recognize and respond to health disparities resulting from social, economic, and political conditions.

STRUCTURAL INEQUALITIES: Systemic disadvantages that affect certain groups based on social, economic, and political structures.

STRUCTURAL RACISM: Systematic policies and practices that create and maintain racial inequality.

STRUCTURAL STIGMA: Societal-level conditions, cultural norms, and institutional policies that stigmatize certain groups.

SYSTEMIC RACISM: Deep-rooted racial prejudice embedded in the laws, regulations, and institutions of a society.

THE ANTI-DRUG ABUSE ACT OF 1986: U.S. legislation that established mandatory minimum sentences for drug offenses, contributing to mass incarceration.

THE MARIJUANA TAX ACT OF 1937: U.S. law that effectively criminalized marijuana through taxation and regulation.

TRAUMA-INFORMED CARE: An approach to healthcare that acknowledges and responds to the impact of trauma on individuals.

UNCONSCIOUS BIASES: Biases that are automatic and ingrained, that often influence judgments and decisions based on stereotypes or attitudes towards certain groups.

VICTIMIZATION: The process of being harmed or made to suffer from an adverse action or event.

YELLOW PERIL: A racist ideology that portrays people of East Asian descent as a threat to Western society.