

Public Health Alliance: Regional Health Equity Glossary

Part I

The Public Health Alliance Regional Equity Glossary of Terms is an evolving resource to support our health department members in their work to develop a common and shared language and understanding of health and race equity. As with equity itself, developing equitable language is a *process* that is constantly undergoing change and requires adaptability and flexibility. This glossary, developed from the perspective of individuals who live and work in the Southern California area, can be used to support a department's work to develop a shared understanding of terms and language often used in the context of discussing health and race equity. However, these glossary definitions should be seen as a starting point, **not an end point**, to the development of a local understanding of "health equity terms" and their definitions in partnership with local communities most impacted by health and race inequities.

Public Health Alliance: Regional Equity Glossary		
Term	Definition	Source
Ableism	Ableism is a set of beliefs or practices, that can also be reflected in language, that devalues and discriminates against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other. Ableism is intertwined in our culture, due to many limiting beliefs about what disability does or does not mean, how able-bodied people learn to treat people with disabilities, and how people with disabilities are often not included at the table for key decisions.	Adapted from: The Center for Disability Rights
Access and Functional Needs (AFN)	The term "access and functional needs" refers to a set of broad, cross-cutting access and function-based needs. Access-based needs require ensuring that resources are accessible to all individuals. Function-based needs refer to restrictions or limitations an individual may have that require additional assistance before, during, and/or after an emergency. Individuals with access and functional needs may include, but are not limited to, children, older adults, persons with limited English proficiency, and persons with limited access to transportation.	Adapted from: The Office of Preparedness and Emergency Management
Ally	Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.	OpenSource Leadership Strategies, " The Dynamic System of Power, Privilege, and Oppression " (2008).

*See also Co-Conspirator

Anti-Blackness	<p>The Council for Democratizing Education defines anti-Blackness as being a two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. The first form of anti-Blackness is overt racism. Society also associates unpolitically correct comments with the overt nature of anti-Black racism. Beneath this anti-black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Blacks in this country. The structure is held in place by anti-Black policies, institutions, and ideologies.</p> <p>The second form of anti-Blackness is the unethical disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-Black institutions and policies. This form of anti-Blackness is protected by the first form of overt racism.</p>	The Movement for Black Lives (M4BL), " Glossary ."
Anti-Racist	<p>An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity.</p>	Ibram X. Kendi, How To Be An Antiracist , Random House, 2019.
BIPOC	<p>Acronym for Black, Indigenous and People of Color. We use the term BIPOC to highlight the unique relationship to Whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to White supremacy for all people of color within a U.S. context.</p> <p>*See also “People of Color (POC)”</p>	Adapted from The BIPOC Project (https://www.thebipocproject.org/)
Chicanx	<p>Chicanx is the gender-neutral alternative to Chicano, Chicana and even Chican@. Part of a linguistic revolution that aims to move beyond gender binaries and is inclusive of the intersecting identities of Mexican American descendants. In addition to men and women from all racial backgrounds, Chicanx also makes room for people who are trans, queer, agender, non-binary, gender non-conforming or gender fluid.</p> <p>*The use of the term Chicanx may vary throughout the region *See also “Latinx”</p>	Adapted from TherapyforLatinx
Cisgender	<p>A term used to refer to an individual whose gender identity aligns with the one associated with the sex assigned to them at birth. The prefix cis- comes from the Latin word for “on the same side as.” People who are both cisgender and</p>	Adapted from PFLAG Glossary

	<p>heterosexual are sometimes referred to as cishet (pronounced “cis-het”) individuals.</p>	
Colorism	<p>Skin color stratification is a process that privileges White- and light-skinned people of color over dark-skinned people of color in areas such as income, education, housing, and the marriage market.</p>	<p>Hunter, M. (2007). The persistent problem of colorism: Skin tone, status, and inequality. <i>Sociology Compass</i>, 1(1), 237-254.</p>
Co-Conspirator	<p>To be a White co-conspirator means to deliberately acknowledge that people of color are criminalized for dismantling White supremacy. It means White people choose to take on the consequences of participating in a criminalized act, and choose to support and center people of color in the justice movement.</p> <p>The term “co-conspirator” is often used in contrast to the term “ally”; an ally may be seen as an individual who is expressing support but not risking any personal privilege to engage in actions intended to dismantle structural racism and oppression.</p>	<p>Adapted from: Violet Rush-Owning the Role of White Co-Conspirator (National Marine Educators Association)</p>
Co-Governance	<p>Describes a situation in which an institution of government shares with one or more entities, typically community-based organizations, the decision in a matter over which the institution has the formal decision-making power. A process of participatory management in which government agencies and communities operate in partnership when decisions are made (i.e., subsidiarity and decentralization), thereby recognizing the decision autonomy of each member equitably.</p>	<p>Adapted from Take Action Minnesota, Subnational Governance and Development: A New Perspective</p>
Culture	<p>A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.</p>	<p>The University of Toledo, Office of Diversity and Inclusion, Racial Lexicon</p>
Cultural Competency	<p>Cultural Competence implies having the capacity to function effectively as an individual and an organization within the context of the cultural attitudes, beliefs, behaviors, and needs presented by consumers and their communities. Culture refers to integrated patterns of human behavior that include the language, thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups.</p>	<p>US Department of Health and Human Services, What is Cultural Competency, Office of Minority Health (HHS)</p>

Critical Race Theory	A collection of activists and scholars interested in studying and transforming the relationship among race, racism, and power. The movement considers many of the same issues that conventional civil rights and ethnic studies discourses take up, but places them in a broader perspective that includes economics, history, context, group- and self-interest, and even feelings and the unconscious.	Adapted from: Richard Delgado and Jean Stefancic, <i>Critical Race Theory: An Introduction</i>
Cultural Humility	Cultural humility is a lifelong process of self-reflection, self-critique and continuous learning, whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities. This critical consciousness is more than just self-awareness, but requires one to step back to understand one's own assumptions, biases and values.	Tervalon & Murray-Garcia, 1998, Kumagai & Lypson, 2009
Data Disaggregation	Data that has been broken down by detailed sub-categories, for example by gender, race and/or ethnicity, region or level of education. Disaggregated data can reveal resource limitations and inequalities that may not be fully reflected in aggregated data	Right to Education Glossary
Determinants of Equity	Determinants of equity means social, economic, geographic, political, and physical environmental conditions that lead to the creation of a fair and just society.	CDPH-Office of Health Equity (131019.5)
Disproportionality	Over or underrepresentation of a particular group or race in a public system compared to their representation in the general population. Disproportionality is often used in the education and criminal justice sectors and is similar in meaning to the use of "disparity" in the health sector.	CommonHealth ACTION
Diversity	There are many kinds of diversity, based on personal characteristics and life experience, including race [and ethnicity], gender, sexual orientation, class, age, veteran status, country of origin, education, religion, physical, or cognitive abilities. Valuing diversity means recognizing differences between people, acknowledging that these differences are a valued asset, and striving for diverse representation as a critical step towards equity [and inclusion].	Race Forward
Dominant/Mainstream	The power of one group to make the rules not only for itself, but also for the people and groups that it influences and/or dominates.	Okun, Tema (2010). <i>The Emperor Has No Clothes: Teaching About Race and Racism to People Who Don't Want to Know</i>

Environmental Justice/Climate Justice	The fair treatment and meaningful involvement of people of all races, ethnicities, cultures and incomes with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. Environmental justice focuses on the root causes of climate change, and calls for a transformation to a sustainable, community-led economy.	Proposed Definition
Equality	Equality is defined as treating everyone the same, regardless of their needs or assets. Equality only works if everyone starts from the same place and needs the same things.	Adapted from YWCA Calgary
Equity	Conditions that allow all to reach their full potential through just and fair inclusion. An equitable society is one in which all can participate and prosper. In order for equity to be achieved, people most impacted by inequities must be meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.	Adapted from: Angela Glover-Blackwell, PolicyLink
Health	Health is a state of complete physical, social, and mental well-being, not merely the absence of disease or infirmity.	World Health Organization
Health Disparity	Health Disparities means differences in health status among distinct segments of the population, including differences that occur by gender, age, race or ethnicity, sexual orientation, gender identity, education or income, disability or functional impairment, or geographic location, or the combination of any of these factors.	CDPH-Office of Health Equity (131019.5)
Health Equity	Health equity means that everyone has a fair and just opportunity to be as healthy as possible. To achieve this, we must remove obstacles to health — such as poverty, discrimination, and deep power imbalances — and their consequences, including lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.	<u>HIP adaptation</u> of Braveman et al commissioned paper, <u>“What Is Health Equity? And What Difference Does a Definition Make?”</u> .
Health Inequity	Health inequity refers to differences in population health status and mortality rates that are systemic, patterned, unfair, unjust, and actionable. These differences follow the larger patterns of inequality that exist in society. This is different from the term health disparities, which emphasizes that differences exist, but does not consider their relationship to the patterns of social inequalities.	Adapted from World Health Organization
Heteronormativity	The assumption that everyone is heterosexual and that heterosexuality is superior to all other sexualities. This includes the often implicitly held idea that heterosexuality is the norm and that other sexualities are “different” or “abnormal.”	Adapted from <u>PFLAG Glossary</u>

Implicit Bias	Unconscious attitudes and stereotypes towards individuals and social groups that affect our understanding, actions, and decisions. These biases, which encompass both favorable and unfavorable assessment, are activated involuntarily and without an individual's awareness or intentional control.	Adapted from the Kirwan Institute
Inclusion/Inclusive	Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. This also means authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive.	Adapted from the Kirwan Institute
Inequality	Inequality refers to the disproportionate allocation of resources, decision-making and outcomes to the advantage or disadvantage of one person, group or community over another.	Human Impact Partners
Inequity	Inequity refers to differences between and within communities that are systematic, patterned, unfair, and can be changed. They are not random, as they are caused by our past and current decisions, systems of power and privilege, policies and the implementation of those policies.	Human Impact Partners
Individual Racism	Individual racism refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing.	Cited in: Racial Equity Tools Glossary <i>Flipping the Script: White Privilege and Community Building</i> by Maggie Potapchuk, Sally Leiderman, Donna Bivens, and Barbara Major (2005).
Institutional Racism	Organizational programs, policies or procedures that work to the benefit of White people and to the detriment of people of color, usually unintentionally or inadvertently. This often results in different outcomes for different racial groups.	Seattle Racial Equity Toolkit
Internalized Racism	Internalized racism is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power.	Cited in: Racial Equity Tools Glossary Donna Bivens, <i>Internalized Racism: A Definition</i> (Women's Theological Center, 1995).

Interpersonal Racism	Interpersonal racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.	Cited in: Racial Equity Tools Glossary <i>Chronic Disparity: Strong and Pervasive Evidence of Racial Inequalities</i> by Keith Lawrence and Terry Keleher (2004).
Intersectionality	The theory — conceptualized by Black feminist legal scholar Kimberlé Crenshaw — that markers of identity, such as class, race, gender, etc., do not act independently of one another, but exist simultaneously, creating a complex web of privilege and oppression.	Brandeis University, “Diversity, Equity & Inclusion”
Latinx	Latinx is the gender-neutral alternative to Latino, Latina and even Latin@. Part of a linguistic revolution that aims to move beyond gender binaries and is inclusive of the intersecting identities of Latin American descendants. In addition to men and women from all racial backgrounds, Latinx also makes room for people who are trans, queer, agender, non-binary, gender non-conforming or gender fluid.	Adapted from TherapyforLatinx
Lived Experience	Lived experience is defined as personal knowledge about the world gained through direct, first-hand involvement in everyday events rather than through representations constructed by other people.	Suicide Prevention Resource Center
Feminism	<p>Feminism is an interdisciplinary approach to issues of equality and equity based on gender, gender expression, gender identity, sex, and sexuality as understood through social theories and political activism. Historically, feminism has evolved from the critical examination of inequality between the sexes to a more nuanced focus on the social and performative constructions of gender and sexuality.</p> <p>Feminist theory now aims to interrogate inequalities and inequities along the intersectional lines of ability, class, gender, race, sex, and sexuality, and feminists seek to effect change in areas where these intersectionalities create power inequity.</p>	Eastern Kentucky University, Women and Gender Studies
Gender Identity	One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth	Human Rights Campaign
Gender Non-Binary	Gender non-binary is a spectrum of identities that is not exclusively masculine or feminine. It may be an active resistance to binary gender expectations and/or an intentional creation of one's own gender identity.	UCSF LGBTQ Resource Center

Gender Non-Conforming	Denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.	Adapted from Dictionary.com
Genderqueer	Genderqueer and nonbinary are somewhat overlapping categories. Some people use the terms to mean the same thing. For others, a genderqueer identity is more equivalent to the sexual orientation of queer. Queer is an umbrella term that encompasses all sexual orientations other than heterosexual ; queer is also a slur that is still weaponized against the LGBT community, so some members of the community are not comfortable being referred to as queer or genderqueer. Similarly, genderqueer encompasses all genders that are not cisgender.	Adapted from Very Well Mind
Othering	The process of perceiving or portraying an individual or community as fundamentally different than one's own social group, specifically as it relates to the development of policies, programs and strategies.	Adapted from Health Equity Workgroup
People of Color/Communities of Color	A term used to refer to non-White racial groups, rather than "minorities." Racial justice advocates have been using the term "people of color" (not to be confused with the pejorative "colored people") since the late 1970s as an inclusive and unifying frame across different racial groups that are not White. *See also "BIPOC"	National Resources Defense Council- Adapted from Race Forward
Population Health	Population health is an interdisciplinary, customizable approach that allows health departments to connect practice to policy for change to happen locally. This approach utilizes non-traditional partnerships among different sectors of the community – public health, industry, academia, health care, local government entities, etc. – to achieve positive health outcomes. Population health brings significant health concerns into focus and addresses ways that resources can be allocated to overcome the problems that drive poor health conditions in the population.	Adapted from Center for Disease Control and Prevention, What is Population Health?
Power	The capacity or ability to direct or influence the behavior of others, the course of events, or the allocation of resources. Power comes from positional, moral, or relational authority.	Adapted from "Tomas Aragon, Embodying Cultural Humility."
Power Building/Sharing	Community power building/power sharing works to build the power and influence of those with the least access to opportunity through collaborative, community-based efforts. *See also "Co-Governance"	Aspen Institute for Community Solutions

Privilege	When one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they have done or failed to do. Dominant group members may be unaware of their privilege or take it for granted.	Human Impact Partners
Queer	The term queer has different meanings to different people. Queer can include, but is not limited to, gay, lesbian, bisexual, transgender, intersex and asexual people. Some still find it offensive, while others reclaim it to encompass the broader sense of history of the gay rights movement. Queer can also be used as an umbrella term like LGBT, as in “the queer community.”	UCSF LGBTQ Resource Center
Race	Race is a socially constructed way of grouping people, based on skin color and other apparent physical differences, which has no genetic or scientific basis. This social construct was created and used to justify social and economic oppression of people of color by Whites. An important thing to note is that while race is a social construct with no genetic or scientific basis, it has real social meaning.	Boston Public Health Commission
Racial Equity	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.	Racial Equity Resource Guide/National Resource Defense Council
Racial Inequity	When racial identity is a predictor of individual or group opportunities, the distribution of resources and/or life outcomes (e.g., wealth, income, employment, criminal justice, housing, health care, education). Racial inequities are maintained and perpetuated by racist structures, policies and practices that operate at different levels (individual, institutional and structural) *See also “Structural Racism” and “Institutional Racism”	Adapted from: Seattle King-County, Race & Social Justice Initiative ; City of Durham, Racial Equity Terms & Definitions
Racial Justice	Racial justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice — or racial equity — goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.	HCR National Education Association/Race Forward/National Resource Defense Council
Racial Reconciliation	Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized, with far-reaching effects on both political engagement and economic opportunities for minorities. Second, reconciliation is engendered by empowering local communities through	Cited in: Racial Equity Tools Glossary The William Winter Institute for Racial

	<p>relationship-building and truth-telling. Lastly, justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.</p>	Reconciliation, Position Statement on Reconciliation (2014).
Racism	<p>Historically rooted system of power hierarchies based on race-infused in our institutions, policies and culture—that benefit White people and hurt people of color. Racism isn't limited to individual acts of prejudice, either deliberate or accidental. Rather, the most damaging racism is built into systems and institutions that shape our lives. A simpler definition is racial prejudice + power = racism.</p>	Race Forward-Race reporting guide
Racist Policies	<p>A racist policy is any measure that produces or sustains racial inequity between or among racial groups. Policies are written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people. There is no such thing as a nonracist or race-neutral policy. Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups. Racist policies are also expressed through other terms such as “structural racism” or “systemic racism”. Racism itself is institutional, structural, and systemic.</p>	Cited in: Racial Equity Tools Glossary Ibram X. Kendi, How To Be An Antiracist , Random House, 2019.
Reproductive Justice	All people having the social, political, and economic power and resources to make healthy decisions about their gender, bodies, sexuality, and families for themselves and their communities.	Forward Together
Root Cause	The root cause is the core issue that sets in motion the entire cause-and-effect reaction that ultimately leads to the problem(s)	Adapted from “ASQ, What are Root Causes?”
Sexual Orientation	Sexual Orientation is an enduring emotional, romantic, sexual or affectional attraction or non-attraction to other people. Sexual orientation can be fluid and people use a variety of labels to describe their sexual orientation	LGBTQIA Resource Center
Social Determinants of Health	The World Health Organization (WHO) defines the social determinants of health as the conditions in which people are born, grow, live, work and age that impact a person's health outcomes. These circumstances are shaped by the distribution of money, power and resources at global, national and local levels	CDPH-Office of Health Equity (131019.5)
Social Justice	Social Justice refers to social, economic, and democratic fairness and equality. All people are able to participate fully in society; have equitable access to resources, public goods and life opportunities; and are free from discrimination on the basis of race, gender, class, sexual orientation, and other factors.	BARHII Toolkit

Structural Racism	Institutional/Structural racism is a root cause of health inequities. It is a system of power that has created widespread historical and persistent barriers that keep people of color from having equal access to opportunity, resources, and power. This system is maintained and preserved by formal and informal practices and policies that benefit some groups of people while disadvantaging others.	BARHII Toolkit
Opportunity Structures	Socially constructed and socially patterned features of the physical and social environment which may promote advantages either directly or indirectly through the possibilities they provide for people.	MacIntyre and Ellaway, 2000.
Systemic Racism	Systemic racism describes a dynamic system that produces and replicates racial ideologies, identities and inequities, as opposed to individual attitudes and beliefs. Systemic racism is the well-institutionalized pattern of discrimination that cuts across major political, economic and social organizations in a society.	Annie E. Casey Foundation-Race Equity & Inclusion Guide
Target Population	The target population is the entire population, or group, that a researcher is interested in researching and analyzing. A sampling frame is then drawn from this target population. *See Health Equity Glossary Part II for preferred language	https://www.djsresearch.co.uk/glossary/item/Target-Population
Transgender	Transgender is an umbrella term for people whose gender identity is different from the gender they were thought to be at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms - including <i>transgender</i> . Use the descriptive term preferred by the person. Many transgender people are prescribed hormones by their doctors to bring their bodies into alignment with their gender identity. Some undergo surgery as well. But not all transgender people can or will take those steps, and a transgender identity is not dependent upon physical appearance or medical procedures. *See also gender non-conforming and gender non-binary and/or genderqueer	GLAAD
Underserved Population	Communities that are disadvantaged in relation to other groups because of structural/societal obstacles and disparities	UC Berkeley Strategic Plan for Equity, Inclusion, and Diversity, 2009
Vulnerable Community	Vulnerable communities are communities at higher risk for poor health outcomes as a result of the barriers they experience to social, economic, political and environmental resources. Vulnerability is exacerbated by stigma, racism, prejudice and discrimination.	CDPH-Office of Health Equity (131019.5)
White Fragility	A state in which even a minimum amount of racial stress becomes intolerable [for White people], triggering a range of defensive moves. These moves include the outward display	Robin DiAngelo, “ White Fragility ” (<i>International Journal</i>)

	<p>of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate White racial equilibrium.</p>	of <i>Critical Pedagogy</i> , 2011).
White Privilege	<p>Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are White. Generally white people who experience such privilege do so without being conscious of it.</p>	Racial Equity Resource Guide
White Savior Complex	<p>The White-savior complex is defined as an idea in which a White person, or more broadly a White culture, “rescues” people of color from their own situation. We see the White savior complex in film tropes like <i>The Help</i> and <i>The Blind Side</i>, but also in volunteerism and activism work. Similarly, the White-savior complex also imposes the notion that the White person knows what communities of color need, rather than listening to how they can truly be of help.</p>	Adapted from Black Equality Resources
White Supremacy	<p>A form of racism centered upon the belief that White people are superior to people of other racial backgrounds and that Whites should politically, economically, and socially dominate non-Whites. While often associated with violence perpetrated by the KKK and other White supremacist groups, it also describes a political ideology and systemic oppression that perpetuates and maintains the social, political, historical and/or industrial White domination.</p>	Race Forward
White Supremacy Culture	<p>1) White Supremacy Culture refers to the dominant, unquestioned standards of behavior and ways of functioning embodied by the vast majority of institutions in the United States. These standards may be seen as mainstream, dominant cultural practices; they have evolved from the United States' history of White supremacy. Because it is so normalized it can be hard to see, which only adds to its powerful hold. In many ways, it is indistinguishable from what we might call U.S. culture or norms – a focus on individuals over groups, for example, or an emphasis on the written word as a form of professional communication. But it operates in even more subtle ways, by actually defining what “normal” is – and likewise, what “professional,” “effective,” or even “good” is. In turn, White culture also defines what is not good, “at risk,” or “unsustainable.” White culture values some ways of thinking, behaving, deciding, and knowing – ways that are more familiar and come more naturally to those from a White, western tradition – while devaluing or rendering invisible other ways. And it does this without ever having to explicitly say so.</p> <p>2) An artificial, historically constructed culture which expresses, justifies, and binds together the United States White</p>	<p>Pulled from: Racial Equity Tools Glossary</p> <p>1) Gita Gulati-Partee and Maggie Potapchuk, “Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity” (<i>The Foundation Review</i> vol. 6: issue 1, 2014).</p> <p>2) Sharon Martinas and the Challenging White Supremacy Workshop, 4th revision (1995).</p>

	supremacy system. It is the glue that binds together White-controlled institutions into systems and White-controlled systems into the global White supremacy system.	
White Urgency	A cyclical reaction, in which a White person learns of the disproportionate impacts of overt and systemic racism, views the issue with urgency, centers their perspective while engaging in performative allyship, and then abandons the work because the problems are not immediately resolved. This process is damaging to health equity because it lacks the sustained commitment to addressing both individual and collective structural inequities required to effect systemic change.	Adapted from (Divorcing) White Supremacy Culture , via SURJ, Resilience
Whiteness	The construction of the White race, White culture, and the system of privileges and advantages afforded to White people—and people with White skin complexion—in the U.S. (and across the globe) through government policies, media portrayal, decision-making power within our corporations, schools, judicial systems, etc.	Portland Community College: Diversity Councils (2020-2021)

Public Health Alliance: Regional Health Equity Glossary Part II

Part II of the Regional Equity Glossary is adapted from [the Center for Disease Control and Prevention's "Health Equity Style Guide"](#). This section of the glossary is aimed at supporting departments in identifying inclusive, respectful, non-stigmatizing language for both internal and external communications.

Table 1 describes overarching principles to consider throughout public health communications efforts, including written and oral dissemination of information.

Table 2 provides preferred terms for select population groups; the terms to avoid represent an ongoing shift toward non-stigmatizing language.

Table 1: Overarching Principles and Preferred Terms

Key Principles	Instead of This...	Try This...
Avoid use of the terms such as vulnerable, marginalized, and high-risk as adjectives. These terms can be stigmatizing. These terms are vague and imply that the condition is inherent to the group rather than the actual causal factors.	<ul style="list-style-type: none"> Vulnerable groups Marginalized groups High-risk groups At-risk groups High-burden groups Hard to reach groups Targeted population 	<ul style="list-style-type: none"> Disproportionately affected Groups that have been economically/socially marginalized Groups that have been marginalized Groups placed at higher risk/put at higher risk of [outcome] Groups under threat of [outcome] Groups at higher risk of [outcome] Groups experiencing disadvantage Groups experiencing disproportionate impact Population of focus Under-resourced communities Disproportionately impacted by [outcome]
Avoid dehumanizing language. Use person-first language instead. Describe people as having a condition or circumstance, not being a condition. A case is an instance of disease, not a person. Use patient to refer to someone receiving treatment.	<i>Examples:</i> <ul style="list-style-type: none"> Diabetics Diabetes patients The diabetes population COVID-19 cases Homeless people/person The homeless Inmates Victims 	<ul style="list-style-type: none"> People with [disease] Patients with [disease] (if being treated) People experiencing [health outcome or life circumstance (e.g. people experiencing homelessness)]/Persons experiencing unstable housing/housing insecurity; People who are experiencing [condition] Survivors
Avoid saying target, tackle, combat, or other terms with violent connotation when	<ul style="list-style-type: none"> Tackle a community's health issue 	<ul style="list-style-type: none"> Engage Prioritize Consider the needs of/Tailor to the needs of

referring to people, groups, or communities. Stakeholder (Note: this term has a particularly violent connotation for tribes and urban Indian organizations)	<ul style="list-style-type: none"> • Target communities for interventions • Stakeholder • Stakeholder engagement 	<ul style="list-style-type: none"> • Population of focus <p>Note: Stakeholders are persons who may be affected by a course of action. Preferred terms include community members and persons affected by [policy/program/practice]. Also avoid using stakeholder to mean partner; related terms to use include partners, collaborators, allies, community engagement, tribal engagement, urban Indian conferment (contact OTASA for technical assistance).</p>
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Table 2: Preferred Terms for Select Population Groups and Communities

Topic Area/Population	Instead of This...	Try This...
Corrections	Inmate; prisoner; convict; ex-convict; offender; criminal; parolee	People/persons who are incarcerated or detained; individuals/people/persons incarcerated or detained (often used for shorter jail stays; youth in detention facilities); incarcerated or detained persons; persons in pre-trial or with charge; justice-involved persons; formerly incarcerated persons; persons on parole or probation; non-US citizens (or immigrants) in immigration detention facilities.
Disability	Disabled; differently-abled; handicapped (also avoid using “vulnerable” when describing people with disabilities)	People with disabilities/a disability; people/persons who are deaf or hard of hearing or who are blind or have low vision; people/persons with an intellectual or developmental disability; people/persons who use a wheelchair. See Communicating With and About People with Disabilities . <p>Note: The Public Health Alliance is aware that some individuals with disabilities prefer to use identity- first terminology, which means a disability or disability status is referred to first; for the purposes of this guide, the Public Health Alliance is promoting person-first language but also</p>

		acknowledges that personal preferences vary and encourages LHDs to engage in conversations with the communities they serve with disabilities regarding preference.
Drug/substance use	Drug-users; addicts; drug abusers; persons taking/prescribed medication assisted treatment (MAT); persons who relapsed	Persons who use drugs; people who inject drugs; persons with substance use disorder; persons with alcohol use disorder; persons in recovery from substance use/alcohol disorder; persons taking/prescribed medications for opioid use disorder (MOUD); persons who returned to use
Healthcare access	Underserved people; the underserved; hard to reach; the uninsured	People who are underserved; people who are medically underserved; people without health insurance; Note: “Underserved” relates to lack of access to services, including healthcare. Do not use “underserved” when you really mean “disproportionately impacted.” Use person-first language.
Homelessness	Homeless people; the homeless; transient population	People experiencing homelessness; persons experiencing unstable housing/housing insecurity; persons who are not securely housed
Lower socioeconomic status	Poverty-stricken; the poor; poor people	People with lower incomes; people/households with incomes below the federal poverty level; people with self-reported income in the lowest income bracket (if income brackets are defined); people experiencing poverty (do not use “underserved” when meaning low SES) Note: “People with lower levels of socioeconomic status” should only

		be used when SES is defined (e.g., when income, education, and occupation are used as a measure of SES).
Non-U.S.-born persons; immigration status	Aliens; illegals; illegal immigrant Immigrant (not to be used to refer to undocumented immigrants specifically)	<p>People who are undocumented; undocumented immigrants; non-status immigrants; mixed-status households; unauthorized immigrants (for technical documents – otherwise, undocumented immigrants is preferred); asylee or refugee populations</p> <p>Non-US-born persons; foreign-born persons; naturalized citizens; permanent residents; non-immigrants (persons with a temporary visa)</p> <p>Note: It is appropriate to use the term “immigrant” to refer only to those who are Lawful Permanent Residents (i.e., those with a “Green Card”), however, it should be clarified that the term is only referring to that population.</p>
Sexual and gender minorities	<p>Avoid referring to persons or communities as:</p> <ul style="list-style-type: none"> • Homosexual • Transgenders; transgendered; transsexual; biologically male/female; genetically male/female • Hermaphrodite <p>Note: Avoid using the term sexual preference.</p>	<p>Refer to persons or communities (e.g., transgender persons) as:</p> <ul style="list-style-type: none"> • LGBTQ (or LGBTQIA or LGBTQ+); lesbian; gay; bisexual; queer; pansexual; asexual <p>Note: Use LGBTQ community (and not, e.g., gay community) to reflect the diversity of the community unless a specific subgroup is meant to be referenced.</p> <ul style="list-style-type: none"> • Transgender; assigned male/female at birth; designated male/female at birth; gender non-conforming; non-binary; genderqueer • Intersex <p>Note: MSM (men who have sex with men) may be used in a public</p>

		<p>health setting to refer to an individual's sexual behaviors, however, it is not reflective of an individual's sexual orientation</p> <p>Note: Preferred terminology includes sexual orientation, gender identity, and gender expression.</p>
Older adults	Elderly; senior; frail; fragile	<p>Older adults (aged ≥ 65 years); numeric age groups (e.g., persons aged 55-64 years)</p> <p>Note: Some older adults may self-identify as seniors and individual preference should be respected</p>
People who are at increased/higher risk	High-risk people; high-risk population; vulnerable population; priority populations	People who are at increased/higher risk for [condition]; people who live/work in settings that put them at increased/higher risk of becoming infected or exposed to hazards; populations/groups disproportionately affected by [condition]; populations/groups highly affected by [condition]
Pregnancy	Pregnant women; mothers-to-be; expectant mothers	Use terms that are inclusive of all gender identities: Pregnant people; parents-to-be; expectant parents
Race and ethnicity	<p>Referring to people as their race/ethnicity (e.g., Blacks, Hispanics, Latinos, Whites, etc.)</p> <p>Indian (to refer to American Indian); Eskimo; Oriental; Afro-American; Negro; Caucasian</p> <p>The [racial/ethnic] community (e.g., the Black community)</p> <p>Non-White (used with or without specifying non-Hispanic)</p>	<p>Preferred terms for specific racial/ethnic groups:</p> <ul style="list-style-type: none"> • American Indian or Alaska Native persons Asian persons Black or African American persons Hispanic or Latino persons Native Hawaiian or other Pacific Islander persons White persons People who identify with more than one race/ethnicity; people of more than one race/ethnicity <p>Note: Black and White should be capitalized.</p>

		<p>Note: “American Indian or Alaska Native” should only be used to describe persons with different tribal affiliations. Otherwise, identify persons or groups by their specific tribal affiliation.</p> <p>Preferred terms for groups including 2 or more racial/ethnic groups:</p> <ul style="list-style-type: none"> • People from some racial and ethnic minority groups • People/communities of color • BIPOC communities • People of the global majority
		<p>Note: Only used to collectively refer to racial and ethnic groups other than non-Hispanic White; be mindful to refer to a specific racial/ethnic group(s) instead of this collective term when the burden and experience of disease is different across groups.</p>
		<p>Note: The term “Indian Country” describes reservations, lands held within tribal jurisdictions, and areas with American Indian populations.</p> <ul style="list-style-type: none"> • All other races; all other races/ethnicities; racial and ethnic minority groups (instead of non-White) <p>See OMB standards. See AMA Manual of Style guidance on use of the words Tribe and Tribal.</p> <p>Note: It is critical to recognize the sovereignty of Alaska Native and American Indian tribes and tribal organizations. All related materials require tribal permission. All AIAN specific publications including abstracts, papers, ppts, require CSTLTS cross-clearance.</p>

		See CDC/ATSDR Tribal Consultation Policy .
Rural	Rural people; frontier people	People who live in rural/frontier areas; residents/populations of rural areas; rural communities