

# Diversity and Health Equity Terminology

## *Race, Power and Privilege*

- People of Color (PoC)** People, comprised of a variety of racial identities, who are not included in the United States’ normative and privileged definition of “white;” a term to describe people with racial identities who face systematic oppression. Those identities can include: Black, Latinx, Indigenous, Asian, Middle Eastern, and Pacific Islander, although not all people with those identities will self-describe as People of Color or fit in those clear racial binaries.  
 Source: Repair The World. (2019). Glossary of Racial Justice Terms. <https://werepair.org/wp-content/uploads/2019/01/Glossary-of-Racial-Justice-Terms.pdf>
- QPoC QTPOC** Queer Person of Color or Queer People of Color. **Queer &Trans People of Color**
- WoC** Women of Color
- MoC** Men of Color
- Latinx** The gender-neutral alternative to Latino (male), Latina (female), and Latin@ (both male and female).  
 Source: Planned Parenthood Action Fund (2019). Glossary: Latinx Community Terms. <https://www.plannedparenthoodaction.org/communities/latinos-planned-parenthood/glossary-latinx-community-terms>
- First Nations People** Individuals who identify as those who were the first people to live on the Western Hemisphere continent. People also identified as Native Americans.  
 Source: University of Massachusetts Lowell: Diversity and Social Justice Glossary. [https://www.uml.edu/docs/Glossary\\_tcm18-55041.pdf](https://www.uml.edu/docs/Glossary_tcm18-55041.pdf)
- Anti-Transgender Prejudice/ Transphobia** An individual’s negative attitudes, beliefs, or reactions to transgender people. Examples of anti-transgender prejudice include: believing that transgender people are mentally disturbed, being uncomfortable sharing space with a transgender person, or thinking that transgender people should not be allowed to use public bathrooms.  
 Source: Green, E.R & Maurer, L.M. (2015). The Teaching Transgender Toolkit: A Facilitator’s Guide to Increasing Knowledge, Decreasing Prejudice & Building Skills. Ithaca NY: Planned Parenthood of the Sothern Finger Lakes: Out for Health. ISBN: 978-0-9966783-0-8 Available at [www.teachingtransgender.com](http://www.teachingtransgender.com)
- Cultural Appropriation** Theft of cultural elements for one’s use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements.  
 Source: Colours of Resistance Archive. Definitions for the Revolution. <http://www.coloursofresistance.org/definitions-for-the-revolution/>

## Cultural racism

Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or “whiteness” are automatically “better” or more “normal” than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a dominant force in maintaining systems of internalized supremacy and internalized racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression. All of these cultural norms and values in the U.S. have explicitly or implicitly racialized ideas and assumptions (for example, what “nude” means as a color, which facial features and body types are considered beautiful, which child-rearing practices are deemed appropriate.).

Source: *Racial Equity Tools* (2013). *Glossary - MP Associates and Center for Assessment and Policy Development*.  
[www.racialequitytools.org](http://www.racialequitytools.org)

## Explicit Bias

“Explicit bias” refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat.

Source: *Perception Institute*. *Explicit Bias*. <https://perception.org/research/explicit-bias/>

## Heteronormativity

The assumption that everyone is heterosexual and that heterosexuality is superior to all other sexualities.

Source: *National LGBT Health Education Center* (2016). *Glossary of LGBT Terms for Health Care Teams*. Boston, MA: Fenway Institute.  
[https://www.lgbthealtheducation.org/wp-content/uploads/LGBT-Glossary\\_March2016.pdf](https://www.lgbthealtheducation.org/wp-content/uploads/LGBT-Glossary_March2016.pdf)

## Implicit Bias

Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions unconsciously. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or voluntary control. Residing deep in the subconscious, these biases are different than known biases that individuals may control to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspections.

Check your bias: <https://implicit.harvard.edu/implicit/education.html>

Source: *Creative Strategies for Change*. *Diversity, Equity, and Inclusiveness Terminology*.  
<https://www.creativestrategiesforchange.com>

## Intersectionality:

Kimberle Williams Crenshaw coined this term to describe the lived experience in which an individual’s multiple marginalized identities (race, gender, sexual orientation, religion, ability, etc.) intersect and interact, informing how individuals simultaneously experience different forms of oppression in their daily lives interpersonally and systemically. For example, a Black woman in America does not experience gender inequalities in the same way as a white woman, nor racial oppression identical to that experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life.

Sources: *Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color*, Kimberlé Williams Crenshaw and *Racial Equity Tools* (2013). *Glossary - MP Associates and Center for Assessment and Policy Development*.  
[www.racialequitytools.org](http://www.racialequitytools.org)

## Institutional Racism

Institutional racism refers specifically to how institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color. Examples: Government policies that explicitly restricted the ability of people to get loans to buy or improve their homes in neighborhoods with high concentrations of African Americans (also known as “red-lining”).

Source: *Flipping the Script: White Privilege and Community Building*. Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. 2005.

### **Microaggressions**

Microaggressions are the everyday slights, indignities, put-downs and insults that people of color, women, LGBT populations and other marginalized people experience in their day-to-day interactions. Microaggressions can appear to be a compliment but contain a “metacommunication” or hidden insult to the target groups to which it is delivered. They are often outside the level of conscious awareness of the perpetrator, which means they can be unintentional. These messages may be sent verbally (“you speak good English”), nonverbally (clutching one’s purse more tightly) or environmentally (symbols like the confederate flag or using American Indian mascots).

Source: 2014 Anti-Defamation League, <https://www.adl.org/education-outreach>

### **Minority Stress**

Chronic stress faced by members of stigmatized minority groups. Minority stress is caused by external, objective events and conditions, expectations of such events, the internalization of societal attitudes, and/or concealment of one’s identity.

Source: Adams PL. *Prejudice and exclusion as social traumata*. In: Noshpitz JD, Coddington RD, editors. *Stressors and the adjustment disorders*. New York: Wiley; 1990. pp. 362–391.

### **Privilege**

Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we’re taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

Source: Colours of Resistance Archive. *Definitions for the Revolution*. <http://www.coloursofresistance.org/definitions-for-the-revolution/>