

California Department of Public Health (CDPH) Racial and Health Equity Glossary of Terms

Why do we need a Glossary of Terms about racial and health equity?

Words can have different meanings to different people. When learning about a new or important topic, language is where you start. Conversations about race, racism, health, and equity—which are often complex, polarizing, and passionate—are crucial to achieving [CDPH’s mission](#): “To advance the health and well-being of California’s diverse people and communities.” This *Racial and Health Equity Glossary of Terms (Glossary)* provides the CDPH workforce with a common language for understanding, discussing, and applying racial and health equity concepts in our work. By starting with a shared list of terms and definitions, we can work through confusion, avoid misunderstandings, and reap the benefits of having meaningful conversations about racial and health equity here at CDPH.

How do I use the Glossary?

This *Glossary* and other materials available on CDPH’s [Racial and Health Equity Initiative SharePoint](#) provide important background information about racial and health equity. Whether you are new to these concepts or just need a refresher, the *Glossary* is a go-to resource. [CDPH’s Racial and Health Equity Action Plan](#) sets goals for our internal and external communications, programs and services, budgeting and contracting processes, hiring and promotion protocols, and educational and marketing campaigns to reflect policies, practices, and messages that advance racial and health equity. The *Glossary* is one tool among many to help you incorporate racial and health equity concepts into your work and affirm the importance of equity to CDPH’s identity.

How was this Glossary developed?

This Glossary of Terms was put together by CDPH’s Racial and Health Equity Workgroup using articles, reports, and other materials developed by academic institutions, social justice organizations, government agencies, and others. Language, as part of culture, is constantly evolving. The definitions in this Glossary were put together based on the consensus understanding of the folks working on CDPH’s Racial and Health Equity Initiative, with input from equity experts. Where helpful, the Glossary includes cross-references to related terms or provides additional context for a definition. This Glossary is a comprehensive, but not exhaustive, list of terms that tend to come up in conversations about race, racial equity, and health equity. The Glossary is not intended to limit communication, police what language you use, or define the “only” or “right” way to talk about racial and health equity. The Glossary is a living document and will be regularly updated to stay relevant to CDPH and our workforce.

Term	Definition	Sources
Ally	<p>An <i>Ally</i> is someone who makes the commitment and effort to recognize their privilege (based on race, gender, class, etc.) and works in solidarity with oppressed groups in the struggle for justice. <i>Allies</i> commit to reducing their own complicity or collusion in the oppression of those groups and understand that it is in their own interest to end all forms of oppression, including those from which they may benefit from either directly or indirectly.</p>	<p>(1) Michael A, Conger MC (2009). Becoming an Anti-Racist White Ally: How a White Affinity Group Can Help. Penn Graduate School of Education on Urban Education.</p> <p>(2) Morrison MS (2013). Becoming Trustworthy White Allies. Reflections.</p> <p>(3) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide.</p>
Assimilation	<p><i>Assimilation</i> is a process by which members of an immigrant or other marginalized racial or ethnic group lose cultural characteristics that distinguish them from the dominant cultural group or adopt cultural characteristics of the dominant cultural group. <i>Assimilation</i> can be forced or voluntary and can have positive or negative effects for the individuals who <i>assimilate</i>, including increased educational attainment or disrupted family patterns.</p> <p>Learn more: One controversial example of <i>Assimilation</i> in the United States is the federal government’s history of forcing Native American children to attend <i>assimilation</i> boarding schools at which Native children were “were given new Anglo-American names, clothes, and haircuts, and told they must abandon their way of life because it was inferior to white people’s.” Little B (November 2018). How Boarding Schools Tried to ‘Kill the Indian’ Through Assimilation. History; Blakemore E (December 2017). How Native Americans Taught Both Assimilation and Resistance at Indian Schools. JSTOR Daily.</p>	<p>(1) Brown SK, Bean FD (October 2006). Assimilation Models, Old and New: Explaining a Long-Term Process. Migration Policy Institute.</p> <p>(2) Misra, T (September 2015). For Immigrants, the ‘Melting Pot’ is a Mixed Bag. CityLab.</p> <p>(3) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p> <p>(4) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
Bias	<p><i>Bias</i> describes an inclination or preference that generally interferes with impartial judgment and decision-making. <i>Bias</i> can be implicit (subconscious and indirect) or explicit (conscious and direct).</p> <p>See also: <i>Implicit Bias, Prejudice</i>.</p>	<p>(1) City of Portland – Office of Equity and Human Rights. Shared City-Wide Definitions of Racial Equity Terms (see Explicit Bias, Implicit Bias).</p> <p>(2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p> <p>(3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>

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Color Blindness	<p><i>Color Blindness</i> is the belief that the best way to end discrimination is by treating individuals as equally as possible without accounting for race, culture, or ethnicity. No racial or ethnic differences are seen or acknowledged. As a result, <i>Color Blind</i> beliefs fail to acknowledge the real-world consequences of membership or perceived membership in a particular racial or ethnic group, including the negative experiences of people of color. Examples of <i>Color Blind</i> statements include “I don’t see color” and “I treat everybody the same.”</p>	<p>(1) Rivers C (June 2018). “When I Look at People, I Don’t See Race.” Curing Color-Blindness.</p> <p>(2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary (see Colour-Blindness/Colour Evasion).</p> <p>(3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary (see Color Blind).</p> <p>(4) Williams, MT (December 2011). Colorblind Ideology is a Form of Racism. Psychology Today.</p>
Culture	<p><i>Culture</i> refers to a system of shared meanings that is expressed through patterns of customs, practices, and thoughts. A person’s <i>Culture</i> can come from any combination of his, her, or their: age; education level; ethnicity; geographic origin; gender; group history; language; life experiences; religious or spiritual beliefs and practices; sexual orientation; and socio-economic class. <i>Culture</i> is dynamic, changes with time, and is learned and transmitted by members of a particular community.</p>	<p>(1) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p> <p>(2) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p> <p>(3) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide.</p>
Cultural Appropriation	<p><i>Cultural Appropriation</i>, also known as <i>Cultural Misappropriation</i>, is the unacknowledged or inappropriate adoption of the customs, practices, symbols, ideas, etc. of one people or society by members of another, and typically more dominant, people or society. The existence of uneven power dynamics, and the use of another culture’s customs, practices, symbols, or ideas without understanding or respecting their origins, are the main distinctions between <i>Cultural Appropriation</i> and cultural appreciation or exchange.</p> <p>Learn more: For a video on this topic, please see the PBS Web Series, What I Hear When You Say: Appropriation vs. Appreciation (2017).</p>	<p>(1) Ramsey F, Warren J, A Owerka-Moore (2017). Viewing Guide: What I Hear When You Say: Cultural Appropriation. PBS.</p> <p>(2) Springer D (September 2018). Resources on What ‘Cultural Appropriation’ Is and Isn’t. Medium.</p> <p>(3) Greenheart Club (2015). Cultural Appreciation vs. Cultural Appropriation: Why it Matters. Greenheart International.</p>
Cultural Humility	<p><i>Cultural Humility</i> is a mindset for understanding the cultures of others and acknowledging differences. <i>Cultural Humility</i> requires a commitment to lifelong learning, continuous self-reflection on one’s own assumptions and practices, respect for others’ viewpoints, empathetic, and humble engagement with new</p>	<p>(4) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary (see Cultural Sensitivity).</p> <p>(5) Waters A, Asbill L (August 2013). Reflections on cultural humility.</p>

Term	Definition	Sources
	<p>perspectives, and recognition of the power and privilege imbalances that exist between groups.</p>	<p>American Psychological Association CYF News.</p>
<p>Disparity</p>	<p>A <i>Disparity</i> is a difference in outcome between population groups. <i>Disparities</i> are not always due to <i>Inequities</i>, defined below, but can be. As an example, older adults have higher rates of skin cancer than children. This is a <i>Disparity</i> but not an <i>Inequity</i> because the difference in skin cancer rates are due to cumulative effects of sun exposure over time, and the exposure itself is not due to unfair or unjust circumstances. By contrast, the higher lead blood levels and resulting health problems among children exposed to public water in Flint, Michigan compared to children in cities with safe water systems is both a <i>Disparity</i> and an <i>Inequity</i>. This difference is an <i>Inequity</i> because there is difference in outcomes that is unfair and unjust.</p> <p>See also: <i>Health Disparity, Inequity.</i></p> <p>Learn more: City Lab. Mapping Racial Disparities in the Golden State.</p>	<p>(1) Meghani SH, Gallagher RM (July 2008). Disparity vs Inequity: Toward Reconceptualization of Pain Treatment Disparities. Pain Medicine 9(5):613-23.</p> <p>(2) US Department of Health and Human Services, Office of Disease Prevention and Health Promotion. Disparities. Healthy People 2020.</p> <p>(3) Talbot-Zorn J, Shank M (February 2016), What the Flint Crisis Reveals About Inequality in the US. TIME.</p>
<p>Discrimination</p>	<p><i>Discrimination</i> refers to the unequal treatment of individuals or groups due to conscious or unconscious prejudice based on race, gender, national origin, etc.</p> <p>See also: <i>Prejudice.</i></p>	<p>(1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide.</p> <p>(2) Racial Equity Tools. Glossary.</p> <p>(3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
<p>Diversity</p>	<p><i>Diversity</i> refers to the various characteristics and ways in which individuals or groups differ from one another. <i>Diversity</i> encompasses different races, ethnicities, sexual orientations, etc., as well as belief systems, ideas, and values. <i>Diversity</i> is necessary but not sufficient to achieve equity, which demands an ongoing commitment not just to include, but to value and empower, all people.</p> <p>See also: <i>Equity, Inclusion.</i></p>	<p>(1) Chaney W (January 2017). Diversity is not enough to fix equity. Truman Media Network.</p> <p>(2) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide.</p> <p>(3) Racial Equity Tools. Glossary.</p> <p>(4) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>

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<p>Equality and Equity (see below for individual definitions)</p>	 <p>Learn more: In 2017, <i>The Lancet</i> published a Series, America: equity and equality in health, about US health and health care, which highlights how widening gaps of income inequality and other factors are driving increases in health inequity.</p>	<p>(1) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All.</p>
<p>Equality</p>	<p><i>Equality</i> describes circumstances in which each individual or group is given the same or equal treatment, including the same resources, opportunities, and support. However, because different individuals or groups have different histories, needs, and circumstances, they do not have equal positions in society or starting points. Providing the same resources, supports, or treatment does not guarantee that everyone will have fair or equal outcomes.</p> <p>For example, in the image above, using an <i>equality</i> approach means that the four individuals receive the <u>same</u> bike. Resources are distributed equally. However, the outcome is unequal and unfair: three out of four people will have trouble riding the bike or cannot ride at all. The four individuals are different heights, have different abilities, and require different bikes, something an <i>equality</i> approach does not take into account.</p> <p>Learn more: To learn more the impacts of unequal starting points, please see Harvard University Professor, Raj Chetty’s work with Opportunity Insights. A series of articles about this research is available here.</p>	<p>(1) Smiley L (July 2017). Equality vs Equity. The Society for Diversity Blog. (2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary. (3) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All.</p>
<p>Equity</p>	<p><i>Equity</i> recognizes that because different individuals or groups have different histories and circumstances, they have different needs and unequal starting points. Using an <i>equity</i> approach, individuals and groups receive different resources, opportunities, support, or treatment based on their specific</p>	<p>(1) Smiley L (July 2017). Equality vs Equity. The Society for Diversity Blog. (2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p>

Term	Definition	Sources
	<p>needs. By providing what each individual or group needs, they can have equal or fair outcomes.</p> <p>For example, in the image above, using an equity approach, the four individuals receive four different bikes based on their individual needs. The resulting outcome is fair and equal: everyone gets to ride.</p> <p>Learn more: Research shows that when policies, systems, and environments are designed to meet the needs of the most vulnerable, everyone’s outcomes improve. The “curb-cut effect” is an example.</p>	<p>(3) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All.</p> <p>(4) Local and Regional Government Alliance on Race & Equity. Why Working for Racial Equity Benefits Everyone.</p> <p>(5) Wilkinson R and Pickett K (2010), <i>The Spirit Level: Why Equality is Better for Everyone</i>. London: Penguin.</p>
<p>Ethnicity</p>	<p><i>Ethnicity</i> is a term used to describe subgroups of a population that share characteristics such as language, values, behavioral patterns, history, and ancestral geographical base. Social scientists often use the terms <i>Ethnicity</i> and ethnic group to avoid the perception of biological significance associated with <i>Race</i>; however, feelings and perceptions about ethnic groups, like feelings and perceptions about racial ones, can have a strong influence over contemporary social relations.</p> <p>When used for census, data collection, and other statistical purposes, <i>Race</i> is framed as self-identification with one or more social groups, including: White; Black or African American; Asian; American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander; other race; or multiple races. In the same contexts, <i>Ethnicity</i> is generally framed as self-identification as Hispanic/Latino or non-Hispanic/Latino.</p> <p>Learn more: Preferred language for describing one’s <i>Ethnicity</i> varies widely. For example, some people with roots in Spanish-speaking countries identify using pan-ethnic terms like “Hispanic” or “Latino/a/x,” while others identify themselves by their family’s country of origin or the country of origin combined with their American identity, self-describing as “Cuban” or “Cuban American,” “Mexican” or “Mexican American,” etc. Taylor P, et al. (April 2002). When Labels Don’t Fit: Hispanics and Their Views of Identity. Pew Research Center.</p>	<p>(1) Bhopal R (2004). Glossary of terms relating to ethnicity and race: for reflection and debate. <i>Journal of Epidemiology & Community Health</i> 58(6).</p> <p>(2) California Department of Public Health. About the Data. CDPH Safe and Active Communities Branch.</p> <p>(3) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide.</p> <p>(4) Racial Equity Tools. Glossary.</p> <p>(5) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p> <p>(6) Barkan S (2016). Sociology: Understanding and Changing the Social World. Chapter 10.2: The Meaning of Race and Ethnicity. University of Minnesota Libraries.</p> <p>(7) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>

Term	Definition	Sources
Health Disparity	<p>The simplest definition of a <i>Health Disparity</i> is a difference in physical or mental health status or outcomes between groups. A <i>Health Equity</i> analysis can help determine whether a <i>Health Disparity</i>—such as a difference in disease burden—is also a health <i>Inequity</i>.</p> <p>See also: <i>Disparity, Health Equity, Inequity.</i></p> <p>Learn more: Mays VM (2006). Race, Race-Based Discrimination, and Health Outcomes Among African Americans; Zahnd E, Wyn R (January 2014). Racial/Ethnic Health Disparities Among Women in California.</p>	<ol style="list-style-type: none"> (1) American Psychological Association. Fact Sheet: Health Disparities. (2) Centers for Disease Control and Prevention. Health Disparities. (3) Health & Saf. Code, § 131019.5, subd. (a)(3).
Health Equity	<p><i>Health Equity</i> describes circumstances in which all people have the opportunities and resources necessary to lead healthy lives. Efforts to achieve <i>Health Equity</i> often require giving special attention to the needs of those at greatest risk of poor health, including historically oppressed or marginalized racial or ethnic groups.</p> <p>See also: <i>Equity.</i></p>	<ol style="list-style-type: none"> (1) Braverman P, et al. (May 2017). What is Health Equity? Robert Wood Johnson Foundation. (2) Health & Saf. Code, § 131019.5, subd. (a)(3). (3) World Health Organization. Health topics: Health equity.
Implicit Bias	<p><i>Implicit Bias</i> describes unconscious thoughts, attitudes, and feelings that result in preferences for or aversions to certain types of people, often associated with stereotypes based on characteristics such as race, gender, appearance, etc. <i>Implicit Bias</i> operates both on the individual level and on the institutional level, and can create real-world consequences even when biases are not consciously known or recognized. Institutional <i>Implicit Bias</i> occurs when certain policies, programs, or processes routinely benefit one group over another, even if they do so unintentionally.</p> <p>See also: <i>Bias.</i></p>	<ol style="list-style-type: none"> (1) Racial Equity Tools. Glossary. (2) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.
Inclusion	<p><i>Inclusion</i> means authentically bringing traditionally excluded individuals or groups into processes, activities, and decision- and policy-making in a way that shares power; values each individual’s or group’s heritage, contributions, and aspirations; and guarantees full belonging to all stakeholders and participants. <i>Inclusion</i> is related to, but distinct from, <i>Diversity</i>.</p>	<ol style="list-style-type: none"> (1) National Center on Health, Physical Activity and Disability. Definition of Inclusion. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.

Term	Definition	Sources
		(4) WK Kellogg Foundation (2009). Glossary . Racial Equity Resource Guide.
Inequity	<p>An <i>Inequity</i> is a difference in outcome between population groups that is unfair or unjust. This term is separate from, but related to, the term <i>Disparity</i> in that <i>Inequities</i> are generally <i>Disparities</i>—differences between groups—that are avoidable or warrant moral criticism and condemnation.</p> <p>See also: <i>Disparity, Health Disparity.</i></p>	<p>(1) Meghani SH, Gallagher RM (July 2008). Disparity vs Inequity: Toward Reconceptualization of Pain Treatment Disparities. Pain Medicine 9(5):613-23.</p> <p>(2) Global Health Europe (August 2009). Inequity and inequality in health.</p>
Institutional Racism	<p><i>Institutional Racism</i> describes the ways in which policies and practices perpetuated by institutions, including governments and private groups, produce different outcomes for different racial groups in a manner that benefits the dominant group. In the United States, <i>Institutional Racism</i> includes policies that may not mention race, but still result in benefiting white people over people of color. Examples of <i>Institutional Racism</i> include: government policies that restrict the ability of people to obtain loans or improve their homes in neighborhoods with high concentrations of people of color (red-lining, which is now illegal) and government policies that concentrate trash transfer stations, highways, and other environmental hazards disproportionately in communities of color (also known as environmental racism, which occurs today).</p> <p>Learn more: Baldwin J (1968). The Dick Cavett Show.</p>	<p>(1) GREENACTION for Health & Environmental Justice. Environmental Justice & Environmental Racism.</p> <p>(2) Jan T (March 2018). Redlining was banned 50 years ago. It's still hurting minorities today. The Washington Post.</p> <p>(3) Pike A (March 2016). Top infrastructure official explains how America Used highways to destroy black neighborhoods. Think Progress.</p> <p>(4) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide.</p> <p>(5) Racial Equity Tools. Glossary.</p> <p>(6) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
Intersectionality	<p><i>Intersectionality</i> is a term used to describe how people experience the interconnected nature of different facets of their identities—such as their race, gender, sexual orientation, and class—and how those identities are valued within existing systems of power. <i>Intersectionality</i> can also refer to the interconnected nature of all forms of discrimination or disadvantage against historically oppressed or marginalized groups.</p>	<p>(1) Adewunmi B (April 2014). Kimberle Crenshaw on intersectionality: “I wanted to come up with an everyday metaphor that anyone could use.” New Statesman America.</p> <p>(2) YW Boston (March 2018). What is Intersectionality, and what does it have to do with me?</p> <p>(3) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p>
Meritocracy	<p><i>Meritocracy</i> is a widely-held but unsupported belief popular in the United States. The <i>Meritocracy</i> myth teaches that hard work and talent are enough to overcome any obstacles, challenges,</p>	<p>(1) Anderson MD (July 2017). Why the Myth of Meritocracy Hurts Kids of Color. The Atlantic.</p>

Term	Definition	Sources
	<p>and barriers that an individual might encounter and that everyone gets out of the system what they put in. One opinion associated with <i>Meritocracy</i> is that individuals who fail or struggle just need to pull themselves up by their bootstraps, but this belief fails to recognize the many forces beyond one’s control that may hinder an individual’s ability to succeed despite their best efforts.</p>	<p>(2) Lawton A (2000). The Meritocracy Myth and the Illusion of Equal Employment Opportunity. Digital Commons at Michigan State University College of Law S87.</p>
Microaggression	<p>A <i>Microaggression</i> is a subtle, nuanced, and indirect form of either verbal or non-verbal racism that communicates hostile, derogatory, or negative views about people of color. <i>Microaggressions</i> tend to be unconscious or automatic and are often made by white people who consider themselves non-racist. One example of a <i>Microaggression</i> is a white professor telling a student of color that she is “so articulate” with the implicit message being that it is surprising or unusual for a person of the student’s racial or ethnic group to be intelligent or well-spoken. <i>Microaggressions</i> are “micro” because they are often brief and occur in private situations; however, this form of racism can have a significant, negative impact on people of color. <i>Microaggressions</i> are sometimes called “everyday racism.”</p>	<p>(1) National Institutes of Health. Microaggressions. Office of the Director, Scientific Workforce Diversity. (2) Jones B (June 2018). Growing up black in America: here’s my story of everyday racism. The Guardian. (3) Sue D, et al. (2007). Racial Microaggressions in Everyday Life. American Psychologist 62(4):271-86. (4) University of Minnesota – School of Public Health. Examples of Microaggressions.</p>
Oppression	<p><i>Oppression</i> is the use of power to systematically devalue, undermine, marginalize, and disadvantage certain social identities in contrast to the privileged norm. <i>Oppression</i> contributes to a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.</p>	<p>(1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
Power	<p><i>Power</i> is the ability to control others, events, or resources that enhance one’s chances of influencing others or getting what one needs in order to lead a safe, productive, and fulfilling life. In the United States, social mechanisms through which <i>Power</i> operates include whiteness, wealth, and patriarchy.</p>	<p>(1) WK Kellogg Foundation (2009). Glossary (see Social Power). Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
Prejudice	<p><i>Prejudice</i> is a negative, uninformed attitude that dictates actions toward an entire category of people such as a particular gender, class, or racial or ethnic group. These negative attitudes are typically based on unsupported generalizations (or stereotypes)</p>	<p>(1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September</p>

Term	Definition	Sources
	that fail to recognize and treat members of these groups as individuals with unique characteristics.	2015). Diversity & Social Justice Glossary .
Privilege	<i>Privilege</i> refers to unearned social power, advantage, or rights afforded by the formal and informal institutions of society to all members of a dominant group. Examples include white privilege and male privilege. <i>Privilege</i> is usually invisible to those who have it because (1) they are taught not to see it and (2) hierarchies of privilege exist within the same group (for example, a rich white person has more power and advantage than a poor white person). Nonetheless, <i>Privilege</i> puts people who have it at an advantage over those who do not.	(1) WK Kellogg Foundation (2009). Glossary . Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary . (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary .
Race	<p><i>Race</i> is a social construct used to categorize humans into groups, called races or racial groups, based on combinations of shared physical traits such as skin color, hair texture, nose shape, eye shape, or head shape. Although most scientists agree that such groupings lack biological meaning, racial groups continue to have a strong influence over contemporary social relations. Historically in the United States, <i>Race</i> has frequently been used to concentrate power with white people and legitimize dominance over non-white people.</p> <p>As noted above regarding <i>Ethnicity</i>, when used for census, data collection, and other statistical purposes, <i>Race</i> is framed as self-identification with one or more social groups, including: White; Black or African American; Asian, American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander; other race; or multiple races. In the same contexts, <i>Ethnicity</i> is generally framed as self-identification as Hispanic/Latino or non-Hispanic/Latino.</p> <p>Learn more: Preferred language for describing one’s <i>Race</i> varies widely. For example, some people of African descent prefer to identify as “Black” while others prefer the term “African American.” Sigelman L, et al. (2005). What’s in a Name? JSTOR. A immigrants of African descent will self-identify based on their family’s country of origin or by the country of origin combined with their American identity, self-describing as “Jamaican” or “Jamaican American,” “Somali” or “Somali American,” etc. Forson TS (February 2018). Who is an ‘African American’? Definition evolves as USA does. USA TODAY; Wang HL (March</p>	(1) California Department of Public Health. About the Data . CDPH Safe and Active Communities Branch. (2) Gannon M (February 2016). Race Is a Social Construct, Scientists Arque . Scientific American. (3) WK Kellogg Foundation. Racial Equity Resource Guide, Glossary . (4) Racial Equity Tools. Glossary . (5) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary (see Race and Racial and Ethnic Identity). (6) U.S. Census Bureau. Race & Ethnicity .

Term	Definition	Sources
	<p>2018). 2020 Census Will Ask Black People About Their Exact Origins. NPR.</p> <p>Similarly, while some people with roots in Asian countries identify as “Asian American,” others identify based on their family’s country of origin or by the country of origin combined with their American identity, self-describing as “Filipino” or “Filipino American,” “Korean” or “Korean American,” etc. Pew Research Center (April 2013). The Rise of Asian Americans; Rao S (June 2018). The term ‘Asian American’ was meant to create a collective identity. What does that mean in 2018? The Washington Post. In terms of research and data analysis, there is a push to “disaggregate” or break down data about Asian Americans and Pacific Islanders by <i>Ethnicity</i> or country of origin in order to better recognize the different needs of different groups. Ramakrishnan K, Wong J (January 2018). Ethnicity data is critical to address the diverse needs of Asian Americans and Pacific Islanders. AAPI Data.</p>	
Racial Equity	<p><i>Racial Equity</i> is the condition achieved when race can no longer be used to predict life outcomes and conditions for all groups are improved.</p>	<ol style="list-style-type: none"> (1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.
Racism	<p><i>Racism</i> is a complex system of beliefs, behaviors, and historical conditions based on and resulting from the presumed superiority of a dominant race over all others. In the United States, these beliefs and behaviors can be conscious or unconscious, personal or institutional, and generally result in the oppression of non-white people to the benefit of white people.</p> <p>A simple definition of <i>Racism</i> is: (racial) prejudice + power = racism.</p>	<ol style="list-style-type: none"> (1) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (2) Racial Equity Tools. Glossary. (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.
Reverse Racism	<p><i>Reverse Racism</i> is a misconception that racial prejudice directed at a dominant racial group is equivalent to the systemic, institutional racism experienced by a historically oppressed or marginalized racial or ethnic group. In the United States and other places where white people are the dominant racial group, concerns about <i>Reverse Racism</i> are often expressed as complaints that racially-inclusive policies and practices, including</p>	<ol style="list-style-type: none"> (1) Fish S (November 1993). Reverse Racism, or How the Pot Got to Call the Kettle Black. The Atlantic. (2) Newkirk II VK (August 2017). The Myth of Reverse Racism. The Atlantic.

Term	Definition	Sources
	<p>affirmative action and inclusive immigration policies, are unfair to white people and will cause white people to be passed over or given fewer resources compared to less qualified or less worthy people of color. There is no empirical evidence that <i>Reverse Racism</i> exists, in large part due to the entrenched <i>Power</i> and <i>Privilege</i> enjoyed by white Americans compared to people of color.</p> <p>Learn more: Norton M, Sommers S. Whites See Racism as a Zero-Sum Game That They Are Now Losing; Massie M. Americans are split on “reverse racism.” That still doesn’t mean it exists.</p>	<p>(3) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p>
Stereotype	<p><i>Stereotype</i> refers to unreliable, exaggerated, and harmful generalizations ascribed to all people of a specific race, gender, etc. that oversimplifies members of the group and fails to account for individual differences.</p>	<p>(1) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary (see Stereotyping). (2) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
Stereotype Threat	<p><i>Stereotype Threat</i> is a social-psychological phenomenon that occurs when people perceive themselves at risk of confirming a negative stereotype about the group to which they belong, such as a particular race, economic class, or gender. <i>Stereotype Threat</i> has been shown to contribute to the low performance—and high anxiety or apprehension—by individuals who belong to the negatively stereotyped group.</p>	<p>(1) Great Schools Partnership (August 2013). The Glossary of Education Reform. (2) National Institutes of Health. Stereotype Threat. Office of the Director, Scientific Workforce Diversity. (3) Stroessner S, Good C, Stereotype Threat: An Overview.</p>
Structural Racism	<p>In the United States, <i>Structural Racism</i> is defined as the macro-level systems, social forces, institutions, ideologies, and processes that interact with one another to generate and reinforce inequities among racial and ethnic groups. Structural mechanisms do not require the actions or intent of individuals; as upstream causes of racial inequities, they are constantly recreating and perpetuating existing conditions. Even if at an individual level were completely eliminated, racial inequities would likely remain unchanged due to the persistence of <i>Structural Racism</i>.</p> <p>See also: <i>Institutional Racism, Racism</i>.</p>	<p>(1) Powell JA (2008). Structural Racism: Building upon the Insights of John Calmore. North Carolina Law Review. (2) Bonilla-Silva E (1997). Rethinking Racism: Toward a Structural Interpretation. American Sociological Review. (3) Jones CP (2000). Levels of Racism: A Theoretic Framework and a Gardener’s Tale. American Journal of Public Health. (4) Racial Equity Tools. Glossary.</p>

Term	Definition	Sources
	<p>Learn more: Gee G, Ford C (2011). Structural Racism and Health Inequities.</p>	<p>(5) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (6) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
<p>White Privilege</p>	<p><i>White Privilege</i> is a system of unearned and unquestioned advantages, benefits, or choices that gives white people unrivaled access to jobs, housing, schools, and other important resources based on race. By refusing to acknowledge <i>White Privilege</i>, white people perpetuate the system of advantages and disadvantages given to them by this privilege. Examples of <i>White Privilege</i> include:</p> <ul style="list-style-type: none"> • Having a higher likelihood of receiving a housing loan; • Having one’s own cultural experiences positively reflected in popular culture and history books; • Being able to attend a prestigious university or take a well-paying job without colleagues suspecting that the university or employer took one’s race or ethnicity into account. 	<p>(1) Collins C (2018). What is White Privilege, Really? Teaching Tolerance Magazine. (2) WK Kellogg Foundation (2009). Glossary. Racial Equity Resource Guide. (3) Racial Equity Tools. Glossary. (4) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary. (5) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity & Social Justice Glossary.</p>
<p>White Supremacy</p>	<p><i>White Supremacy</i> describes a belief in the superiority of white, Euro-American cultural heritage (including history, arts, language, traditions, values, religion, etc.) over the cultural heritage and experiences of people of color. <i>White Supremacy</i> is a historically-based, institutionally-perpetuated system of exploitation and oppression of nations and peoples of color by white people for the purpose of maintaining and defending a system of wealth, power, and privilege. In the United States, <i>White Supremacy</i> was used to justify the enslavement of Black people for white economic gain and the forced relocations of tens of thousands of Native Americans as part of the Trail of Tears to facilitate white resettlement. While <i>White Supremacy</i> culture—and the belief that being white is “normal” or “better” compared to being non-white—is a part of many people’s everyday lives in one way or another, more explicit or violent messages about <i>White Supremacy</i> are promoted by extremist groups like the Ku Klux Klan, Neo-Nazis, and other hate groups.</p> <p>Learn more: BBC News. White supremacy: Are US right-wing groups on the rise?; Dismantling Racism. White Supremacy Culture; Holloway K (September 2015). 10 Insidious Ways White Supremacy Shows Up in Our Everyday Lives. Everyday Feminism.</p>	<p>(1) Gardiner WJ (March 2009), Reflections on the History of White Supremacy in the United States. (2) Racial Equity Tools. Glossary. (3) University of Calgary – Calgary Anti-Racism Education Collective (June 2018). Our Glossary.</p>