

WORD	DEFINITION	CITATION
3 Types of Microaggression	Micro-assaults are overt and conscious-explicit or subtle slights and insults expressed to marginalized groups. Micro-insults are often covert and unconscious, meant to tear down a person's identity through insensitive comments and the use of stereotypes. Micro-invalidations are often covert or unconscious and used to cancel the thoughts, feelings, and lived experiences of marginalized individuals.	
Ableism BIPOC	A form of discrimination of, and social prejudice against, people with disabilities based on the belief that typical abilities are superior. Like racism and sexism, ableism classifies entire groups of people as "less than" and includes harmful stereotypes, misconceptions, and generalizations of people with disabilities. " Black, Indigenous, and People of Color	https://www.accessliving.org/newsroom/blog/ableism-101/ https://www.healthline.com/health/bipoc-meaning
Discrimination	Treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit.	https://www.racialequitytools.org/glossary
Diversity	e diversity as all the ways in which people differ, including but not limited to age, race, ethnicity, national origin, gender, gender identity, sex, sexual orientation, mental or physical abilities, primary language, education, socioeconomic status, religion, work experience, cultural values, geographic location, family status, organizational level, work style, philosophical views, veteran status, and intellectual perspectives.	https://www.hrsa.gov/sites/default/files/hrsa/eo/hrsa-diversity-inclusion-policy-statement-2019-engels.pdf
Ethnicity Health Equity	Ethnicity is a sociological concept based on shared group characteristics such as culture, language, geolocation, and heritage. ²⁴ The term "ethnicity" first appeared in the 20th century. It was meant to define social groups outside of racial distinctions. The definition of ethnicity is not unchanging. is the state in which everyone has a fair and just opportunity to attain their highest level of health.	https://www.pbs.org/video/what-is-ethnicity-5ohuil/ ; https://www.oxfordbibliographies.com/view/document/obo-9780199730414/obo-9780199730414-0022.xml https://www.cdc.gov/nchhstp/healthequity/index.html
Implicit bias	also known as unconscious or hidden bias, are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individual attitudes and actions, creating real-world implications. This can occur even though individuals may not be aware that those biases exist internally	https://kirwaninstitute.osu.edu/research/state-science-implicit-bias-review
Inclusion	the process of enabling the full participation and contribution of all human resources in support of the mission of the organization by eliminating implicit and explicit barriers to engagement in every aspect of work-life and operations. L	https://www.hrsa.gov/sites/default/files/hrsa/eo/hrsa-diversity-inclusion-policy-statement-2019-engels.pdf
Indigenous People:	It is estimated that there are more than 370 million indigenous people spread across 70 countries worldwide. Practicing unique traditions, they retain social, cultural, economic, and political characteristics that are distinct from those of the dominant societies in which they live. Spread across the world from the Arctic to the South Pacific, they are the descendants - according to a common definition - of those who inhabited a country or a geographical region at the time when people of different cultures or ethnic origins arrived. The new arrivals later became dominant through conquest, occupation, settlement or other means.	United Nations. Permanent Forum on Indigenous Issues. Retrieved
Institutional Oppression	is the systematic mistreatment of people within a social identity group, supported and enforced by the society and its institutions, solely based on the person's membership in the social identity group.	
Marginalized Group	To relegate to an unimportant or powerless position within a society or group.	
Microaggression Oppressive Practices	the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership." can take many forms, ranging from hurtful remarks made in ignorance to insults, threats, and physical violence	Sue, D. W. (2010). Microaggressions: More than just race. Psychology Today, 17. https://www.morningsidecenter.org/teachable-moment/lessons/guidelines-stopping-oppressive-behavior
Race Equity	is defined as both an outcome and a process. As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.	
Social Determinants of Health	the nonmedical factors that influence health outcomes. They are the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life. These forces and systems include economic policies and systems, development agendas, social norms, social policies, racism, climate change, and political systems.	https://www.cdc.gov/about/sdoh/index.html
Systemic Oppression:	is a lens we intentionally employ to sharpen our focus on the ways in which any given form of oppression (race, gender, class, language, sexual orientation, etc) may be negatively impacting people's ability to make progress on the things they care about and/or preventing individual or collective action toward the achievement of a particular goal.	https://www.nationalequityproject.org/frameworks/lens-of-systemic-oppression
Quality Improvement in Public Health	The use of a deliberate and defined improvement process, which is focused on activities that are responsive to community needs and improving population health. This effort is continuous and ongoing to achieve measurable improvements in the efficiency, effectiveness, performance, accountability, outcomes and other indicators of quality in services or processes, which achieve equity and improve the health of the community.	https://mchb.tvisdata.hrsa.gov/Glossary/Glossary