

## DEI GLOSSARY OF TERMS

**Asian American** - Describes those of Asian descent who are now living in the United States. Many Asian people prefer to identify by the specific country from which their ancestry derives.

**BIPOC** - This acronym stands for Black, Indigenous, People of Color. The term seeks to name in particular anti-Black and anti-Indigenous racism while still being inclusive of the wide spectrum of People of Color. There is always a risk of conflating unique social identity groups when using terms such as people of color, as not all people of color who are excluded from the privileges of whiteness experience racism in the same way.

**Black** - A term used to identify being of African heritage; associated with pan-African unity, cultural pride, and political resistance to racism.

**Diversity, Equity, & Inclusion** - A term used to describe policies and programs that promote the representation and participation of different groups of individuals, especially those of marginalized races and ethnicities, disabilities, genders, religions, cultures, sexual orientations and age. This also covers people with diverse backgrounds, experiences, skills and expertise.

**Intersectionality** - The interconnected nature of social categorizations such as race, class and gender regarded as creating overlapping and interdependent systems of discrimination or disadvantage, coined by Dr. Kimberle Crenshaw. While “intersectionality” may seem to be an opaque or recently-coined buzzword, we have found it crucial to recognize that humans live in bodies and relationships that are constantly affected by a multiplicity of identities.

Furthermore, many of these identities—particularly when marginalized, silenced, or violated—result in very real traumas. These visceral traumas contribute to sensitivities and flashpoints that can only be understood by attending to the ways that multiple facets of identity “intersect” and impact both interpersonal and institutional dynamics.

**Latino/a/x** - People of Latin American heritage, which includes the countries in Central and South America, Mexico, Puerto Rico, Cuba and parts of the Caribbean. LatinX is a gender neutral term coined by college student activists of Latin American Heritage seeking to create unity with one another and striving to create a gender-inclusive language.

**Microaggressions** - The casual degradation of members of a marginalized group, expressed through subtle, often unintended comments that communicate: you are different, you don't belong. The impact of these everyday slights can feel like death by a thousand papercuts, rather

than one deep wound.

**POC** - The term is used to refer to people with black and brown skin, as well as light-skinned people of East Asian heritage. There is always a risk of conflating unique social identity groups when using terms such as people of color, as not all people of color who are excluded from the privileges of whiteness experience racism in the same way.

**Racial health equity** - The creation and reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, and outcomes for all people regardless of race; dismantling the barriers that prevent people with marginalized social identities from actualizing their full health potential or from fully engaging in the institutions that are the social determinants of health.

**Social determinants of health** - The social factors that influence the health and quality of life in communities, such as education, housing, employment, safety, access to healthy food, environmental exposure, access to appropriate health care, and more.

**White** - The current racial classification to describe lighter skinned people of European, North African, and Middle Eastern origin.