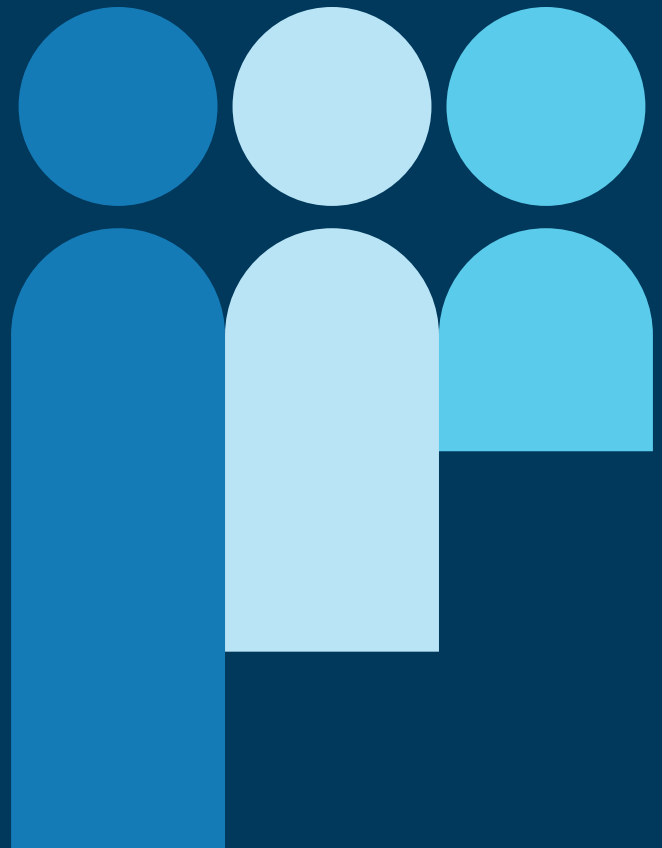# Taking Action Today To Build An Equitable Tomorrow.

A Guide for Health Equity, Diversity and Inclusion

Office of Health Equity,
Diversity and Inclusion

UCLA Health

Overview

The following toolkit is designed to serve as an initial guide for individuals, teams, and departments to increase awareness and drive change towards greater equity, diversity, inclusion (EDI) and anti-racism within the UCLA Hospital System. The toolkit consists of selected readings, videos, and discussion questions to increase the understanding of important EDI and anti-racism principles and practices. The toolkit is designed to encourage self-reflection, guide group discussions and inspire collective action to create a work and clinical environment that actively opposes racism and bias, ensures equitable treatment and outcomes, celebrates diversity and creates an environment that is welcoming to all staff and patients.

**"Not everything that is faced can be changed. But nothing can be changed until it is faced."
— James Baldwin**

How to the Use the Toolkit: The toolkit can be used as a guide for individual and/or group directed learning. It is not meant to serve as formal UCLA Hospital System EDI training. Formal EDI and anti-racism training will be implemented for all UCLA Hospital System leaders and staff.

While this toolkit will assist in increasing awareness of racism, bias, health inequities and social injustices, transforming into an individual or organization that upholds anti-racism and anti-bias principles requires time, persistence and intentional action.

Elements of the Toolkit: The toolkit outlines five methods to incorporate EDI and anti-racism principles and practices into one's personal and professional life. The methods include:

Care Equitably.
Heal Equally.
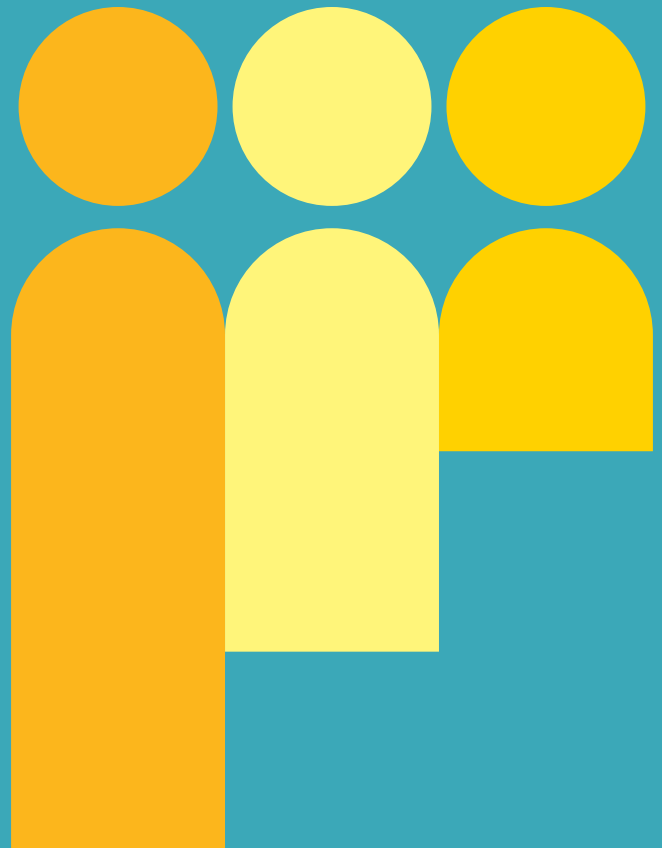
1

Learn

Take time to learn and understand the history of systemic racism, the principles of anti-racism, and the importance of building an inclusive environment through policies, procedures and language.

2

Reflect

Understand your own implicit bias (prejudice or judgement) and privilege. Self-awareness will help to identify where individual and organizational change needs to take place.

3

Respect

Create a safe, celebratory and inclusive place for all that is free of microaggressions, stereotypes and bias.

4

Enhance Allyship

Learn the essentials to serve as an effective ally and more to decrease racism and bias.

5

Cultural Humility

Embrace a humble and respectful attitude towards others' cultures and perspectives to provide compassionate, high-quality carefree of bias and stereotypes.

Why is Equity, Diversity and Inclusion Important?

At UCLA Health, we believe a diverse and inclusive healthcare workforce and environment results in better care, service, and health outcomes of our patients. We also believe that our commitment to equity, diversity and inclusion will result in greater productivity, innovation, and engagement of our staff and patients. UCLA Health welcomes all people and values their unique characteristics and experiences. We are committed to building stronger work relationships with each other and providing high-quality, equitable healthcare to the diverse patient populations that we serve.

How Does UCLA Health Define Equity, Diversity and Inclusion?

• **Equity is when everyone has fair and just opportunities to achieve equitable outcomes regardless of their race, ethnicity, gender identity, sexual orientation, socioeconomic status, culture, national origin, religious beliefs, age, disability status, or political perspective.**
The toolkit can be used as a guide for individual and/or group directed learning. It is not meant to serve as formal UCLA Hospital System EDI training. Formal EDI and anti-racism training will be implemented for all UCLA Hospital System leaders and staff.

• **Health Equity is when everyone has a fair and just opportunity to be as healthy as possible.**
Achieving health equity requires removing obstacles to health such as poverty, discrimination, and their consequences, to achieve equitable distribution of power, access to good jobs with fair pay, quality education and housing, safe environments, and high-value health care. (adapted from RWJ Foundation)

• **Diversity is a variety of personal experiences, values, and world views that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender identity, sexual orientation, socioeconomic status, culture, national origin, religious beliefs, age, disability status, or political perspective. We value and respect our collective similarities and differences.**

• **Inclusion is when <u>everyone</u> feels welcomed, engaged, and valued.**

How Does UCLA Health Define Anti-Racism?

Anti-Racism is the active process of identifying and opposing racism by changing systems, organizational structures, policies, practices and attitudes to provide equitable opportunities for all people on an individual and systemic level.

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1

Learn
Take time to learn and understand the history of systemic racism, the principles of anti-racism, and the importance of building an inclusive environment through policies, procedures and language.

> "Those who don't know their history are doomed to repeat it. You have to expose who you are so that you can determine what you need to become."
> — Cynthia A. Patterson

Historical Roots of Systemic Racism and Racial Injustice in America

Read
- Learn About Racism in America: 158 Resources to Understand Racism in America
- National Museum of African American History and Culture — Talking About Race
- Shola Richard's "Why I Don't Walk Alone"

Watch
- Systemic Racism Explained (4 Minutes)
- Let's Get to the Root of Racial Injustice- Dr. Megan Ming Francis (20 Minutes)
- UCLA Department of Medicine Grand Rounds Webinar: Race, Racism and Health with Keith Norris (MD, PhD), Christina Harris (MD), Teresa Seeman (PhD) - (60 Minutes)

Discuss
1. What information was well known to you? What was new?
2. What content made you uncomfortable? Why?
3. What examples of systemic racism have you seen in your life, community, and/or workplace?

**"Few people are capable of expressing
with equanimity opinions which differ from
the prejudices of their social environment."
— Albert Einstein**

Anti-Racism: Talking About Race, Racism and Anti-Racism

Read

Select a Common Book and start a Book Club that meets at least once a month.
* How to Be an Antiracist by Ibram X. Kendi
* White Fragility: Why It's So Hard for White People to Talk About Racism, by Robin DiAngelo
* So You Want to Talk About Race, by Ijeoma Oluo
* Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor, by Layla F. Saad

Short Reads
* National Museum of African American History and Culture — Being-Anti-Racist
* White Fragility — Robin DiAngelo

Watch
* How to Be an Antiracist- Dr. Ibram X. Kendi (54 Minutes)
* Racism Has a Cost for Everyone- Heather McGhee (14 minutes)

Discuss
1. How comfortable are you talking about race? Why?
2. What is your understanding of anti-racism?
3. What are examples that you have seen of being an anti-racist individual? What are good examples that you have seen of being an anti-racist organization?
4. What can we do within our department/team to become more anti-racist?

2

Reflect

Understand your own implicit bias (prejudice or judgement) and privilege. Self-awareness will help to identify where individual and organizational change needs to take place.

> **"Implicit bias - our subconscious associations of race - permeates everything that we do. And we must pursue systemic accountability to fix it."**
> **— Opal Tometi**

Do
- Test Yourself for Hidden Bias — Implicit Association Test
- Assess Your Own Privilege — Intersectionality Score Calculator

Read
- What Is White Privilege, Really? (Collins, 2018)

Watch

Implicit Bias
- UCLA Implicit Bias Video Series (Videos vary in length)
- UCLA Law Professor Jerry Kang: Do You Discriminate? (15 Minutes)

Privilege
- What is Privilege? (4 Minutes)
- Sometimes You're A Caterpillar (3 Minutes)

Intersectionality
- What is Intersectionality? (3 Minutes)
- UCLA Law Professor Kimberle Crenshaw: What is Intersectionality (3 Minutes)

Discuss
1. If willing, share your results from the Implicit Bias Test and/or Intersectionality Score Calculator.
2. What was most surprising about your results? Where can you grow? How can you do better?
3. How have you benefitted from privilege and/or your identities?
4. How does bias impacts interpersonal relationships in the workplace? How can bias impact the care you provide to others of a different racial, gender, sexual orientation, or cultural identity?
5. What can we do to begin to "see" others and mitigate implicit bias within our department/team?

3

Respect
Create a safe, celebratory and inclusive place for all that is free of microaggressions, stereotypes and bias.

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."
— Maya Angelou

Read
- Review glossary of current inclusive terms (Appendix 1)
- What to Know About Microaggressions — Medical News Today
- What are Personal Pronouns and Why Do They Matter?

Watch
- Use Inclusive Language — Dr. Tyrone Holmes (4 Minutes)
- Teenagers Discuss Microaggressions and Racism (2 Minutes)

Discuss
1. Have you ever experienced or observed a microaggression?
2. How can microaggressions be stopped immediately? Who is responsible for stopping the microaggression? The target? Bystander? Both?
3. How can the department/team address microaggressions?
4. What can the department/team do to create a more inclusive environment for all?
5. What celebrations or new practices can be held to honor the diversity of the department/team?

4

Enhance Allyship
Learn the essentials to serve as an effective ally and more to decrease racism and bias.

"If you are neutral in situations of injustice, you have chosen the side of the oppressor."
— Desmond Tutu

Read
- Some Do's and Don'ts for White People Who Want to Discuss Racism at Work — Dynasti Hunt
- 7 Examples of What Being an Ally at Work Really Looks Like by Better Allies
- Guidelines for Being Strong White Allies by Paul Kivel

Watch
- What if White People Led the Charge to End Racism? — Nita Mosby Tyler (11 Minutes)

Discuss
1. What can I do as an individual to become a better ally?
2. What can we do to amplify the voices of those that are often not heard?
3. What can we do as a department/team to address racism, bias, and injustices within UCLA Health and our community?

5 Cultural Humility

Embrace a humble and respectful attitude towards others' cultures and perspectives to provide compassionate, high-quality carefree of bias and stereotypes.

> "Cultural differences should not separate us from each other, but rather cultural diversity brings a collective strength that can benefit all of humanity"
> — Robert Alan

Read
- Practicing Cultural Humility to Transform Health Care — Jennifer McGee-Avila
- Cultural Humility: The Key to Patient/Family Partnerships for Making Difficult Decisions — Nursing Center

Watch
- Cultural Humility — Dr. Vivian Chavez (30 Minutes)

Discuss
1. How does cultural humility differ from cultural competence?
2. Why is cultural humility essential to advance racial equity and justice in health care?
3. How can we incorporate more principles of cultural humility in our daily clinical care practices?

Healthier Communities.
Healthier Outcomes.

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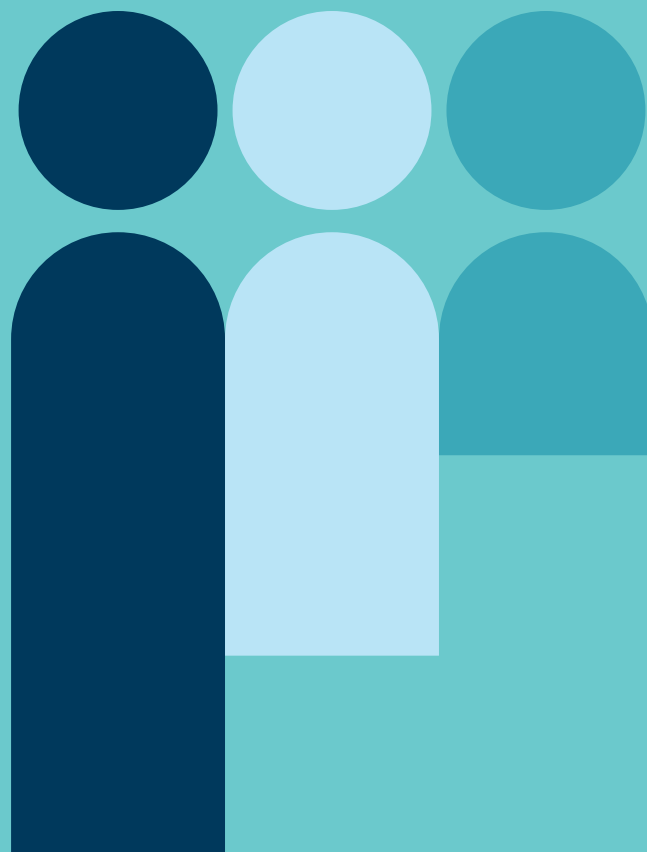
Appendix 1: Glossary of EDI and Inclusion Terms
Limited list of common EDI and inclusion terms.

TERM	DEFINITION
Accountability	In the context of racial equity work, accountability refers to the ways in which individuals and organizations hold themselves to their goals and actions and acknowledge the values and groups to which they are responsible.
Ableism	Discrimination against persons with mental, emotional, and/or physical disabilities.
Acculturation	A process in which members of one cultural group adopt the beliefs, patterns, and behaviors of another group. Acculturation (n.) The process of learning and incorporating the language, values, beliefs, and behaviors that make up a distinct culture. This concept is not to be confused with assimilation, where an individual, family, or group may give up certain aspects of its culture to adapt to that of their new host country.
Advocate	A person who argues for or supports a cause or policy.
Ageism	Prejudice or discrimination based on a person's age.
Ally	Describes someone who supports a group other than one's own (in terms of racial identity, gender, faith identity, sexual orientation, etc.) Allies acknowledge disadvantage and oppression of other groups than their own; take risks and supportive action on their behalf; commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.
American Indian or Alaska Native	A person who identifies with any of the indigenous peoples of North, Central, or South America.
Anti-Racism	Anti-Racism is the active process of identifying and opposing racism by changing systems, organizational structures, policies, practices and attitudes to provide equitable opportunities for all people on an individual and systemic level.

Anti-Racist	A person (or organization) that identifies and challenges systems, organizational structures, policies, practices, attitudes and behaviors that perpetuate systemic racism.
Anti-Racist Idea	Any idea that suggests all racial groups are equal.
Anti-Semitism	Hatred, discrimination, hostility, or oppression of or against Jewish people as a group or individuals.
Asian/Asian Americans	Pan-ethnic group that includes diverse populations with origins in East Asia, South Asia, or Southeast Asia.
Assimilation	The process by which one group takes on the cultural and other traits of a larger group; usually refers to the forced acculturation of a marginalized group by the dominant or White group.
Assimilationist	One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group.
Audism	The notion that a person is superior based on their ability to hear or to act like a person who hears.
Bias	Prejudice; an inclination or preference, especially one that interferes with impartial judgement.
Bias Incident	A discriminatory or hurtful act that appears to be motivated or is perceived by the victim to be motivated all or in part by race, ethnicity, color, religion, age, national origin, sex, disability, gender identity or sexual orientation. To be considered an incident, the act is not required to be a crime under any federal, state or local statutes.
Bicultural	Of or related to an individual who possesses the languages, values, beliefs, and behaviors of two distinct racial or ethnic groups.
Bigotry	Intolerant prejudice that glorifies one's own group and denigrates members of other groups.
BIPOC	Collective term used to describe people who self-identify as Black, Indigenous, and People of Color

Biracial	A person whose ancestry includes members of two racial groups.
Birth Assigned Sex	The designation that refers to a person's biological, morphological, hormonal, and genetic composition. The biological classification of people as male and/or female. A doctor usually assigns sex at birth, by visually assessing external anatomy. Sex terms are "male," "female" and "intersex."
Bisexual	A person who is attracted to members of both the male and female sex.
Black/African American	Black is a general term based in social constructs that describes diverse populations of African descent. African American is a term to identify people who are descendants of enslaved African people brought to the United States during the Transatlantic slave trade.
Cis/Cisgender	Referring or relating to people whose sense of personal identity and gender corresponds with their birth sex. Often referred to as a cis-male or cis-female.
Classism	Prejudicial thoughts and discriminatory actions based on difference in socio-economic status and income, usually referred to as class. Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. The systematic assignment of characteristics of worth and ability based on social class. "Classism" can also be expressed using public policies and institutional practices that prevent people from breaking out of poverty rather than ensuring equitable economic, social, and educational opportunity.
Communities of Color	A term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism.
Covert Racism	Expresses racist ideas, attitudes or beliefs in subtle, hidden or secret forms. Often unchallenged, this type of racism does not appear to be racist because it is indirect behavior.

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Cultural Appropriation	Theft of cultural elements for one's own 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 culture's right to take other cultural elements.
Cultural Assimilation	An individual, family, or group gives up certain aspects of its culture to adapt to the dominant culture.
Cultural Competence	An ability to interact effectively with people of different cultures. Cultural competence has four components: 1. Awareness of one's own cultural worldview 2. Attitude towards cultural differences 3. Knowledge of different cultural practices and worldviews 4. Cross-cultural skills (developing cultural competence results in an ability to understand, communicate with and effectively interact with people across cultures. Cultural competence is a developmental process that evolves over an extended period.
Cultural Humility	A humble and respectful attitude toward individuals of other cultures that pushes one to challenge their own cultural biases, realize they cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process. Cultural humility is based on the following principles: 1. Lifelong learning and critical self-reflection 2. Recognize and change power imbalances 3. Institutional accountability
Cultural Pluralism	Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages and convictions. It is a commitment to deal cooperatively with common concerns. It strives to create the conditions of harmony and respect within a culturally diverse society.

Culture	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.
Disability	There are two common ways of looking at what disability is. One way is to see a disability as a medical condition that a person has. From this perspective, disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental, cognitive and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities and other conditions. A newer way of looking at disability is that it is not something a person has. A person with a medical condition is not necessarily prevented (or disabled) from fully taking part in society. If society is designed to be accessible and include everyone, then people with medical conditions often do not have a problem taking part. From this point of view, disability is a problem that occurs when a person's environment is not designed to suit their abilities.
Discrimination	1. The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories. 2. [In the United States] the law makes it illegal to discriminate against someone based on race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

Disparity	Disparity is the condition of being unequal, and a disparity is a noticeable difference. Disparity usually refers to a difference that is unfair: economic disparities exist among ethnic groups, there is a disparity between what men and women earn in the same job.
Diversity	Diversity describes the myriad of ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.
Domestic Partner	Refers to either member of an unmarried, cohabiting, and especially homosexual, couple who seeks employment benefits which are usually only available to spouses.
Dominant Culture	The cultural values, beliefs, practices, language, and traditions that are assumed to be the most common, accepted, and influential within a given society.
Equal Opportunity	Aims to ensure that all people have equal access, free of barriers, equal participation, and equal benefit from whatever an organization has to offer. Note that equal opportunity extends beyond employment.
Equality	Evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access that may or may not result in equitable outcomes.
Equity	Equity ensures that individuals are provided the resources they need to have access to, the same opportunities as the general population. Equity represents impartiality, i.e. the distribution is made in such a way to even opportunities for all the people. Conversely equality indicates uniformity, where everything is evenly distributed among people.

Ethnicity/Ethnic Group	A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, cultural heritage, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. Examples of different ethnic groups are: Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White).
Gender	Gender is the socially constructed roles, behaviors, activities, and attributes that society considers "appropriate" for men and women. It is separate from 'sex', which is the biological classification of male or female based on physiological and biological features. A person's gender may not necessarily correspond to their birth assigned sex or be limited to the gender binary (woman/man).
Gender Identity	Refers to all people's internal, deeply felt sense of being a man, woman, both, in between, or outside of the gender binary, which may or may not correspond with sex assigned at birth. Because Gender identity is internal and personally defined, it is not visible to others, which differentiates it from gender expression.
Gender Expression	An individual's outward and external gendered appearance. This may include hair styles, clothes, accessories, and mannerisms. Gender expression may also include gender roles which are also defined by an individual's culture/society.
Harassment	Engaging in a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome.
Health Equity	Attainment of the highest level of health for all people. Efforts to ensure that all people have full and equal access to opportunities that enable them to lead healthy lives.

Homophobia	The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be gay, lesbian, bisexual and/or transgender.
Implicit Bias	Negative or positive associations expressed automatically that people unknowingly hold; also known as unconscious or hidden bias. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to be favored above individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that people may profess.
Inclusive Language	Words of phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group. An example of gender inclusive language is using "Chair" or "Chairperson" instead of "Chairman".
Inclusion/Inclusiveness	The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
Indigenous	Generally used in the international context, refers to peoples who are original to a particular land or territory.
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.
In-group Bias	The tendency for groups to "favor" themselves by rewarding group members economically, socially, psychologically, and emotionally to uplift one group over another.

Institutional Racism	Institutional racism occurs within an organization. It refers specifically to the ways in which 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.
Intent vs Impact	This distinction is an integral part of inclusive environments; intent is what a person meant to do, and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was received is the focus, not necessarily what was intended.
Interpersonal Racism	Interpersonal racism occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions.
Intersectionality	The idea that various biological, social, and cultural categories-- including gender, race, class, ethnicity, and social categories-- interact and contribute towards systematic social inequality. This concept recognizes that individuals: 1. belong to more than one social category simultaneously and 2. may experience either privileges or disadvantages on that basis depending on circumstances and relationships.
"-isms"	A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group: race (racism), gender (sexism), economic status (classism), age (ageism), religion, sexual orientation, language, etc.
Latino/a	Individual living in the United States with Latin American origin or ancestry.
Latinx	A gender-neutral term for Latino/Latina that is inclusive of those who identify outside of the gender binary.

LGBT/LGBTQIA	LGBTQ: This acronym is an umbrella term used to describe lesbian, gay, bisexual, trans, and queer or questioning people. Another common acronym used is LGBTQIA, which encompasses intersex and asexual identities.
Marginalized/ Marginalization	The process by which minority groups/cultures are excluded, ignored or relegated to the outer edge of a group/society/community.
Microaggression	Everyday insults, indignities, jokes, images, offhand comments and demeaning messages sent to historically marginalized groups by well-intentioned members of the majority group who are unaware of the hidden messages being sent.
Multicultural	Of or pertaining to more than one culture.
Multiculturalism	The practice of acknowledging and respecting the various cultures, religions, languages, social equity, races, ethnicities, attitudes, and opinions within an environment. The theory and practice promote peaceful coexistence of all identities and people
Multiethnic	An individual that comes from more than one ethnicity.
Multiracial	A person whose heritage includes members of multiple racial groups.
Native American	An individual who identifies with one or more indigenous groups of the United States and its territories.
Native Hawaiian or Pacific Islander	An individual who identifies with one or more groups originating in Hawaii, Guam, Samoa, or other Pacific Islands.
Oppression	The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society. Oppression also signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.

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Other	"Not one of us"
Person/People of Color	Used primarily in the United States to describe any person who is not white; the term is meant to be inclusive among non-white groups, emphasizing common experiences of racism. (This definition parallels the Communities of Color definition.)
Personal Identity	Our identities as individuals-including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.
Power	Access to privileges such as information/knowledge, connections, experience and expertise, resources and decision-making that enhance a person's chances of getting what they need to live a comfortable, safe, productive and profitable life.
Prejudice	A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.
Privilege	Unearned social power (set of advantages, entitlements, and benefits) accorded by the formal and informal institutions of society to the members of a dominant group (e.g., white/Caucasian people with respect to people of color, men with respect to women, heterosexuals with respect to homosexuals, adults with respect to children, and rich people with respect to poor people). Privilege tends to be invisible to those who possess it, because its absence (lack of privilege) is what calls attention to it.
Race	A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. Racial categories subsume {include} ethnic groups.

Racial and Ethnic Identity	An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe themselves based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.
Racial Equity	The condition that would be achieved if one's racial identity no longer influenced how one fares. Racial equity is one part of racial justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
Racial Justice	The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. This is achieved by proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.
Racial Profiling	Any action that relies on stereotypes about race, color, ethnicity, ancestry, religion or place of origin, or a combination of these, rather than on a reasonable suspicion to single out a person for greater scrutiny or different treatment.
Racism	A belief that one group is superior or inferior to others. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values and stereotypical beliefs.
Racist	One who is supporting a racist policy through their actions or interaction or expressing a racist idea.
Redlining	Illegal discriminatory practice in which a mortgage lender denies loans or an insurance provider restricts services to certain areas of a community, often because of the racial characteristics of the applicant's neighborhood. Redlining practices also include unfair and abusive loan terms for borrowers, outright deception, and penalties for prepaying loans.
Sexism	Prejudiced thoughts and discriminatory actions based on difference in sex/gender, typically against women.

Sexual Orientation	Refers to the sex(es) or gender(s) to whom a person is emotionally, physically, sexually, and/or romantically attracted. Examples of sexual orientation include gay, lesbian, bisexual, heterosexual, asexual, pansexual, queer, etc.
Social Construct	An idea that appears to be natural and obvious to people who accept it but may or may not represent reality.
Social Justice	To act as an advocate for a just society where all people have a right to fair and equitable treatment, support, and resources.
Stereotype	Widely held beliefs, unconscious associations, and expectations about members of certain groups that are presumed to be true of every member of that group, and that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. Stereotypes go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information, and are highly generalized and/or inflammatory.
Structural Racism	The normalization and legitimization of an array of dynamics — historical, cultural, institutional, and interpersonal — that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics, and entire social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism — all other forms of racism emerge from structural racism.
Transphobia	The fear or hatred of persons perceived to be transgender and/or transsexual.
White/Whiteness	White is a general term based on social constructs that describes people of European descent. The term was originally created by European slave owners and colonizers to distinguish Europeans from Africans and indigenous peoples in an attempt to create a racial hierarchy (whites superior over people of color) to justify slavery and colonialism.

White Supremacy	The historical ideas and standards that White people and their ideas, thoughts, beliefs, and actions are superior to people of color and their ideas, thoughts, beliefs, and actions.
Xenophobia	The fear or hatred of people not born within that country.

Definition References: Steamboat DEI Toolkit; Racial Equity Tools; National Museum of African American History and Culture; Diversity Resource Center; WK Kellogg Foundation; Center for Diversity and Inclusion at Washington University in St. Louis; Dictionary.com; Merriam-Webster; Equity, Diversity, and Inclusion Committee of the Department of Epidemiology at the University of Washington; English Dictionary; and Encyclopedia Britannica.