



JHM Office of Diversity, Inclusion, and Health Equity Fast Facts Definition Sheet

Diversity, Equity, and Inclusion Definitions

Diversity: Any collective mixture characterized by differences including (but not limited to) socioeconomic status, race, ethnicity, language, religion, sexual orientation, gender identity, ability status, or veteran status. Diversity focuses on **representation**.

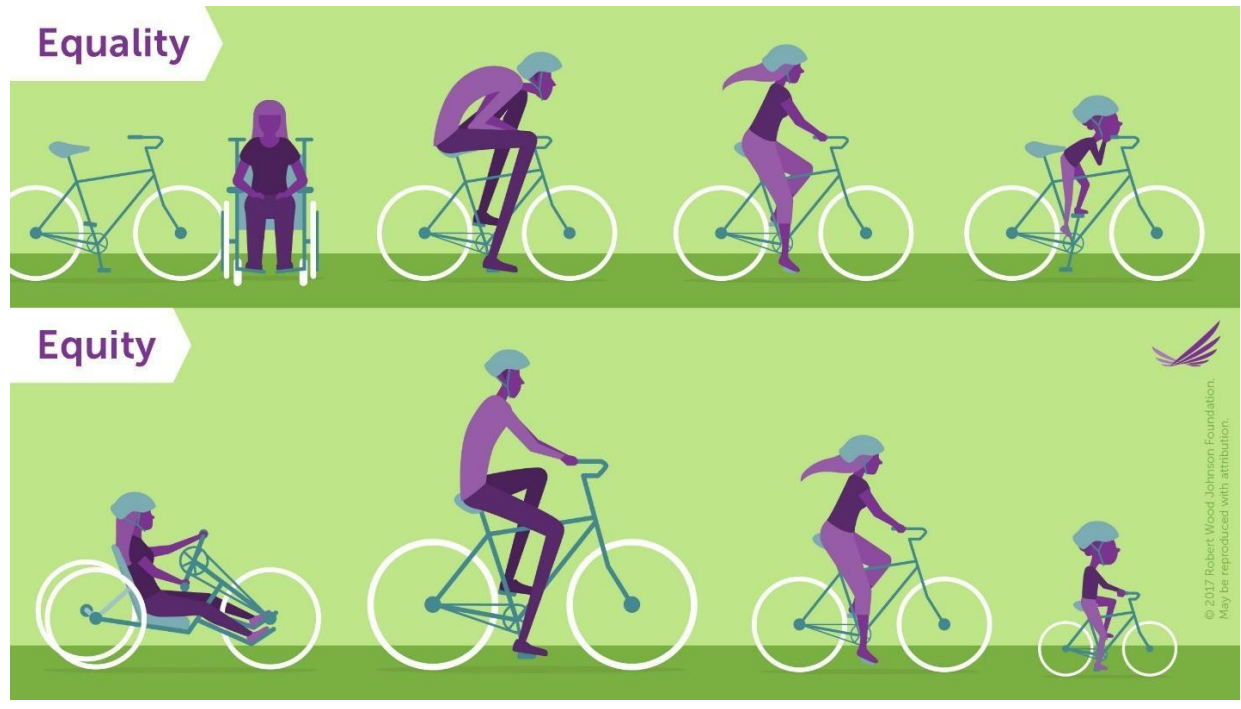
- Being invited *to* the dance.

Inclusion: A practice of encouraging belonging and participation and celebration of differences. Inclusion focuses on **involvement**.

- Being asked *to* dance.

Equity: According to the World Health Organization, equity is the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically; *equity* is the process and *equality* is the outcome (see the graphic below). Equity focuses on **justice**.

- A practice of addressing the unique barriers that disadvantage a subset of the population because of their differences—providing transportation for those who do not have a ride to the dance.



Employee Resource Group (ERG): An employer-recognized group of employees who share the concerns of a common race, ethnicity, gender, national origin, or sexual orientation (to name a few)—characteristics protected in some instances by law. ERGs can also be business assets to an organization by demonstrating their value in recruitment and retention, marketing, brand enhancement, training, and employee deployment (<https://www.diversitybestpractices.com>).

Affinity Group: A group of people having a common interest or goal or acting together for a specific purpose (sometimes used interchangeably with ERG) (Deborah Plummer. *Advancing Inclusion: A Guide to Effective Diversity Council and Employee Resource Group Membership*)

Race: A created set of categories based on arbitrary physical attributes such as skin color, hair color/texture, facial, and other physical features aimed at creating and maintaining an imbalance of power. In the United States context, the Office of Management and Budget defines the racial categories as:

- American Indian and Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White (Note: The term “Caucasian” is no longer used)

Since 2000, individuals can select all races that apply. Best practice is to have individuals self-identify rather than looking at them and determining their race for them.

Ethnicity: a shared lifestyle informed by cultural, historical, religious, and/or national affiliations.

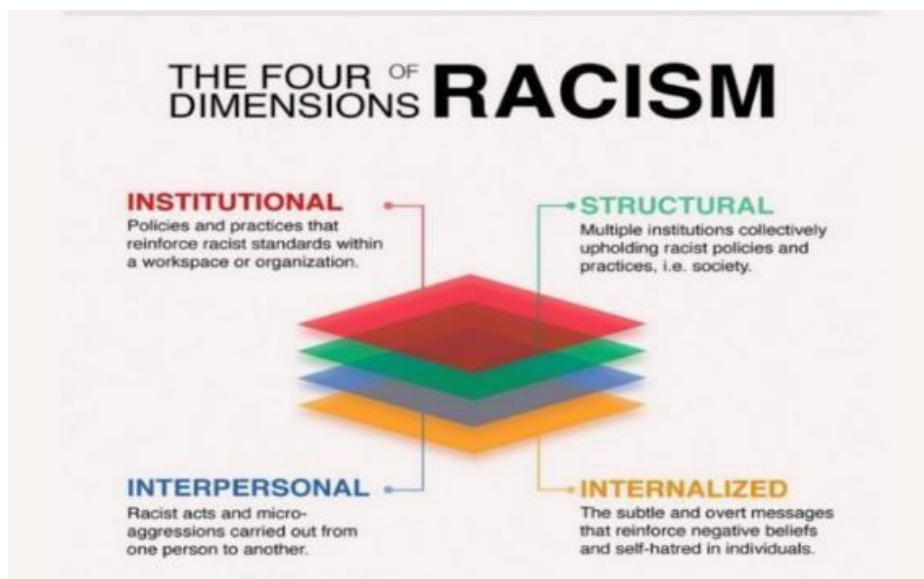
- Shared culture
- Beliefs: morals, religion, knowledge
- Behaviors: traditions, cuisine, dress, language
- Sometimes a shared place of origin
- Sometimes a shared sense of history
- Acquired and transmissible (learned, taught)
- Somewhat flexible (e.g., ethnic switching)

Although there are many ethnicities and nationalities, in the United States context, individuals are typically asked “Do you consider yourself Hispanic or Latino/Latinx or of Spanish origin?” People can be both Hispanic or Latino/Latinx or of Spanish origin and any of the races listed.

Intersectionality: A term coined by Kimberlé Crenshaw concerning the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage (Oxford Dictionary).

Nationality: membership in a specific politically delineated territory controlled by a government.

Racism: An ideology that manifests at the individual, interpersonal, institutional, and societal levels to create and perpetuate a hierarchy of power and access to resources.



1. **Institutional Racism**: a pattern of social and political systems discriminating against a group of people based on race
2. **Structural/Systemic Racism**: a pattern of multiple institutions collectively upholding racists policies and practices (e.g. society). 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.
3. **Interpersonal Racism**: racial domination that is manifest in our dispositions, interactions, and practices; racist acts and microaggressions carried out from one person to another.
4. **Internalized Racism**: subtle or overt messages that reinforce negative beliefs and self-hatred in individuals about their race

Anti-racism: the practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism. (Ontario Anti-Racism Secretariat)

Oppression: combination of prejudice and institutional power which creates a system that discriminates against some groups (often called “target groups”) and benefits other groups (often called “dominant groups”). Examples of these systems are racism, sexism, cisheteronormativity (cisgenderism and heteronormativity), transphobia, ableism, ageism, classism/class oppression, xenophobia, and anti-Semitism. These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as health care, education, employment, and housing. **Anti-oppression** training frameworks address various forms of oppression.

Privilege: a set of unearned benefits given to people who fit into a specific social group. Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups. In the United States, privilege is granted to people who have membership in one or more of these social identity groups:

- White people;
- Able-bodied people;
- Heterosexuals;
- Cisgender people;
- Males;
- Christians;

- Middle or owning class people;
- Middle-aged people;
- English-speaking people

Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them. In fact, privileges are unearned and they are granted to people in the dominant groups whether they want those privileges or not, and regardless of their stated intent.

Implicit Bias: Mental associations that individuals make without their awareness, intention or control, which often conflict with their conscious attitudes, behaviors, and intentions.

Microaggressions: Brief and subtle comments, behaviors, or environmental cues that communicate hostile, derogatory, or unwelcoming messages toward members of underrepresented groups. Microaggressions are experienced frequently and persistently; although often not ill-intended, impact the target negatively, and are often informed by stereotypes and biases (BRIM).

Health Equity Definitions

***Cultural Competency:** The ability of providers and organizations to effectively deliver health care services that meet the social, cultural, and linguistic needs of patients. Achieved by providing relevant training on cultural competence and cross-cultural issues to health professionals and creating policies that reduce administrative and linguistic barriers to patient care.

The goal of culturally competent health care services is to provide the highest quality of care to every patient, regardless of race, ethnicity, cultural background, English proficiency, or literacy (Branch et al., *Medical Care Research and Review*, 2000;57 [Suppl 1]:181-217). Some examples of culturally competent approaches:

- Provide interpretation (spoken) and translation (written) services
- Recruit, retain, and promote racial and ethnic minority staff
- Provide training to increase cultural awareness, knowledge, and skills
- Coordinate with traditional healers
- Use community health workers/*promotores de salud*
- Incorporate culture-specific attitudes and values into health promotion tools
- Include family and community members in health care decision making
- Locate clinics in geographical areas that are easily accessible for certain populations
- Expand hours of operation
- Provide linguistic competency that extends beyond the clinical encounter to the appointment desk, advice lines, medical billing, and other written materials

The U.S. Department of Health and Human Services Office of Minority Health issued the National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care ([National CLAS Standards](#)) in 2000 with an enhanced version in 2013.

***Note:** Although the term “cultural competency” was used previously, it implies that it is possible to know everything about cultures, which is impossible, and can lead to stereotyping about groups. The term “cultural humility” has been adopted instead.

Cultural humility: A reflective process of understanding one’s biases and privileges, managing power imbalances, and maintaining a stance that is open to others in relation to aspects of their cultural identity that are most important to them.

Strategies for practicing cultural humility include:

- Practicing self-reflection, including awareness of your beliefs, values, and implicit biases
- Recognizing what you don’t know and being open to learning as much as you can
- Being open to other people’s identities and empathizing with their life experiences
- Acknowledging that the patient is their own best authority, not you
- Learning and growing from people whose beliefs, values, and worldviews differ from yours

Culturally and Linguistically Appropriate Services (CLAS): Services that are respectful of and responsive to individual cultural health beliefs and practices, preferred languages, health literacy levels, and communication needs and employed by all members of an organization (regardless of size) at every point of contact (HHS OMH, *The Blueprint*, 2013).

Health Equity: Attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally, with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health

care disparities (HHS OMH, *The Blueprint*, 2013).

Health Inequity: A difference in health status or in the distribution of health determinants among different population groups (HHS OMH, *The Blueprint*, 2013).

- Racial or ethnic group
- Religion
- Socioeconomic status
- Gender
- Age
- Mental health
- Cognitive, sensory, or physical disability
- Sexual orientation or gender identity
- Geographic location or
- Other characteristics historically linked to discrimination or exclusion (HHS OMH, *The Blueprint*, 2013).

Assessing health disparities helps measure progress toward achieving health equity.

Language Services: Mechanisms used to facilitate communication with individuals who do not speak English, those who have limited English proficiency, and those who are deaf or hard of hearing. These services can include in-person interpreters, bilingual staff, or remote interpreting systems such as telephone or video interpreting. Language services also refer to processes in place to provide translation of written materials or signage, sign language, or braille materials (<https://intranet.insidehopkinsmedicine.org/jhm-language-services/index.html>).

Social Determinants of Health (SDOH): Are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks. SDOH can be grouped into five domains. SDOH have a major impact on people's health, well-being, and quality of life and contribute to health disparities and inequities (Healthy People, 2030). Some example of SDOH include:

- Safe housing, transportation, and neighborhoods
- Racism, discrimination, and violence
- Education, job opportunities, and income
- Access to nutritious foods and physical activity opportunities
- Polluted air and water
- Language and literacy skills

Social Determinants of Health



Social Determinants of Health
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Healthy People 2030

<https://health.gov/sites/default/files/2020-07/Healthy%20People%202030%20SDOH%20Graphics.zip>

Personal Health Literacy: The degree to which individuals have the ability to find, understand, and use information and services to inform health-related decisions and actions for themselves and others (Healthy People 2030).

Organizational Health Literacy: The degree to which organizations equitably enable individuals to find, understand, and use information and services to inform health-related decisions and actions for themselves and others (Healthy People 2030).

Limited English Proficient (LEP): Defined by the federal government as individuals who do not speak English as their primary language or who have a limited ability to read, speak, write, understand, or hear the English language. Individuals with communication needs include:

- Those who are Limited English Proficient (LEP)
- Those who are Deaf and hard of hearing
- Those who are blind and with low vision
- Those who have disabilities
- Those who have limited literacy
- Those who are Illiterate

Sexual Orientation and Gender Identity (SOGI) Definitions

Sexual orientation: An enduring emotional, physical and/or affectional attraction to another person. Sexual orientation may be fluid for some and evolves over time. People use a variety of labels to describe their own sexual orientation. Sexual orientation may or may not be indicative of sexual behavior.

Sexuality: The complex range of components which make us sexual beings; includes emotional, physical, and sexual aspects, as well as self-identification (including sexual orientation and gender), behavioral preferences and practices, fantasies, and feelings of affection and emotional affinity.

Definitions:

- **Asexual:** Someone who does not experience sexual attraction towards other people and who identifies as asexual. May still have romantic, emotional, affectional, and relational attractions to other people. Asexuality is distinct from celibacy, which is the deliberate abstention from sexual activity. Sometimes shortened to “ace.”
- **Bisexual:** A person who is emotionally, romantically, affectionately, sexually, or relationally attracted to both men and women, or who identifies as a member of the bisexual community. Also referred to as “bi-affectionate” or “bi.”
- **Gay Male:** A man who is emotionally, romantically, sexually, affectionately, or relationally attracted to other men, or who identifies as a member of the gay community. At times, “gay” is used as an umbrella term to refer to groups of people based on sexual orientation. Some lesbians and bisexuals may feel excluded by the term “gay.”
- **Lesbian:** A woman who is emotionally, romantically, sexually, affectionately, or relationally attracted to other women or someone who identifies as part of the lesbian community. Some bisexual women may or may not feel included by this term.
- **Pansexual:** A person who is emotionally, romantically, sexually, affectionately, or relationally attracted to people regardless of their gender identity. Use of the term often signals a repudiation of the concept of binary sexes (a concept implied by “bisexual”).
- **Heterosexual:** A person who is emotionally, romantically, sexually, affectionately, or relationally attracted to members of the opposite sex. Often called a “straight” person.

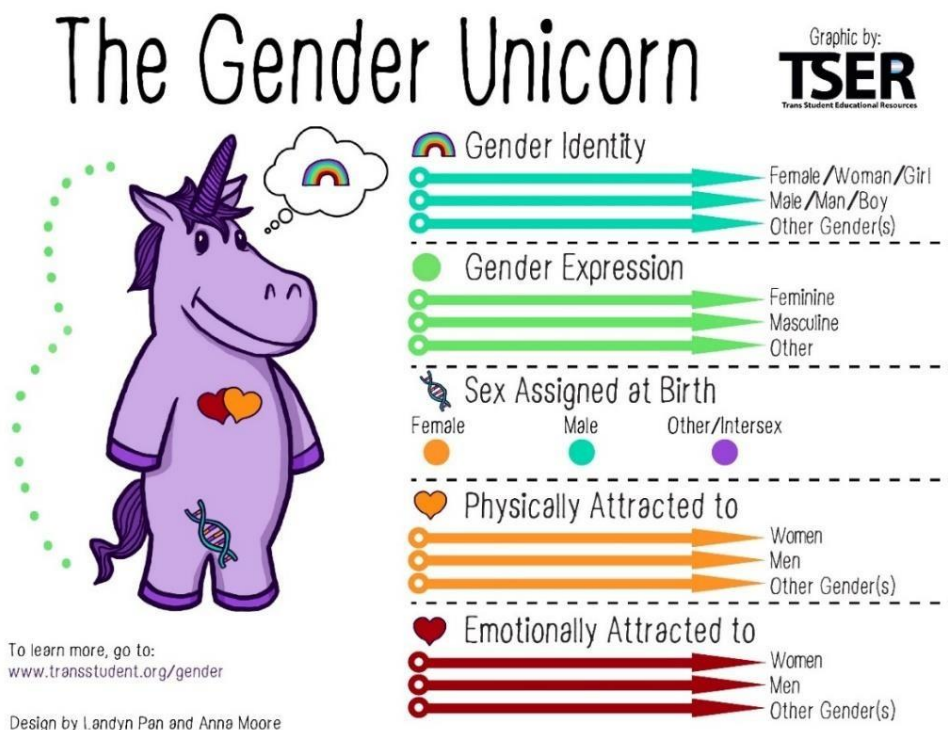
Gender identity: The deep-rooted sense of self in a gendered way. Your sense of self rests in your brain and thus your gender identity. Gender is a broader, socially constructed system of categorization that ascribes qualities of femininity and masculinity to people within a binary understanding. It encompasses things like gender expression, gender roles, and gender stereotypes. The attributes of gender can change over time and differ between cultures. Some terms for gender identity (a person’s internal sense of their own gender) include woman, man, non-binary, genderqueer, trans masculine, trans feminine, and agender.

Definitions:

- **Female:** A person who has been labeled “female” at birth, usually on the basis of visible primary sex characteristics. Generally assumed to have an XX genotype. Many women who are transgender may identify as females/women and not as transgender.
- **Genderqueer:** A person whose gender identity and/or gender expression falls outside of the dominant societal norm for their assigned sex, is beyond genders, or is otherwise non-binary.

- **Intersex:** People who develop primary and/or secondary sex characteristics that do not fit neatly into society's definitions of male or female. The term differences of sex development (DSD) also describes these conditions. Some intersex conditions are Klinefelter's, androgen insensitivity syndrome, adrenal hyperplasia, and hypospadias. Estimates suggest that between 1 in 100 to 1 in 2000 people have differences of sex development at birth.
- **Male:** Person who has been labeled "male" at birth, usually on the basis of visible primary sex characteristics. Generally assumed to have an XY genotype. Many men who are transgender may identify as males/men and not as transgender.
- **Non-binary:** A term for those whose gender identity is not exclusively male or female. There are multiple terms that people may use to self-describe their gender identity including non-binary, enby, genderqueer, and third gender.
- **Third gender:** One of the many terms that may be used by individuals to identify as non-binary.
- **Transgender Woman, Trans feminine, AMAB:** Someone who was assigned male at birth who may identify as a woman or a non-binary person and who may seek gender affirming medical care to align their body with their gender identity.
- **Transgender Man, Trans masculine, AFAB:** Someone who was assigned female at birth who may identify as a man or a non-binary person and who may seek gender affirming medical care to align their body with their gender identity.
- **Genderfluid:** A person who shifts in gender identity and/or gender expression. May be a gender identity itself. Refers to the fluidity of identity.

The following graphic addresses some basic terminology and concepts related to sexual orientation and gender identity.



Resources

- JHM Office of Diversity, Inclusion, and Health Equity Website
 - <https://www.hopkinsmedicine.org/diversity>
- JHM Office of Diversity, Inclusion, and Health Equity LGBTQ Resources
 - <https://www.hopkinsmedicine.org/diversity/resources/lgbtq-resources.html>
- Johns Hopkin Center for Transgender and Gender Expansive Health
 - <https://www.hopkinsmedicine.org/center-transgender-health/>