

Healthcare Equity Glossary – Race and Ethnicity

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Acculturation: A process in which members of one cultural group adopt the beliefs, patterns, and behaviors of another group.

Ally: Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways

Anti-Racist: A person who identifies and challenges the values, structures and behaviors that perpetuate systemic racism.

Bigotry Intolerant: prejudice that glorifies one's own group and denigrates members of other groups.

Class: A group of people with similar levels of wealth, influence, and status.

Classism 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. It's the systematic assignment of characteristics of worth and ability based on social class.

Collusion: The perpetuation of oppression or prevention of others from working to eliminate oppression

Color Blindness: The racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity. It focuses on commonalities between people, such as their shared humanity.

Colorism: A practice of discrimination by which those with lighter skin are treated more favorably than those with darker skin. See also Shadeism.

Covert Racism: Expresses racist ideas, attitudes or beliefs in subtle, hidden or secret forms. Often unchallenged, this type of racism doesn't appear to be racist because it is indirect behavior.

Cross-Cultural Communication: The ability to form, foster, and improve relationships with members of a culture different from one's own. It is based on knowledge of many factors, such as the other culture's values, perceptions, manners, social structure, and decision-making practices, and an understanding of how members of the group communicate-- verbally, non-verbally, in person, in writing, and in various social contexts.

Cultural Assimilation: A process by which members of an ethnic minority group lose cultural characteristics that distinguish them from the dominant cultural group or take on the cultural characteristics of another group.

Cultural Competence: The preferred terminology is Cultural Humility. The integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services;

Cultural Deprivation: The absence of certain norms, values, skills and attitudes in the society which affects an individual's ability to communicate and respond appropriately.

Cultural Diversity: The makeup of various social structures, belief systems and strategies that other cultures use to adapt to life situations in all parts of the world.

Healthcare Equity Glossary – Race and Ethnicity

UW Medicine Healthcare Equity

Cultural Humility: A lifelong process of self-reflection, self-critique and commitment to understanding and respecting different points of view, and engaging with others humbly, authentically and from a place of learning.

Cultural Imperialism: The practice of promoting a more powerful culture over a least known or desirable culture.

Cultural Pluralism: Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different life styles, languages and convictions. It is a commitment to deal cooperatively with common concerns. It strives to create the conditions of harmony a

Cultural Racism: Representations, messages and stories conveying the idea that behaviors and values associated with white people or “whiteness” are automatically “better” or more “normal” than those associated with other racially defined groups.

Cultural Sensitivity: The awareness and sensitivity of other practices and cultures. Cultural sensitivity skills can include assessing different cultures, how they should be properly approached and how to communicate accordingly.

Culture/Cultural Group: 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.

Denial: Refusal to acknowledge the societal privileges that are granted or denied based on an individual’s ethnicity or other grouping.

Desegregation: To eliminate any law, provision, or practice requiring isolation of the members of a particular group.

Discrimination: The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

Double Consciousness: An internal conflict when a member of an ethnic minority group feels caught between their membership in the dominate culture and their membership in their ethnic group.

Emerging Majority: Comprises of non-White ethnic groups who are expected to make up the majority of the US population by 2042. Blacks, Latinos, Asians, Native Americans, Pacific Islanders, and other non-Whites are all included in this description.

Empowerment: When target group members refuse to accept the dominant ideology and their subordinate status and take actions to redistribute social power more equitably.

Equality: Access or provision of equal opportunities, where individuals are protected from being discriminated against.

Equal Opportunity: Principle of non-discrimination which emphasizes that opportunities in education, employment, advancement, benefits and resource distribution, and other areas should be freely available to all citizens irrespective of their age, race, sex, religion, political association, ethnic origin, or any other individual or group characteristic unrelated to ability, performance, and qualification.

Healthcare Equity Glossary – Race and Ethnicity

UW Medicine Healthcare Equity

Equity: A state in which all people in a given society share equal rights and opportunities.

Ethnic Minority: Comprises of non-White ethnic groups who historically made up a smaller percentage of the US population than Whites. Blacks, Latinos, Asians, Native Americans, Pacific Islanders, and other non-Whites are all included in this description.

Ethnicity/Ethnic Group: A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.

Ethnocentrism: The tendency to believe that one's ethnic or cultural group is centrally important and that all other groups are measured in relation to one's own.

Exploitation: The act of using someone or something in an unjust or cruel manner.

Inclusion/ Inclusiveness: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Individual/ Person 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.

Injustice: The practice of being unfair or unjust. The word injustice generally refers to abuse, misuse, neglect or malfeasance that is sanctioned by a legal system.

Institutional Racism: 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.

Internalized racism: When a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power.

Multicultural Competency: A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.

Oppression: exists when one social group, whether knowingly or unconsciously, exploits another social group for its own benefit.

Oppression: Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

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

Healthcare Equity Glossary – Race and Ethnicity

UW Medicine Healthcare Equity

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 accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

Privilege: A set of unearned benefits given to people who fit into a specific social group. The concept has roots in WEB DuBois' work on "psychological wage" and white people's feelings of superiority over Black people. Peggy McIntosh wrote about privilege as a white woman and developed an inventory of unearned privileges that she experienced in daily life because of her whiteness.

Race — Refers to groups of people who have differences and similarities in biological traits deemed by society to be socially significant

Race — A political construction created to concentrate power with white people and legitimize dominance over non-white people.

Race: A social construct that divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, and cultural history, ethnic classification, based on the social, economic, and political context of a society at a given period of time.

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 him or herself 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 predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. Racial Justice [is defined] as the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Racial Identity Development Theory: Discusses how people in various racial groups and with multiracial identities form their particular self-concept. It also describes some typical phases in remaking that identity based on learning and awareness of systems of privilege and structural racism, cultural and historical meanings attached to racial categories, and factors operating in the larger socio-historical level (e.g. globalization, technology, immigration, and increasing multiracial population).

Racial Healing: To restore to health or soundness; to repair or set right; to restore to spiritual Wholeness.

Racial Reconciliation: Involves three ideas. **(1)** It recognizes that racism in America is both systemic and institutionalized, with far-reaching effects on both political engagement and economic opportunities for minorities. **(2)** Reconciliation is engendered by empowering local communities through relationship-

Healthcare Equity Glossary – Race and Ethnicity

UW Medicine Healthcare Equity

building and truth-telling. **(3)** Justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.

Racism: For purposes of this site [www.racialequitytools.org], we want users to know we are using the term “racism” specifically to refer to individual, cultural, institutional and systemic ways by which differential consequences are created for groups historically or currently defined as white being advantaged, and groups historically or currently defined as non-white (African, Asian, Hispanic, Native American, etc.) as disadvantaged. That idea aligns with those who define racism as prejudice plus power, a common phrase in the field. Combining the concepts of prejudice and power points out the mechanisms by which racism leads to different consequences for different groups. The relationship and behavior of these interdependent elements has allowed racism to recreate itself generation after generation, such that systems that perpetuate racial inequity no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to maintain those differences.

Racism — An ideology of racial domination in which the presumed biological or cultural superiority of one or more racial groups is used to justify or prescribe the inferior treatment or social position(s) of other racial groups.

Racism: The systematic subordination of marginalized racial groups (Indigenous/Native American, Black, Chicanx, Asian, Pacific Islander, and non-white Latinx people, non-white Middle Eastern people, etc.) who have relatively little social power in the United States, by members of the agent/dominant/privileged racial group who have relatively more social power (white).

Reparations: States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.

Shadeism (also known as colorism): is a form of discrimination based on skin color. Shadeism, however, is typically an intraracial issue rather than an interracial one, meaning it is based on the degree of skin tone rather than categories such as “black” and “white.” It is the new name given to the age-old idealization of fairness and condemnation of darkness within a single race community.

Social Identities: Social identity groups are based on the physical, social, and mental characteristics of individuals. They are sometimes obvious and clear, sometimes not obvious and unclear, often self-claimed and frequently ascribed by others.

Social Justice: A goal and a process in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Begins with an acknowledgement that oppression and inequity exist and must be actively dismantled on all levels. (Adams, Bell, & Griffin.)

Societal/Cultural Level: society’s cultural norms perpetuate implicit and explicit values that bind institutions and individuals; cultural guidelines, such as philosophies of life, definitions of good, normal, health, deviance, and sickness, often serve the primary function of providing individuals and institutions with the justification for social oppression.

Healthcare Equity Glossary – Race and Ethnicity

UW Medicine Healthcare Equity

Socio-Economic Class: Social group membership based on a combination of factors including income, education level, occupation, and social status in the community, such as contacts within the community, group associations, and the community's perception of the family or individual.

Stereotype: A generalization applied to every person in a cultural group; a fixed conception of a group without allowing for individuality. When we believe our stereotypes, we tend to ignore characteristics that don't conform to our stereotype, rationalize what we see to fit our stereotype, see those who do not conform as "exceptions," and find ways to create the expected characteristics.

Structural Racialization: Connotes the dynamic process that creates cumulative and durable inequalities based on race. Interactions between individuals are shaped by and reflect underlying and often hidden structures that shape biases and create disparate outcomes even in the absence of racist actors or racist intentions. The presence of structural racialization is evidenced by consistent differences in outcomes in education attainment, family wealth and even life span.

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.

Example: We can see structural racism in the many institutional, cultural and structural factors that contribute to lower life expectancy for African American and Native American men, compared to white men. These include higher exposure to environmental toxins, dangerous jobs and unhealthy housing stock, higher exposure to and more lethal consequences for reacting to violence, stress and racism, lower rates of health care coverage, access and quality of care and systematic refusal by the nation to fix these things.

UW Medicine Center for Diversity and Inclusion (CEDI) — A department within UW Medicine system whose mission is to build individual and institutional capacity to achieve excellence, foster innovation, and further health equity in our state and region by advancing diversity and inclusiveness throughout the School of Medicine's teaching, patient care and research programs.

UW Medicine Office of Organizational Development & Training (ODT) — A department within UW Medicine that exists to create a culture of learning and discovery that unifies UW Medicine, thereby creating the capacity to accomplish the strategic goals of the enterprise.

Vulnerable population — A group of people with certain characteristics that cause them to be at greater risk of having poor health outcomes. These characteristics include, but are not limited to, age, culture, disability, education, ethnicity, health insurance, housing status, income, mental health, and race.

White Privilege: Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

Healthcare Equity Glossary – Race and Ethnicity

UW Medicine Healthcare Equity

Structural White Privilege: A system of white domination that creates and maintains belief systems that make current racial advantages and disadvantages seem normal. The system includes powerful incentives for maintaining white privilege and its consequences, and powerful negative consequences for trying to interrupt white privilege or reduce its consequences in meaningful ways. The system includes internal and external manifestations at the individual, interpersonal, cultural and institutional levels.

The accumulated and interrelated advantages and disadvantages of white privilege that are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth and other outcomes, in part through different access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms and other behaviors and assumptions that maintain them.

Interpersonal White Privilege: Behavior between people that consciously or unconsciously reflects white superiority or entitlement.

Cultural White Privilege: A set of dominant cultural assumptions about what is good, normal or appropriate that reflects Western European white world views and dismisses or demonizes other world views.

Institutional White Privilege: Policies, practices and behaviors of institutions -- such as schools, banks, non-profits or the Supreme Court -- that have the effect of maintaining or increasing accumulated advantages for those groups currently defined as white, and maintaining or increasing disadvantages for those racial or ethnic groups not defined as white. The ability of institutions to survive and thrive even when their policies, practices and behaviors maintain, expand or fail to redress accumulated disadvantages and/or inequitable outcomes for people of color.

White Supremacy: A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.