



Shared Language Terms

1. Equity: When the access to opportunities necessary to satisfy essential needs, advance well being, and achieve one's full potential is not determined by the identities or resources a person or a people hold. It is a process *and* a goal.
2. Equality: When everyone is extended the same uniform resources or treatment. It is often unattainable due to bias and ability to obtain resources.
3. Racism: Applying race prejudice while having race privilege to maintain dominant systems of power and white supremacy.
4. Social Determinants of Health: The complex, integrated, and overlapping social structures and economic systems that are responsible for most health inequities. These social structures and economic systems include the social environment, physical environment, health services, and structural, and societal factors. Social determinants of health are shaped by the distribution of money, power, and resources throughout local communities, nations, and the world.
5. Cultural Humility: (*Hook, Davis, Owen, Worthington and Utsey 2013*) "ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]."
6. Microaggression: Verbal and nonverbal cues that are hostile, negative or derogatory to reinforce dominant culture and minimize the target person's experience.
7. Microinvalidation: The act of leaving marginalized identity stories out of a narrative. This act suggests that dominant and privileged narratives represent all those in a larger societal context.
8. Power: The ability to get what you want. This is a neutral term, neither good nor bad, but a tool used towards an end goal.
9. Self Determination: The idea that individuals and communities can make the best decisions for themselves— their bodies, identities, beliefs, and behaviors- and that they directly bear the consequences of these decisions.
10. Privilege : An unearned advantage granted to individuals by society based on visible characteristics such as race, perceived gender, age, language, etc.
11. Intersectionality: The understanding that identities (race, gender, class) are interconnected. This term focuses on the compounded impact of multiple marginalized identities, rather than addressing issues or developing strategies to address social group problems individually.

12. Ableism: The marginalization of people whose bodies and physical, mental, and/or emotional abilities fall outside what is defined as normal and socially acceptable.
13. Implicit Bias: The notions engrained in one's psyche about particular marginalized groups. This term refers to the covert ways one personally understands and interpersonally interacts with those within dominant and/or marginalized groups by showing favoritism or displaying negative actions/decisions.