



Knowledge Building Part I Common Language

LIVING GLOSSARY

- **Community:** A group of people who share some or all of the following: socio-demographics, geographic boundaries, sense of membership, culture, language, common norms, and interests (CommonHealth ACTION adapted from Centers for Disease Control and Prevention [CDC], n.d.).
- **Community Capacity:** The interaction of human, organizational, and social capital existing within a given community that can be leveraged to solve collective problems and improve or maintain the well-being of a given community. It may operate through informal social processes and/or organized efforts by individuals, organizations, and the networks of association among them and between them and the broader systems of which the community is a part (Chaskin, 1999).
- **Disproportionality:** Over- or under-representation of a particular group or race in a public system (e.g., the child welfare or criminal justice systems) compared to their representation in the general population (CommonHealth ACTION).
- **Diversity:** The collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, and behaviors. It encompasses our personal and professional histories that frame how we see the world, collaborate with colleagues and stakeholders, and serve communities (CommonHealth ACTION, adapted from Washington State Human Resources, n.d.).
- **Environmental Change:** A physical or material change to the economic, social, or physical environment (CDC, 2010).
- **Equal:** 1) Of the same measure, quantity, amount, or number as another. 2) Regarding or affecting all objects in the same way (Merriam-Webster, n.d.).
- **Equality:** Equal treatment that may or may not result in equitable outcomes (Xavier University, n.d.).
- **Equity:** Providing all people with fair opportunities to attain their full potential to the extent possible (CommonHealth ACTION, adapted from Braveman and Gruskin, 2003).
- **Equity Lens:** The lens through which you view conditions and circumstances to assess who experiences benefits and who experiences burdens as the result of a program, policy, or practice (CommonHealth ACTION).
- **Implicit Bias:** Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control (Kirwan Institute, n.d.).



- **Inclusion:** Active, intentional, and ongoing engagement with diversity, including intentional policies and practices that promote the full participation and sense of belonging of every employee, customer, or client (CommonHealth ACTION, adapted from Riggs, 2012 and Xavier University, n.d.).
- **Inequity:** A difference or disparity between people or groups that is systematic, avoidable, and unjust (CommonHealth ACTION, adapted from CDC, n.d.).
- **Intersectionality:** The interaction between gender, race, and other categories of difference in individual lives, social practices, institutional arrangements, and cultural ideologies and the outcomes of these interactions in terms of power (Davis, 2008).
- **Isms:** Systems of privilege and oppression based on social identities, including but not limited to: race (racism), sex (sexism), class (classism), age (ageism), ability (ableism), and sexual identity (heterosexism). All are rooted in doctrines of superiority and inferiority; find systemic expression in individual, institutional, as well as cultural forms; and function through the dynamics of power and privilege. These common elements are often expressed in the equation $\text{PREJUDICE} + \text{POWER} = \text{OPPRESSION}$. Systems of privilege and oppression are not discrete and are experienced in interactive and overlapping ways (CommonHealth ACTION, adapted from Xavier University, n.d.).
- **Oppression:** The systematic targeting or marginalization of one group by a more powerful group for the social, economic, and political benefit of the more powerful group (OpenSource Leadership Strategies, n.d.).
- **Perspective Transformation:** The process of becoming critically aware of how and why our assumptions have come to constrain the way we perceive, understand, and feel about our world; changing these structures of habitual expectation to make possible a more inclusive, discriminating, and integrating perspective; and, finally, making choices or otherwise acting upon these new understandings (Mezirow, 1978).
- **Policy:** A law, regulation, procedure, administrative action, incentive, or voluntary practice of governments and other institutions (CDC, n.d.).
- **Power:** Access to resources and to decision-makers as well as the ability to influence others and to define reality for yourself and potentially for others (OpenSource Leadership Strategies, n.d.).
- **Practice:** The direct application or use of knowledge or skills specific to a particular profession or job (CommonHealth ACTION, n.d.).
- **Prejudice:** A judgment or opinion, usually but not always negative, formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned (CommonHealth ACTION, adapted from American Medical Students Association, n.d.).
- **Privilege:** When one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they have done or failed to do. Dominant group members may be unaware of their privilege or take it for granted. (McIntosh, 2000).



- **Program:** A specified set of activities combined according to precise guidance in order to achieve a specific purpose (National Institute of Justice, n.d.).
- **Race:** Race is socially constructed way of grouping people, based on skin color and other apparent physical differences, which has no genetic or scientific basis. This social construct was created and used to justify social and economic oppression of people of color by Whites. An important thing to note is that while race is a social construct with no genetic or scientific basis, it has real social meaning (Boston Public Health Commission).
- **Racism:** 1) A belief that race is the primary determinant of human traits and capacities, and that racial differences produce an inherent superiority of a particular race (Merriam-Webster). 2) Racism = Race prejudice + the misuse of power in systems and institutions (The People's Institute for Survival and Beyond, n.d.).
- **Social Advantage and Disadvantage:** Personal circumstances and interactions based on social and cultural norms; social mobility/immobility; social inclusion/exclusion; implicit bias; and personal affinity that lead to positive or negative life experiences for an individual or group (N. Burke, 2016).
- **Systems Change:** Change that impacts all elements, including social norms of an organization, institution, or system; may include a policy or environmental change strategy. Policies are often the driving force behind systems change (CDC, 2010).
- **Unconscious Bias:** Also known as implicit bias. Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control (Kirwan Institute, n.d.).



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