

Diversity Equity Inclusion



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Diversity, Equity, and Inclusion Definitions

Diversity “refers to the identities we carry. There are many kinds of diversity, based on race, gender, sexual orientation, class, age, country of origin, education, religion, geography, physical or cognitive abilities, or other characteristics. Valuing diversity means recognizing differences between people, acknowledging that these differences are a valued asset, and striving for diverse **representation** as a critical step towards equity.

Equity “refers to **fairness and justice** and is distinguished from equality. While equality means providing the same to all, equity requires recognizing that we do not all start from the same place because power is unevenly distributed. The process is ongoing, requiring us to identify and overcome uneven distribution of power as well as intentional and unintentional barriers arising from bias or structural root causes

Inclusion “refers to how our defining identities are accepted in the circles that we navigate. **Belonging** evolves from inclusion; it refers to the extent to which individuals feel they can be authentic selves and can fully participate in all aspects of their lives. Inclusion is a state of being valued, respected and supported. At the same time, inclusion is the process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills and perspectives of every employee; uses employee skills to achieve the agency’s objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility and fairness. In total, inclusion is a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging.

Ableism: Discrimination of people with disabilities based on the belief that typical abilities are superior. Like racism and sexism, ableism classifies entire groups of people as ‘less than,’ and structures opportunity to advantage some and disadvantage others.

Ally: Someone who makes the commitment and effort to recognize their privilege (based on gender [identity], class, race, sexual [orientation], 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-racism: The active process of naming and confronting racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably. ... Anti-racism is a strategy to achieve racial justice. An antiracist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas.

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 with the goal that the group would then be better able to blend within the dominant group.

Class: Relations of power among networked/organized social groups that direct society’s major institutions (such as corporations and government authorities), material resources and investments. Classism is the systematic oppression of subordinated class groups, held in place by attitudes that rank people according to economic status, family lineage, job status, level of education and other divisions.

Colonization: Some form of invasion, dispossession, and subjugation of a people. The invasion need not be military; it can begin — or continue — as geographical intrusion in the form of agricultural, urban, or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.

Culture: Set of shared attitudes, values, goals and practices that characterize an institution, organization or group. Culture is transmitted and reinforced through tradition, art, language and

ritual, among other practices. It has also been defined more broadly as a social system of meaning and custom by a group of people to assure its adaptation and survival.

Disability: Any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).

Discrimination: Treatment of an individual or group based on their actual or perceived membership in a social category, usually used to describe unjust or prejudicial treatment on the grounds of race, age, sex, gender, ability, socioeconomic class, immigration status, national origin or religion. Discrimination by default positions some groups to have more advantages, opportunities, resources, protections than others based on a given social characteristic or combination of social characteristics that are differentially valued.

Ethnicity: Social construct and category based on shared geography, language, ancestry, traditions or history. The boundaries of authenticity (that is, who or what ‘counts’ in recognizing members of an ethnic group) are often changeable and dependent on generational, social, political and historical situations.

Explicit bias: The traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes toward certain groups. Positive or negative preferences for a particular group are conscious.

Gender: The social, psychological, and emotional traits, attitudes, norms and behaviors, often influenced by society’s expectations, that classify someone as man, woman, both, or neither.

Gender identity: How people conceptualize themselves as gendered beings, including one’s innate and personal experience of gender. This may or may not align with one’s gender expression or biological sex.

Growth mindset: Individuals who believe their talents can be developed (through hard work, good strategies, and input from others) have a growth mindset. They tend to achieve more than those with a more fixed mindset (those who believe their talents are innate gifts).

Health care inequities: A measurable, systemic, avoidable and unjust difference in health care access, utilization, quality and outcomes between groups, stemming from differences in levels of social advantage and disadvantage.

Health equity: The absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or by other means of stratification. ‘Health equity’ or ‘equity in health’ implies that ideally everyone should have a fair opportunity to attain their full health potential and that no one should be disadvantaged from achieving this potential.

Health literacy: Used to describe the ability of individuals to locate, understand, interpret, and apply health information to guide their decisions and behavior.

Implicit bias: Also known as unconscious bias, refers to attitudes or stereotypes that are outside our awareness but nonetheless affect our understanding, our interactions, and our decisions. Researchers have found that we all harbor automatic associations — both positive and negative — about other people based on characteristics such as race, ethnicity, gender, age, social class, and appearance. These unconscious associations may influence our feelings and attitudes and result in involuntary discriminatory practices, especially under demanding circumstances.

Marginalized: Process experienced by those under- or unemployed or in poverty, unable to participate economically or socially in society, including the labor market, who thereby suffer material as well as social deprivation.

Microaggression: Everyday verbal, nonverbal and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to persons targeted solely for their membership in historically marginalized groups.

Oppression: Unjust or cruel exercise of power or authority; the product of injustice. But also, as Iris Marion Young explains, ‘... the vast and deep injustices some groups suffer as a consequence of often unconscious assumptions and reactions of well-meaning people in ordinary interactions, media, and cultural stereotypes, and structural features of bureaucratic hierarchies and market mechanisms — in short, the normal processes of everyday life.

Privilege: A set of advantages systemically conferred on a particular person or group of people.

Race: System of categorizing people that arises to differentiate groups of people in hierarchies to advantage some and disadvantage others. Stated another way, race is a social construct or [, according to M. Desmond and M. Emirbayer,] ‘a symbolic category [actively created and recreated, rather than pre-given], based on phenotype or ancestry and constructed to specific racial and historical contexts, that is misrecognized as a natural category.’ While often assumed to be a biological classification, based on physical and genetic variation, racial categories do not have a scientific basis.

Racism: As defined by Camara Jones, ‘Racism is a system of structuring opportunity and assigning value based on phenotype (‘race’), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and undermines realization of the full potential of the whole society through the waste of human resources.’ Racism can operate at different levels: structural, institutional, interpersonal and internalized.

1. Structural racism: Refers to the totality of ways in which societies foster racial discrimination through mutually reinforcing systems of housing, education, employment, earnings, benefits, credit, media, health care, and criminal justice. These patterns and practices in turn reinforce discriminatory beliefs, values, and distribution of resources.

2. Institutional racism: Discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts within organizations and institutions, based on race. Individuals within institutions take on the power of the institution when they act in ways that advantage and disadvantage people, based on race.

3. Interpersonal racism: The expression of racism between individuals. These are interactions occurring between individuals that often take place in the form of harassing, racial slurs or racial jokes. It may also take more subtle forms of unequal treatment, including micro-aggressions.

4. Internalized racism: Acceptance by members of stigmatized races of negative messages about their own abilities and intrinsic worth.

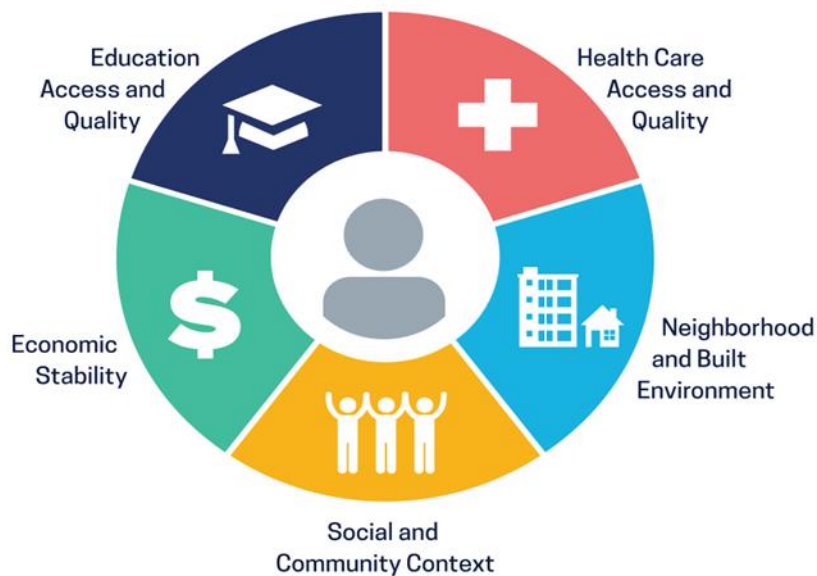
Role model: One who serves as an example for others by demonstrating the behavior associated with a particular social position or profession.

Sexism: Discrimination based on sex, typically the belief that cisgender males are inherently superior to all other genders.

Sexual orientation: An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual’s sexual orientation is independent of their gender identity.

Social determinants of health: Refer to the underlying community-wide social, economic and physical conditions in which people are born, grow, live, work and age. They affect a wide range of health, functioning, and quality-of-life outcomes and risks. These determinants and their unequal distribution according to social position, result in differences in health status between population groups that are avoidable and unfair.

Social Determinants of Health



Social Determinants of Health
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Healthy People 2030

(Source- <https://health.gov/healthypeople/priority-areas/social-determinants-health>)

Stereotype: Assignment of assumed characteristics or attributes to the members of a given group (e.g., by ethnicity, nationality, class, or other status/identities). It occurs in a variety of historical representations or expressions that can cause trauma and racial injury by ‘othering’ groups and denying people their individuality, culture and humanity.

Stigma: Elements of labeling, stereotyping, separating, status loss and discrimination co-occurring in a power situation that allows these processes to unfold.

Systems of oppression: The 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’).

Upstander: A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.

White supremacy: Historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and people of color by White people and nations of European descent for the purpose of maintaining and defending a system of wealth, power and privilege.

Resources

Diversity, Equity, and Inclusion Competencies Across the Learning Continuum, AAMC

https://store.aamc.org/downloadable/download/sample/sample_id/512/

