

Glossary of terms:

1. **Cultural Humility**- the ability to maintain an interpersonal stance that is other-oriented in relation to aspects of cultural identity that are most important to the person knowledge, awareness, and acceptance of all cultures and all cultural identities.
2. **Diversity** -the inclusion of individuals representing more than one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.
3. **Gender Identity**- One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth. (Human Rights Campaign)
4. **Health Equity**- means that everyone has a fair and just opportunity to be healthier.
5. **Implicit Bias**-bias that results from the tendency to process information based on unconscious associations and feelings, even when these are contrary to one's conscious or declared beliefs.
6. **Inclusion** - the practice or policy of including and integrating all people and groups in activities, organizations, political processes, etc., especially those who are disadvantaged, have suffered discrimination, or are living with disabilities.
7. **Inclusiveness**-aiming to include and integrate all people and groups in activities, organizations, political processes, etc., especially those who are disadvantaged, have suffered discrimination, or are living with disabilities.
8. **LGBTQIA**- pertaining collectively to people who identify as lesbian, gay, bisexual, transgender, queer, intersex, and asexual (or those questioning their gender identity or sexual orientation).
9. **Sexual Orientation**- one's inherent attraction to a sexual partner of a certain gender, or the absence of gender preference in a sexual relationship; one's identity as asexual, bisexual, heterosexual, gay, pansexual, etc.
10. **Social Determinants of Health**-conditions in the environments in which 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.
11. **Underrepresented**-to give inadequate representation to; represent in numbers that are disproportionately low.