

Summary & Implementation Guidance Handout Glossary: Describing Key Terms/Principles

Avoid using terms such as...	Why?	Instead use...
Vulnerable groups, Marginalized groups, High-risk groups, At-risk groups, High-burden groups, Hard to reach groups, Targeted population	These terms can be stigmatizing. These terms are vague and imply that the condition is inherent to the group rather than the actual causal factors.	<ul style="list-style-type: none"> • Disproportionately affected • Groups that have been economically/socially marginalized • Groups that have been marginalized • Groups placed at higher risk/put at higher risk of [outcome] • Groups at higher risk of [outcome] • Groups experiencing disadvantage • Groups experiencing disproportionate impact • Population of focus • Under-resourced communities
Examples: Diabetics, Diabetes patients, The diabetes population, COVID-19 cases, The homeless, Inmates, Victims	Avoid using dehumanizing language and use first-person language instead. Describe people as having a condition or circumstance, not being a condition.	<ul style="list-style-type: none"> • People with [disease] • Patients with [disease] (if being treated) • People experiencing [health outcome or life circumstance] • People who are experiencing [condition] • Survivors
Tackle a community's health issue, Target communities for interventions, Stakeholder/Stakeholder engagement ¹	Avoid saying target, tackle, combat, or other terms with violent connotation when referring to people, groups, or communities. Avoid using stakeholder to mean partner. <u>Note:</u> "Stakeholder" has a particularly violent connotation for tribes and urban Indian organizations.	<ul style="list-style-type: none"> • Engage • Prioritize • Consider the needs of/Tailor to the needs of • Population of focus • Stakeholders are persons who may be affected by a course of action. Preferred terms include community members and persons affected by [policy/program/practice], partners, collaborators, allies, community engagement, tribal engagement, urban Indian conferment (See OTASA for more information).

SOURCE: [Centers for Disease Control and Prevention Health Equity Style Guide, 2020](#)

¹ The Evidence and Implementation team is in the process of removing this language for the Innovation Hub Fall 2021 Review.

Summary & Implementation Guidance Handout Glossary: Select Populations and Communities

Avoid terms that further “other”, stigmatize, and oppress select populations and communities.

Avoid using terms such as...	Instead use...
Disabled; differently-abled; handicapped (also avoid using “vulnerable” when describing people with disabilities).	<ul style="list-style-type: none"> • People with disabilities/a disability • People/persons who are deaf or hard of hearing or who are blind or have low vision • People/persons with an intellectual or developmental disability • People/persons who use a wheelchair
Drug-users; addicts; drug abusers; persons taking/prescribed medication assisted treatment (MAT); persons who relapsed	<ul style="list-style-type: none"> • Persons who use drugs; people who inject drugs • Persons with substance use disorder; persons with alcohol use disorder • Persons in recovery from substance use/alcohol disorder; persons taking/prescribed medications for opioid use disorder (MOUD); persons who returned to use
Poverty-stricken; the poor; poor people	<ul style="list-style-type: none"> • People with lower incomes; people/households with incomes below the federal poverty level; people with self-reported income in the lowest income bracket (if income brackets are defined) • People experiencing poverty (do not use “underserved” when meaning low SES). <ul style="list-style-type: none"> * <u>Note:</u> “People with lower levels of socioeconomic status” should only be used when SES is defined (e.g., when income, education, and occupation are used as a measure of SES).
Pregnant women; mothers-to-be; expectant mothers	Use terms that are inclusive of all gender identities: Pregnant people; parents-to-be; expectant parent

SOURCE: [Centers for Disease Control and Prevention Health Equity Style Guide, 2020](#)

Summary & Implementation Guidance Handout Glossary: Select Populations and Communities

Avoid terms that further “other”, stigmatize, and oppress select populations and communities.

Avoid using terms such as...	Instead use...
High-risk people; high-risk population; vulnerable population; priority populations	<ul style="list-style-type: none"> • People who are at increased/higher risk for [condition] • People who live/work in settings that put them at increased/higher risk of becoming infected or exposed to hazards • Populations/groups disproportionately affected by [condition] • Populations/groups highly affected by [condition]
Underserved people; the underserved; hard to reach; the uninsured. <u>Note:</u> “Underserved” relates to lack of access to services, including healthcare. Do not use “underserved” when you really mean “disproportionately affected.” Use person-first language.	<ul style="list-style-type: none"> • People who are underserved • People who are medically underserved • People without health insurance.
Minorities, Minority, Ethnic groups, Racial groups Referring to people as their race/ethnicity (e.g., Blacks, Hispanics, Latinos, Whites, etc.); Indian (to refer to American Indian) The [racial/ethnic] community (e.g., the Black community)	<ul style="list-style-type: none"> • Racial and ethnic groups; Racial and ethnic minority groups • Sexual/gender/linguistic/religious minority groups • People who identify with more than one race/ethnicity; people of more than one race/ethnicity • Preferred terms for specific racial/ethnic groups: <ul style="list-style-type: none"> ⇒ American Indian or Alaska Native persons ⇒ Asian persons ⇒ Black or African American persons ⇒ Hispanic or Latino persons ⇒ Native Hawaiian or other Pacific Islander persons ⇒ White persons <p><u>Note:</u> “American Indian or Alaska Native” should only be used to describe persons with different tribal affiliations. Otherwise, identify persons or groups by their specific tribal affiliation.</p>

SOURCE: [Centers for Disease Control and Prevention Health Equity Style Guide, 2020](#)

Summary & Implementation Guidance Handout Glossary: Framing Health Equity*

TERM	DEFINITION
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.
Disproportionately	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.
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 policy, program, or practice.
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.
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.
Inequity	A difference or disparity between people or groups that is systematic, avoidable, and unjust .

*All definitions were cited from training AMCHP staff participated in 2021. *CommonHealth ACTION: Equity, Diversity, and Inclusion Training Institute Online Practice Companion*. See [CommonHealth ACTION](#) for more information.

Summary & Implementation Guidance Handout Glossary: Framing Health Equity*

TERM	DEFINITION
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 $PREJUDICE + POWER = OPPRESSION$.
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.
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.
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.
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.

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TERM	DEFINITION
Race	<ol style="list-style-type: none"> 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.
Social Advantage and Disadvantage	<p>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</p>

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