



APGO EDUCATIONAL GUIDELINES FOR DIVERSITY, EQUITY, AND INCLUSION

DEI GLOSSARY OF TERMS

Alien in Own Land

Belief that visible racial/ethnic minority citizens are foreigners.^{11,12}

Ancestry

Race is distinct from ancestry. Ancestry denotes people's shared traits based on the genetic similarities of their ancestors and accounts for the complexity of geographic variation and fluidity. Ancestry more specifically and accurately identifies ancestral lineage than does race or ethnicity.¹

Anti-Blackness

Anti-Blackness is a theoretical framework that describes societal devaluation and disregard for the lives and humanity of people racialized as Black.¹

Antiracist

Someone who expresses an anti-racist idea or supports an anti-racist policy or action that yields racial equity.¹

Ascription of Intelligence

Assigning a degree of intelligence to a person of color based on their race.^{11,12}

Assumption of Criminal Status

Presumed to be a criminal, dangerous, or deviant based on race.^{11,12}

Biculturalism

Experienced when one participates in two different cultures or when one moves back and forth between cultures that may require assuming different patterns of behavior or other indices of conformity to the dominant culture.^{12,13}

Bystander Intervention (Allyship)

A type of training used in post-secondary education institutions to prevent sexual assault or rape, binge drinking and harassment and unwanted comments of a racist, homophobic, or transphobic nature. A bystander is a person who is present at an event, party, or other setting who notices a problematic situation, such as someone making sexual advances on a drunk person. The bystander then takes on personal responsibility and takes action to intervene, with the goal of preventing the situation from escalating. A proactive bystander is an individual who accepts personal responsibility for a situation and intervenes to ensure the well-being and/or safety of others.^{27,28}

Climate or Learning environment

Intellectual, social, emotional, and physical environments in which students learn. Categorized as

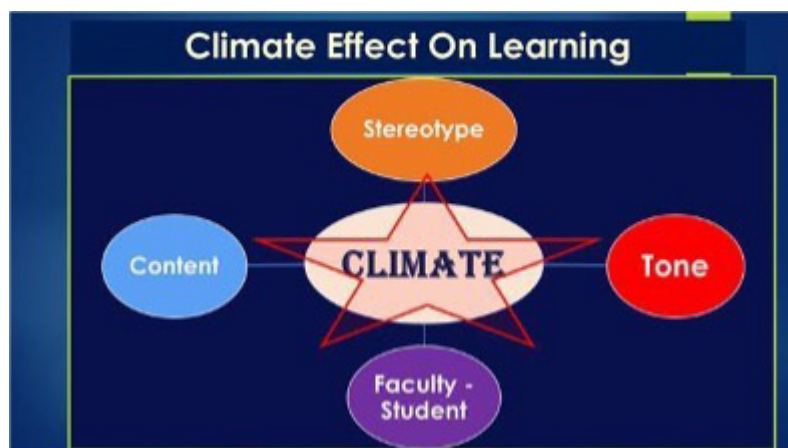
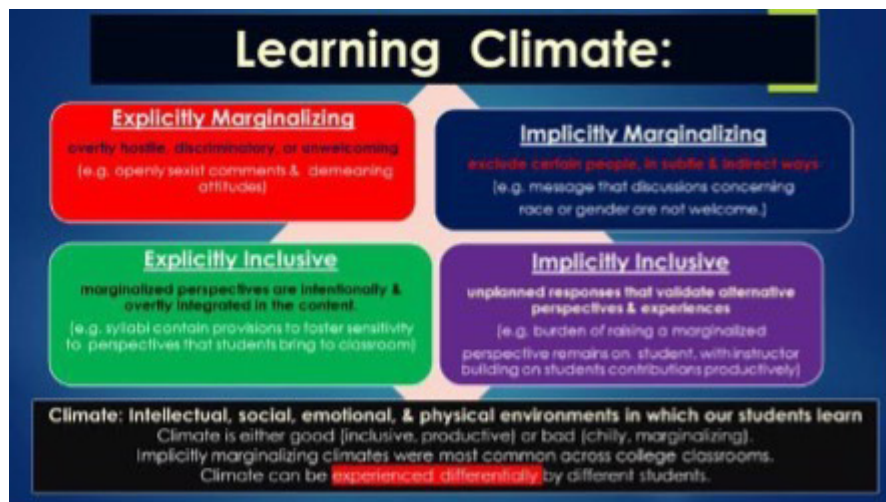
marginalizing or centralizing if marginalized perspectives are included and welcomed or excluded and discouraged. The messages were categorized as explicit (evidenced by planned and stated attempts to include or to marginalize) or implicit (for example, inferred from the consistent absence of a diverse perspective).

Explicitly centralizing climates: Marginalized perspectives are not only validated when students spontaneously bring them up, but they are intentionally and overtly integrated in the content. The climate here is characterized by obvious and planned attempts to include a variety of perspectives.^{20,21,22}

Explicitly marginalizing climates: These are climates that are overtly hostile, discriminatory, or unwelcoming.

Implicitly centralizing climates: Characterized by unplanned responses that validate alternative perspectives and experiences.

Implicitly marginalizing climates: These are climates that exclude certain groups of people, but in subtle and indirect ways.



Color Blindness

Denial or pretense that a white person does not see color or race. To insist that race is unimportant (or unseen) and does not impact a person's achievements or abilities.^{11,12}

Color-Conscious

Becoming conscious of how race affects one's experiences in the world is an important step in addressing racism.¹

Common Rating Biases

Affinity Bias: Connection with others who share similar interests, experiences, or backgrounds. When companies hire for "culture fit," they are likely falling prey to affinity bias.

Ageism: Tendency to have negative feelings about another person based on their age.

Anchor Bias: Relying too much on pre-existing information or the first information in making subsequent decisions.

Attribution Bias: Judging a person's behavior based on prior observations, interactions, and behavior.

Beauty Bias: Social behavior where people believe that attractive people are more successful, competent, and qualified.

Central Tendency Bias: Tendency to evaluate as average.

Confirmation Bias: Inclination to draw conclusions about a situation or person based on personal desires, beliefs, and prejudices rather than on unbiased merit. We find evidence to confirm our bias: selective observation.

Conformity Bias: Acting like the people around you regardless of your own personal beliefs or idiosyncrasies, or peer pressure. When views are swayed too much by those of other people.

Contrast Effect: Comparing a CV/interview to the one before, instead of the standard.

Halo Effect: When one good thing about a person clouds our opinions of their other attributes or placing a person on a pedestal after learning something impressive about them.

Height Bias: Judging people for being short or tall.

Horn Effect: When one bad thing about a person clouds our opinions of other attributes or viewing another person negatively after learning something unpleasant or negative about them.

Gender Bias: A form of unconscious bias, or implicit bias; any one of a variety of stereotypical

beliefs about individuals based on sex, particularly as related to the differential treatment of females and males. These biases often are expressed linguistically, as in use of the phrase physicians and their wives (instead of physicians and their spouses, which avoids the implication that physicians must be male) or of the term he when people of both sexes are being discussed.

Leniency/Strictness Bias: Being more lenient or strict than other raters or with one interviewee.^{5,6}

Name Bias: Judging and preferring people with certain types of names, typically names that are of Anglo origin.

Vocal accent: Judging on accent instead of content.

Community Based Medical Education

The delivery of medical education in a specific social context. Learners become a part of social and medical communities where their learning occurs. These programs have proven to be robust learning environments, where learners develop strong communication skills and excellent clinical reasoning.

Counter-Stereotypic Examples

Allowing more diverse people to be seen in roles of power and prominence. Exposure to counter-stereotypic individuals can subconsciously reduce implicit bias such as inviting a prominent scientist who is female and African American to give grand rounds.⁸

Counter-Stereotypic Imaging

Imagine in detail a person who counters the stereotype. Alternatively, consider using photos or images to counter existing stereotypes.⁹

Critical Race Theory

An attempt to understand the oppressive aspects of society in order to generate societal and individual transformation and encompasses 5 themes: (1) Race and racism are central to experiences of US life; (2) Critical Race Theory challenges dominant ideology concerning how educational institutions operate and how individuals fare in them; (3) Social justice is at the crux of critical race theory; (4) People's experiential knowledge are central to understanding the role that race plays in education; and (5) Analyses of race and racism in education deserve historical, contemporary, and multidisciplinary perspectives.^{12,15}

Cultural Humility Framework

A process of life-long learning and compassionate self-reflection, a commitment to recognize and mitigate power imbalances, and a commitment to institutional accountability.²⁶

Cultural Humility (HUMBLE) Model

- **H**: Be **Humble** about the assumptions you make about knowing the world from your patients' shoes
- **U**: **Understand** how your own background and culture can impact your care of patients
- **M**: **Motivate** yourself to learn more about the patient's background, culture, health beliefs and practices, as well as the unique points of view of their families and communities
- **B**: **Begin** to incorporate this knowledge into your care
- **L**: **Life-long learning**
- **E**: Emphasize **respect** & **negotiate** treatment plans

Denial of Individual Racism

Denial of personal racism or one's role in its perpetuation.^{11,12}

Difficult Dialogues

Classroom conversations about race marked by tension, anxiety, and awkwardness, and involved the fear of being misunderstood and/or misrepresented.^{12,16}

Dysconsciousness

An uncritical habit of mind (including perceptions, attitudes, assumptions, and beliefs) that justifies inequity and exploitation by unquestioned acceptance of culturally dominant norms and privileges and the existing order of things as a given.^{12,19}

Equality

A state or outcome that is the same among different groups of people. Equality is sameness.¹

Equity

The process by which resources are distributed according to need. Equity is fairness.¹

Ethnicity

A social construct that has been used for categorizing people based on perceived differences in appearance and behavior. It is the identification of population groups characterized by common ancestry, language, and custom.¹

Explicit Bias

Positive or negative preferences for a particular group that are conscious.⁴

Gender Based Victimization

Experience of hostility or insensitivity related to a person's gender identity or expression.

Gender Expression

The way in which a person expresses their gender identity, typically through their appearance, dress, and behavior.

Gender Identity

Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex at birth or can differ from it.

Growth Mindset

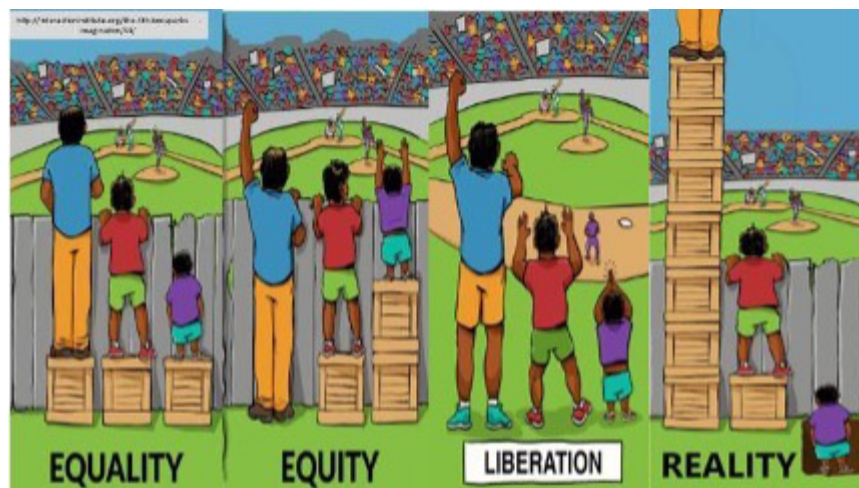
In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment.³³

Health Care Inequity

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.²⁹

Health Inequity

A measurable, systemic, avoidable, and unjust difference in health between groups, stemming from differences in levels of social advantage and disadvantage. Health inequities are rooted in social injustices that make some population groups more vulnerable to poor health than other groups.^{29, 30}

**Heterosexism**

Discrimination or prejudice against non-heterosexual people based on the belief that heterosexuality is the only normal and natural expression of sexuality.

Implicit Association (IAT)

Validated computer-based reaction time test that measures unconscious attitudes by measuring the ease with which an individual sorts concepts, assuming that associated concepts will be sorted more quickly than less associated concepts.^{5,7}

Individuation

All team members are treated as individuals and not simply as a representative of a stereotype. The goal is to use individual characteristics (versus generalizations) to inform judgment.⁹

Institutional Racism

Occurs within institutions and systems of power; refers to the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.²

Internalized Racism

Lies within individuals; comprises private beliefs and biases about race and racism, influenced by culture. This can take many different forms, including prejudice towards others of a different race, internalized oppression (the negative beliefs about oneself by people of color), or internalized privilege (beliefs about superiority or entitlement by white people).²

Institutional Vitality

Individuals, institutions, and societies that have the capacity for adaptation and change. The capacity of a college or university to incorporate organizational strategies that support the investment of energy by faculty and staff in their own careers and the realization of the institution's mission.³⁴

Interpersonal Racism

Bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.²

Intersectionality

A theoretical framework conceptualizing that multiple social categories (race, gender, sexual orientation, poverty, etc.) intersect to reflect multiple interlocking systems of privilege and oppression at the social-structural level (racism, sexism, heterosexism).¹⁰

Microaggressions

Brief commonplace, daily, verbal, nonverbal, and environmental slights, insults, invalidations, and indignities, intentional or unintentional, directed toward a marginalized group, which are categorized as micro-assaults, microinsults, and microinvalidations.^{11,12}

Micro-Assault

A conscious and deliberate explicit derogation that is meant to hurt the intended victim through name-calling, avoidant behavior, or purposeful discriminatory actions.^{11,12}

Micro-Insults

Subtle snubs with a hidden insulting message to the recipient that is rude, insensitive, or demeaning to a person's heritage or identity.^{11,12}

Micro-Invalidations

Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person from a minority group.^{11,12}

Minoritized

To be minoritized means to be pushed to the margins often by means out of your own control. The

use of this word in lieu of the term “minority” as it is not due to the lack of representative numbers that disenfranchises people of marginalized experiences, rather the socio-cultural hierarchies and policies that negatively impact them.^{35, 36}

Myth of Meritocracy

Statements that assert that race plays a minor role in life success.^{11,12}

Nonbinary Gender

Nonbinary gender is an umbrella term to describe any gender identity that does not fit into the gender binary of male and female. Nonbinary gender (also sometimes referred to as genderqueer) people may, for example, identify as having no gender, fall on a gender spectrum somewhere between male and female, or identify as totally outside binary gender identities.

Pathologizing Cultural Values/Communication Styles

Notion that the values and communication styles of people of color are abnormal.^{11,12}

Pathways Programs

Pathway programs are known as preparatory courses or programs that are specially curated to help students build knowledge, skills as well as qualifications that are required to pursue a particular degree of studies. In medical education it is focused on intervening in the educational pathway to enhance opportunities for racial/ethnic minoritized and disadvantaged students to enter careers in the health professions and health sciences and to increase the availability of science, technology, engineering, and mathematics (STEM) education programs.

Perspective-Taking

The ability to look beyond your own point of view to consider how someone else may think or feel. Finding creative (and respectful) ways to experience what it’s like to walk in the shoes of a member of a stereotyped or marginalized group.⁹

Privileged Identity Exploration (PIE) Model

A focus on raising an individual’s critical consciousness by encouraging them to dialogue about their privileged identities. This tool is used to anticipate defensive behaviors and devise a strategy to prevent productive dialogue from being derailed from any of eight potential defensive mechanisms, which are categorized into three phases as follows: (1) Recognizing Privileged Identity, which includes (a) denial, (b) deflection, or (c) rationalization; (2) Contemplating Privileged Identity, which includes (a) intellectualization, (b) principium (i.e., the identification of avoiding exploration based on religious or personal principle), or (c) false envy; and (3) Addressing Privileged Identity, which includes (a) benevolence and (b) minimization.^{12,14}

Race

The concept of race was constructed as a tool to categorize people with the purpose of validating racism. Race has no biological basis. During historical projects such as colonialism and slavery, race was artificially imposed on people in different political positions to create a moral hierarchy used to justify the harm inflicted by inequitable systems, exploitive capitalism, and white supremacy. The construct perpetuates the false idea that there are static, innate characteristics that apply to sets of people despite diverse origins, life experiences, and genetic makeups.¹

Race Privilege

Identifies people who may be afforded privileges over others, usually because of their race's relative historical or current proximity to whiteness when compared to another person identified as being of a different race.¹

Racial Bias-Reduction Framework

Theoretical framework that posits that racial bias can be classified as attitudes (prejudice), cognition (stereotypes), emotions (negative affect), and behavior (discrimination). The processes that can mediate racial bias reduction are classified as cognitive or affective. The mediating cognitive theory is social categorization, which theorizes that people will favor in-group members over outgroup members in their evaluations, feelings, and actions. An effective mediating process is empathy which involves the facilitation of effective connections to others and the development of positive emotional bonds with others. Empathy may reduce bias by making people feel more positively and supportive about others. Interventions are classified as enlightenment or contact. Enlightenment approaches attempt to reduce racial bias by expanding the content-based knowledge that people have of other groups or altering people's perspective of their relations with others. Enlightenment approaches can be successful because they can potentially reduce perceived threats and thereby prejudice, by providing empathic and accurate information about the out-groups or marginalized groups. Intergroup contact approaches, such as intergroup dialogues or collaborative learning techniques, diminish racial bias by capitalizing on the benefits of cross-racial interaction.^{12,17,18}

Second Class Citizen

Treated as a lesser person or group.^{11,12}

Social Determinants of Health (SDH)

The conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life. They are mostly responsible for health inequities, the unfair and avoidable differences in health status seen within and between countries. They include economic stability (employment, income, debt, expenses etc.), food, neighborhood, and physical environment (housing, transport, safety, etc.), education (literacy, language, higher education, etc.), community and social context (discrimination, social support, stress, etc.), and health care system (health coverage, provider availability, quality of care, provider linguistic and cultural competency, etc.).³⁰

Figure 1

Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social Integration	Health Coverage
Income	Transportation	Language	Access to Healthy Options	Support Systems	Provider Availability
Expenses	Safety	Early Childhood Education		Community Engagement	Provide Linguistic and Cultural Competency
Debt	Parks	Vocational Training		Discrimination	Quality of Care
Medical Bills	Playgrounds	Higher Education		Stress	
Support	Walkability				
	Zip Code/ Geography				
Health Outcomes Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations					

Social Justice

The view that everyone deserves equal economic, political, and social rights and opportunities. The principles of social justice include access to resources, equity, participation, diversity, and human rights. The objective of creating a fair and equal society in which each individual matters, their rights are recognized and protected, and decisions are made in ways that are fair and honest.^{30,31}

Stereotype

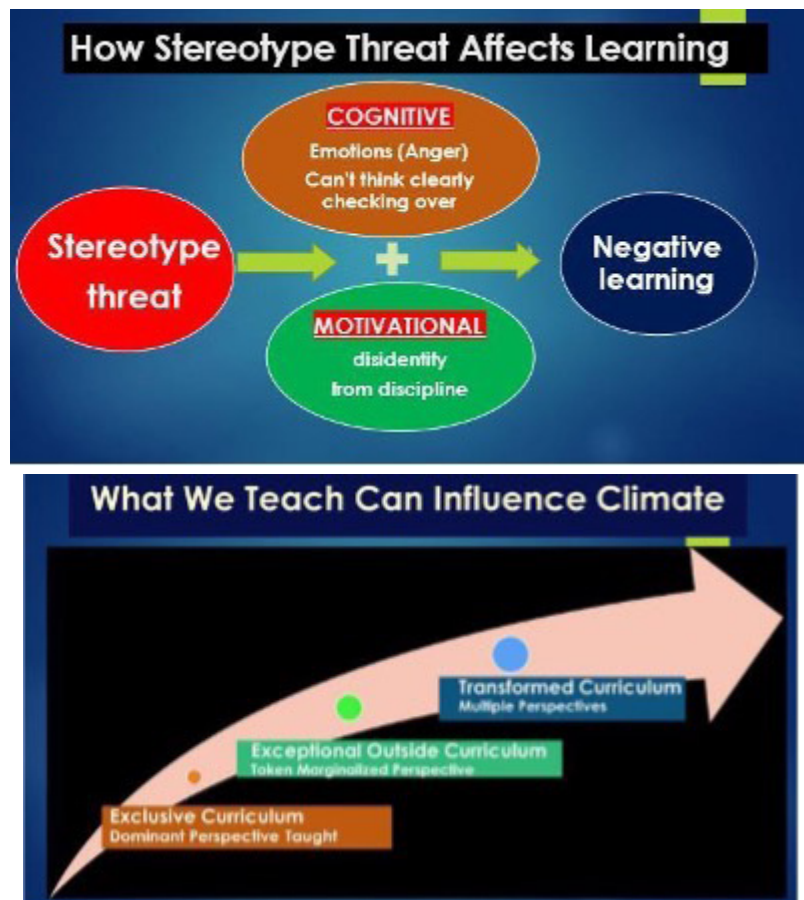
A belief that associates a group of people with certain traits or characteristics. Pre-judgement of a person based on group associations that tends to be fixed and oversimplified. Examples: Black people are athletic, Asian people are good at math, women like to talk a lot, gay men are flamboyant.²³

Stereotype Replacement

The recognition that a response is based on stereotypes and labeling the response as stereotypical and reflecting on why the response occurred and replacing the stereotype. The process involves replacing automatic stereotypical with new, automatic, non-stereotypical responses.⁹

Stereotype Threat

The tension that arises in members of a stereotyped group when they fear being judged according to stereotypes. These can negatively affect performance on tasks (regardless of ability), level of preparation, self-confidence, or belief in the stereotype. Study in African American students showed that asking them to write their race prior to a test affected results compared to controls. Activation of a stereotype does not need to be intentional, seemingly innocuous comments can trigger stereotype threat.^{24,25}



Structural Competency

Emphasizes recognition of the complex ways that matters such as rising income inequalities, decaying infrastructure, poor food distribution networks,” among other social and economic factors, lead to poor health.³

Structural Racism is Racial Bias

Among institutions and across society: the cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.²

Unconscious or Implicit Bias

The attitudes or stereotypes that arise from pre-formed mental associations, which influence our understanding, actions, and decisions in an unconscious manner.^{4,5}

White Fragility

A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.¹

White Privilege

A term that identifies disproportionate access to opportunities, privileges, protections, head starts, or benefits (absence of burdens, barriers, oppression, etc.) that afford social and economic mobility that people perceived to be white enjoy that are not typically afforded to people of color. These benefits can be material, social, or psychological.¹

Whiteness

A systematic prioritization that advantages white people and disadvantages people of color. The fundamental premise of the concept of whiteness is that being white is the standard and being a person of color is a deviation from this norm.¹

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