

# Key Terminology ||

## **Conscious**

To be intentional in your attitudes and behaviors.

## **Discrimination**

A biased decision based on a prejudice against an individual group characterized by race, class, sexual orientation, age, disability, national origin, etc.

## **Diversity**

A structure that includes the tangible presence of individuals representing a variety of different attributes and characteristics; often used to refer to the number or proportion of individuals with a specific characteristic in an environment.

## **Implicit Bias**

Refers to the 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. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.

## **Individual Level Prejudice**

Attitudes and actions that reflect prejudice against a social group (intentional and unintentional).

## **Institutional Level Prejudice**

Policies, practices, norms, and customs enacted by organizations and societal institutions that disadvantage some groups and advantage other groups. These institutions include government, education, law, the media, and the health care system (intentional and unintentional).

## **Intersectionality**

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups. Kimberlé Crenshaw introduced the theory of intersectionality: the idea that when it comes to thinking about how inequalities persist, categories like gender, race, and class are best understood as overlapping and mutually constitutive rather than isolated and distinct.

## **Microaggressions**

Common verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile or negative slights to marginalized groups. Perpetrators of microaggressions are often unaware that they are doing so.

## **Multiculturalism**

The degree to which society embraces and empowers different cultures, including those that may not belong to the majority culture. (melting pot vs. salad bowl)

(Adapted from: Adam, Bell, & Griffin, Teaching for Diversity & Social Justice, 2nd Ed., Routledge, 2007 & Florida State University "Social Justice Ally Training Workbook")

# Key Terminology ||

## **Oppression**

Fusion of institutional and systematic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that shade most aspects of life and society.

## **Privilege**

Unearned, often invisible benefits and advantages available to members of privileged groups because of their social group membership.

## **Social Group**

A group of people who share a range of physical, cultural, or social characteristics within one of the social identity categories.

## **Social Justice**

Social Justice is a goal and a process and is a vision in which the distribution of resources is equitable and all members of society are physically and psychologically safe and secure.

## **Social Oppression**

Exists when one social group, whether knowingly or unconsciously, exploits another social group for its own benefits.

## **Socialization**

It is the process of learning the meanings and practices that enable us to make sense of and behave appropriately in that culture.  
(Sensoy and DiAngelo, 2017)

## **Societal Level Prejudice**

Social norms, roles, rituals, language, music, and art that reflect and reinforce the belief that one social group is superior to another (intentional and unintentional).

## **Stereotype (Group)**

A generalization about the attributes of a particular social group without regard to individual diversity within the group. Usually is negative, but in all cases is limiting and ignores the historical and social context for their creation.

## **Unconscious**

Unintentional attitudes and behaviors.

# A Look at Language ||

## Diversity



Healthcare professionals, trainees, educators, researchers, and patients of varied race, ethnicity, gender, disability, social class, socioeconomic status, sexual orientation, gender identity, primary spoken language, and geographic region

## Inclusion



Active, intentional, and ongoing engagement with diversity, including intentional policies and practices that promote the full participation and sense of belonging of every group or individual.

## Equity



Ending institutional and discriminatory barriers that lead to health inequities such as racism and sexism, as well as factors outside the healthcare system, such as poverty and unequal distribution of resources.

## Advocacy



Any action, big or small, that speaks in favor of, recommends, argues for a cause, supports or defends, or pleads on behalf of others.

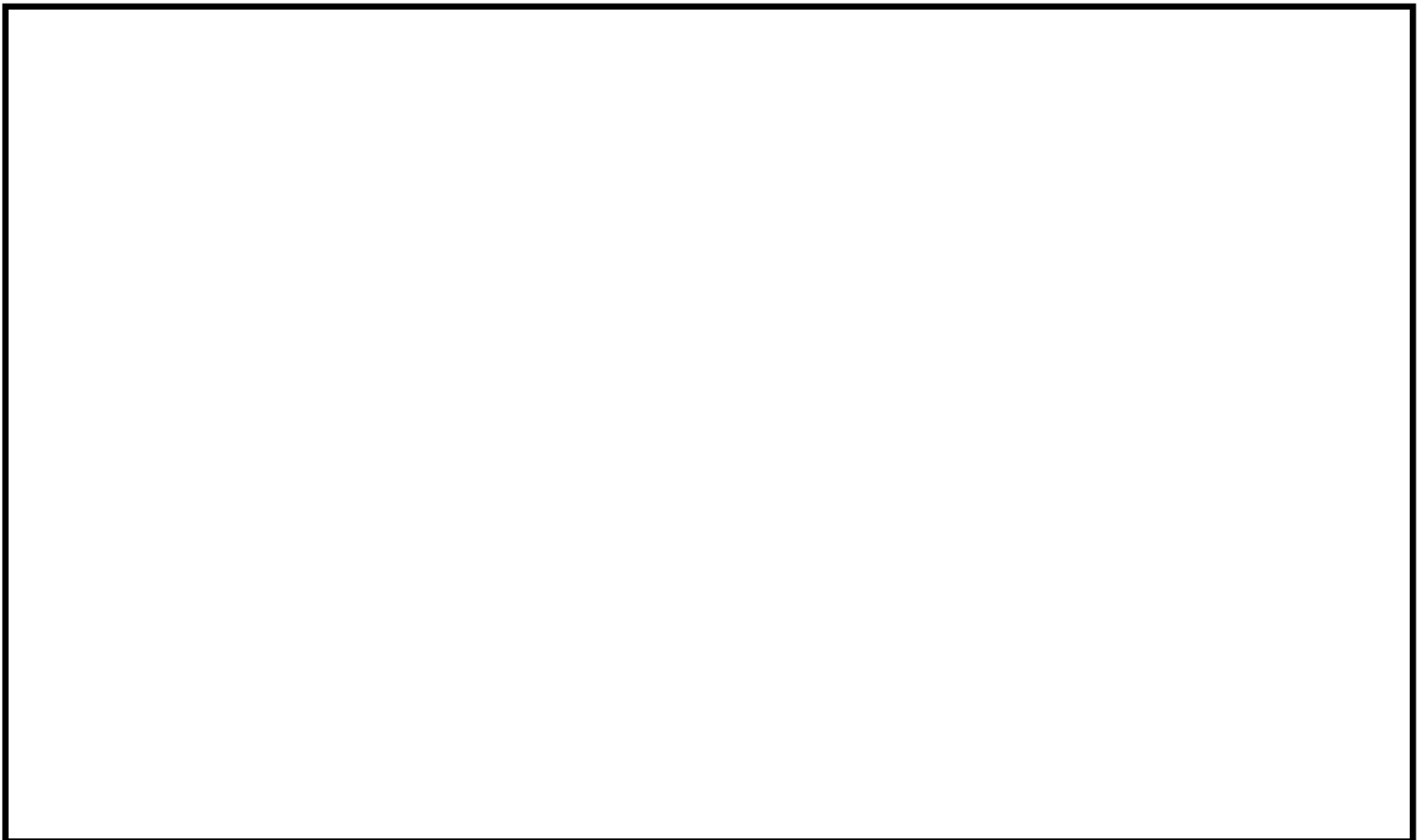
***Diversity, equity, inclusion, and impactful advocacy are critically important if medical research and practice are to deliver on the goal to improve human health.***

# REFLECTION ON IMPACTFUL ADVOCACY ||

**Diversity, equity, and inclusion have often been missed in medical research. Now, impactful and intentional advocacy is extremely important in care models.**

- Where can you practice advocacy and grow in your advocacy journey?
- What barriers or challenges do you think you may potentially face with advocacy practices and how can you combat those challenges?
- In what ways can diversity, equity, and inclusion inform your medical philosophy?

## Notes



# Resources

- [Northwestern Feinberg School of Medicine: Anti-racism in Medicine Collection: Feinberg Academy of Medical Educators](#)
- [Doctors on Values and Advocacy: A Qualitative and Evaluative Study](#)
- [Promoting and Assessing Cultural Competence, Professional Identity, and Advocacy in Doctor of Physical Therapy \(DPT\) Degree Students Within a Community of Practice](#)
- [How to Be an Active-ist: A Framework for Advocacy in Sports Medicine](#)
- [UCSF Expands Courses on How to Be an Anti-Racist Scientist or Clinician](#)
- [University of Washington Department of Medicine: Health care equity and anti-racism](#)
- [Harvard Medical School: Resources | Anti-Racism](#)
- [The Physician Advocate: Advancing Policies That Support Health Equity](#)
- [Physician Advocacy: What Is It and How Do We Do It?](#)
- [Integrating Diversity, Equity, & Inclusion Throughout Clinical Trials](#)
- [Persuasive Writing for Advocacy](#)