



PROJECT B.U.I.L.D.

Bridging Understanding, Inclusion, Learning and Diversity

GLOSSARY

Words are powerful. As we work to make our workplaces more equitable, the way we describe what impacts and influences us is crucial to creating the changes we seek.

Take these words and definitions and explore how they resonate with you. How do they impact you personally and professionally? Share them with others you feel comfortable with. Is there anything missing from these examples? We are always seeking to grow our body of knowledge.

Together, we will share a common language in creating a more inclusive and equitable city.

HEALTH EQUITY

Health equity is the idea that all people deserve equal opportunity to live their healthiest lives. Learn more [here](#).

HEALTH DISPARITIES

Health disparities are differences in people's health related to social or demographic factors such as race, income, gender, or geographic location. Learn more [here](#).

SOCIAL DETERMINANTS OF HEALTH

Social determinants of health are the conditions in which people live, learn, work, and play. These factors affect lifelong health and well-being in many ways. Learn more [here](#).

EQUITY AND EQUALITY

Equality means everybody gets treated the same. Equity is about fairness; everyone gets what they need based on their situation. Learn more [here](#).

RACISM

Racism is a value judgement based on how one looks that unfairly disadvantages some individuals and communities while providing advantages for others. Learn more [here](#).



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STRUCTURAL RACISM

Structural racism is a series of policies, systems, and institutions that unfairly disadvantage communities of color. Structural racism is not the result of action by any one person – it is embedded within our history, culture and society. Learn more [here](#).

JUSTICE

Justice is the quality of being just, impartial, or fair. The lack of social justice yields social oppression for groups and individuals. Learn more [here](#).

POWER

Power is the ability to have control, influence, or authority over others. Learn more [here](#).

ALLY

An ally is a member of a dominant or more privileged group who stands beside members of a group being treated unfairly or unjustly. Being an ally includes learning about others, challenging one's own discomfort and prejudices, and taking action to ignite change. Learn more [here](#).

PRIVILEGE

Privilege is a benefit, advantage, or right that is enjoyed only by a certain group of people at the expense of other marginalized groups. Learn more [here](#).

MICROAGGRESSION

Microaggressions are verbal or non-verbal slights, snubs, or comments in everyday life that reinforce stereotypes about members of minority groups. Learn more [here](#).