

# Equity Terms



*Equity is a core value of public health practice and is essential to ensuring communities have access to resources, services, and opportunities to thrive.*

**Cultural Sensitivity**      Multicultural knowledge, awareness, and skills that support a person's ability to work and be effective with individuals who are from cultural identities different from one's self.

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**Diversity**      The characteristics and experiences, both seen and unseen, that make everyone unique.

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**Downstream**      Downstream interventions are designed to improve health at the individual level, for example, preventative care or disease management.

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**Factors Influencing Health**      The conditions in the environments where people are born, live, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks, commonly referred to as the social determinants of health.

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**Health Disparities**      Refers to a higher burden of illness, injury, disability, or mortality experienced by one group relative to another. The term is linked to economic, social, or environmental disadvantage.

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**Health Equity**      The state in which everyone has a fair and just opportunity to attain their highest level of health.

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**Health Equity Lens**      Intentionally looking at the positive and negative impacts of proposed messages or interventions; this approach may include getting input from intended audiences.

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**Health Literacy**      The ability of individuals to locate, understand, interpret, and apply health information to guide their decisions and behaviors.

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**Implicit Bias**      The unconscious way our minds categorize information; unconsciously assigning attitudes, perceptions, and stereotypes to people with various identities.

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**Inclusion**      The actions that are taken to understand, embrace, and leverage the unique identities and perspectives of all individuals so that all feel welcomed, valued, and respected.

# Equity Terms

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**Lived Experience** Populations that are or have been impacted by social factors that influence health and/or well-being.

**Structural Vulnerability** The ways in which various institutions and practices designed to offer care and assistance can also, at times unintentionally, contribute to health risks and poor health outcomes.

**Upstream** Upstream interventions continuously identify and address the root causes of health inequities; improving community conditions through system-level changes.

**Vulnerable Populations** Populations who are at a greater risk of having poor health outcomes due to multiple factors and/or barriers they experience.

**Equity Considerations** We value multiple dimensions of diversity and cultural identities such as, but not limited to: age, color, disability, ethnicity, gender, gender identity, mental health, national origin, physical health, pregnancy, race, religion, religious beliefs, rural, sexual orientation, socioeconomic status, urban, and/or veteran status.

*\*Several documents and definitions were reviewed to compile this list. The definitions above have been adapted to meet our community's needs.  
\*All HPH staff and select partners had a chance to give input and provide guidance using a survey tool between January and March 2023.*

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