

Equity Impact Review Tool Glossary

BIPOC – Black, Indigenous and other People of Color. A respectful way of referencing this group of people.

Disparities - Differences in outcomes like life expectance. Blacks have the highest death rate and shortest survival of any racial/ethnic group in the US for most cancers.¹

Historically marginalized populations – Populations and individuals who have historically been disadvantaged and left out of decision-making processes. These include low income populations, BIPOC, limited-English speaking individuals, individuals with physical and cognitive disabilities, religious populations, LGBTQI individuals, women, etc.

Equity – Providing appropriate access to opportunities, resources and support to all by intentionally recognizing and eliminating historical barriers and discrimination.

Inequity – Lack of access to resources, opportunities and support based on marginalized status. May be the result of overt discrimination, racism, and/or other “isms.”

Race – Race is an important social construct that has resulted in differential access to opportunities and resources. There are no biological or genetic findings that can identify race but it has been used as a powerful social tool for the dominant white group to maintain power.

Racism – The combination of prejudice, discrimination and power.

Individual racism – Bias, discrimination, stereotypes held by an individual about a person or group based on race. Other “isms” are based on other historically marginalized characteristics, e.g. sexism, homophobia, anti-semitism, etc.

Institutional/Systemic racism – Organizational policies, practices and/or programs that work to the benefit of a dominant group and to the detriment of BIPOC. Other embedded institutional detrimental policies may impact other historically marginalized individuals or groups. This may be unintentional or inadvertent.

Structural racism – The embedding of discriminatory policies, practices, and programs into multiple institutions leading to adverse outcomes and conditions for BIPOC. This occurs within the context of racialized and oppressive historical and cultural conditions.

Reverse racism – A fallacious concept since marginalized individuals/groups do not have power over dominant systems and institutions. Marginalized individuals may discriminate against others but rarely have the ability to create systemic racism.

Stakeholders – Those individuals/groups impacted by the proposal who have potential concerns or issue expertise.

Upstream alternatives – solutions that may be closer to the root causes of the problem than what is currently being considered.