

Behavioral Health Equity Definitions

This glossary contains definitions of common terms and acronyms used throughout the County's 2024 DEI Assessment. Additional and more detailed definitions can be found throughout the remainder of the report. The definitions used for race and ethnicity are sourced from the U.S. Census Bureau's race and ethnicity definitions and do not reflect the County's definitions or current social construct.

American Indian and Alaskan Native	U.S. citizens or permanent residents who have origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment. This category includes people who indicate their race(s) as "American Indian or Alaska Native" or report an enrolled or principal tribe, such as Alaskan Indian (including Tsimshian Indians not enrolled in the Metlaktla Indian Community).
Asian	U.S. citizens or permanent residents who originate from the Far East, Southeast Asia, the Indian subcontinent.
Black or African American	U.S. citizens or permanent residents having an origin in any of the Black racial groups of Africa.
Demographics	Statistical data about the characteristics of a population, such as the age, gender, income, and race of the people within the stated population.
Digital Divide	This refers to the reality that continued access to the internet requires significant ongoing financial burden through internet subscriptions and frequent hardware updates. These financial burdens create two classes of people, those that have access to the internet and digital services and those who struggle to consistently have it. The separation between these groups is referred to as the digital divide.
Diversity	While diversity is often used in reference to race, ethnicity and gender, there is a broader definition that also includes age, national origin, religion, differently abled, sexual orientation, socioeconomic status, education, marital status, gender expression, language, diversity of thought, non-physical attributes, and physical appearance.
Economic Opportunity	The ability and opportunities available to an individual to build, maintain, and pass on wealth.

Equity	Equity is the practice of fair treatment, access, opportunity, and advancement for all people.
Hegemony/Hegemonic	The dominance of one group over another, often supported by legitimating norms and ideas. The term hegemony is today often used as shorthand to describe the relatively dominant position of a particular set of ideas and their associated tendency to become commonsensical and intuitive, thereby inhibiting the dissemination or even the articulation of alternative ideas. The associated term hegemon is used to identify the actor, group, class, or state that exercises hegemonic power or that is responsible for the dissemination of hegemonic ideas.
Hispanic or Latino	U.S. citizens or lawfully admitted permanent residents of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Portuguese cultures or origins regardless of race.
Inclusion or Inclusivity	Inclusivity is an active process to help all members of an organization feel welcomed, respected, supported, and valued as team members.
LGBTQIA+	An umbrella term that is often used to refer to the Lesbian, Gay, Bisexual, and Transgender community as a whole. 'QIA+' is included to intentionally include and raise awareness of Queer, Intersex, and Asexual communities as well as a myriad of other communities.
Native Hawaiian and Other Pacific Islander	U.S. citizens or permanent residents who have origins in any of the original peoples of Hawaii and other Pacific Islands and who maintain tribal affiliation or community attachment.
Non-Profit Sector	The non-profit element of the economy controlled by private organizations and non-governmental organizations.
Persons of Color (POC)	Also known as “People of Color” which is often the preferred collective term for referring to non-white racial groups. Racial justice advocates have been using the term “people of color” (not to be confused with the pejorative “colored people”) since the late 1970s as an inclusive and unifying frame across different racial groups that are not white, to address racial inequities. While “people of color” can be a politically useful term and describes people with their own attributes (as opposed to what they are not, e.g., “non- white”), it is also important whenever possible to identify people through their own racial and/or ethnic group, as each has its own distinct experience and meaning and may be more appropriate.
Persons with Disability	There are two common ways of looking at what disability is. One way is to see a disability as a medical condition that a person has. From this perspective, disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental, cognitive, and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities, and other conditions. A newer way of looking at disability is that it is not something a person has. A person with a medical condition is not necessarily prevented (or disabled) from fully taking part in society. If society is designed to be accessible and

	include everyone, then people with medical conditions often don't have a problem taking part. From this point of view, disability is a problem that occurs when a person's environment is not designed to suit their abilities.
Private Sector	The for-profit part of the national economy that is not under direct government control.
Public Sector	The non-profit part of the economy that is controlled by a form of government.
Some Other Race	A residual category with a write-in box, in addition to the five-standard race categories.
Two or More Races	U.S. citizens or permanent residents who chose more than one of the other race categories.
Unconscious bias	Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.
White	U.S. citizens or permanent residents who responded "No, not Spanish/Hispanic/Latino" and who reported "White" as their only entry in the race question.