

Inclusive Language and Terminology

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**Treat everyone with respect and
kindness. Period. No exceptions.**

- Kiana Tom
Fitness Expert and Businesswoman

Inclusion

What does it mean?

Inclusion - Defined

Merriam-Webster

1. The act of including or the state of being included
2. The act or practice of including students with disabilities with the general student population
3. The act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability)

Virginia Tech Principles of Community

We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.

We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.

We affirm the value of human diversity because it enriches our lives and the University. We acknowledge and respect our differences while affirming our common humanity.

We reject all forms of prejudice and discrimination, including those based on age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.

We pledge our collective commitment to these principles in the spirit of the Virginia Tech motto of *Ut Prosim (That I May Serve)*.

Inclusion

What does it mean?

Where are we?

...if they don't give you a seat at the table, bring a folding chair.

- Shirley Chisholm
Congresswoman and Presidential Candidate

Bias and Racism

Less likely to be detected or acknowledged

Implicit bias - learned stereotypes and prejudices that operate automatically and unconsciously

- You don't fit our culture here. I mean you went to UVA, you can't be great.

- Black people don't like hockey. Girls who play sports are gay. Guys bathe? All Hispanics are illegal. You can't be disabled.

Bias and Racism

Less likely to be detected or acknowledged

Structural racism - takes into account the many ways societies foster racial discrimination through housing, education, employment, media, health care, criminal justice, and other systems

- Redlining. Re-segregation of schools. Inaccessible buildings. Food swamps and deserts. Lack of wealth in communities. Lack of community infrastructure. Being fired for dreadlocks. Not being believed in medical care.

Bias and Racism

More likely to be detected or acknowledged

Interpersonal racism - negative feelings or prejudices that play out between individuals

Eugenics – arranging or preventing reproduction within humans to increase desirable traits

Inclusion

What does it mean?

Where are we?

What can you do?

Inclusive Terminology

Our words can play a large role in positive interactions with colleagues, patients, community members, and others that we encounter daily.

Being respectful and mindful are the *least* we can do to put someone at ease and to help improve relationships with people.

Being respectful of others is not an affront to your personal beliefs. It is showing that you are a willing participant in a diverse society.

Health Equity vs Health Disparity

Equity is the absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or by other means of stratification. (World Health Organization)

By health equity, we mean everyone has the opportunity to attain their highest level of health.

Health Equity vs Health Disparity



<https://www.rwjf.org/en/library/infographics/visualizing-health-equity.html>

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Health disparities are differences in health status between people related to social or demographic factors such as race, gender, income or geographic region. **Health disparities are one way we can measure our progress toward achieving health equity.** (American Public Health Association)

Figure 1

Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider linguistic and cultural competency
Debt	Parks	Vocational training		Discrimination	Quality of care
Medical bills	Playgrounds	Higher education		Stress	
Support	Walkability				
	Zip code / geography				

<https://www.kff.org/disparities-policy/issue-brief/beyond-health-care-the-role-of-social-determinants-in-promoting-health-and-health-equity/>

Health Outcomes

Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

Access to Health Care

No surprise, disparities exist!

Many barriers decrease access and increase risk of poor health outcomes such as:

- Lack of health insurance
- Language-related barriers (especially non-English speaking)
- Disabilities
- Inability to take time off work to attend appointments
- Geographic and transportation-related barriers
- A shortage of primary care providers
- A combination of any or all of the above! (Synergy!)

Race

Social construct

- Varies by country! (Follow the trail of colonialism)

How it is collected depends on the collectors (self, nurse, study coordinator)

Race

Race is “a person’s self-identification with one or more social groups. An individual can report as White, Black or African American, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, or some other race. Survey respondents may report multiple races.” - 1997 Office of Management and Budget standards

White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander
Europe	Africa	North America	Far East	Hawaii
Middle East		South America	Southeast Asia	Guam
North Africa		Central America	Indian	Samoa
				Pacific Islands

Race

Black refers to the diaspora of people from the continent of Africa, African-American refers to people of African descent

- These are not equivalent

White and Caucasian are also not the same.

- Caucasian - region of southeastern Europe (Georgia, Azerbaijan, Armenia, and part of southern Russia in Europe) between the Black and Caspian seas, divided by the Caucasus Mountains
 - Erroneously thought to be the birthplace of humankind and therefore the ideal
- White – Applied to European or European adjacent populations of light complexion
 - Not exactly correct but a historically lasting concept

Deep dive disparities among Asian Americans

	Diabetes Mellitus (ages 65-84)	Hypertension (ages 45-84)	Coronary Artery Disease (ages 65-84)	Obesity (ages 45-84)	Smoking (ages 45-84)
Chinese	↓ ↓	↓ ↓	↓ ≈	↓ ↓	↓ ↓
Korean	↓ ↓	↓ ↓	↓ ↓	↓ ↓	↑ ↑
Japanese	↓ ↓	↓ ↓	≈ ≈	↑ ↑	↑ ↓
Southeast Asian	↓ ↓	↓ ↓	↓ ≈	↓ ↓	↓ ↑
Filipino	↑ ↑	↑ ↑	↑ ≈	↑ ↑	↑ ↑
South Asian	↑ ↑	≈ ≈	↑ ↑	↑ ↑	↓ ↓
Native Hawaiian/Pacific Islander	↑ ↑	↑ ↑	↑ ↑	↑ ↑	↑ ↑

Gray arrow represents women, black arrow represents men; down arrow: prevalence lower than aggregated Asian group; up arrow: prevalence higher than aggregated Asian group; ≈: prevalence not meaningfully different from aggregated Asian group.

<https://bmcpublihealth.biomedcentral.com/articles/10.1186/s12889-019-7683-3>

Ethnicity

<https://www.vox.com/2015/8/19/9173457/hispanic-latino-comic>

SO HERE WE GO. LET'S START WITH THIS...

LATINO
is a term that is telling you about GEOGRAPHY.

HISPANIC
is a term that is telling you about LANGUAGE.

It's easy to remember if you dissect the words.

LATINO MEANS: FROM LATIN AMERICA.
LATIN AMERICA REFERS MOSTLY TO EVERYTHING BELOW THE UNITED STATES OF AMERICA, INCLUDING THE CARIBBEAN.

HISPANIC MEANS: FROM A COUNTRY WHOSE PRIMARY LANGUAGE IS SPANISH.
BUT NOT EVERY COUNTRY IN LATIN AMERICA SPEAKS SPANISH PRIMARILY.

Ableism

Discrimination of and prejudice against people with disabilities (Merriam-Webster)

Based on the belief that “typical” abilities are superior

Disabled people do not need fixing!

Ableism

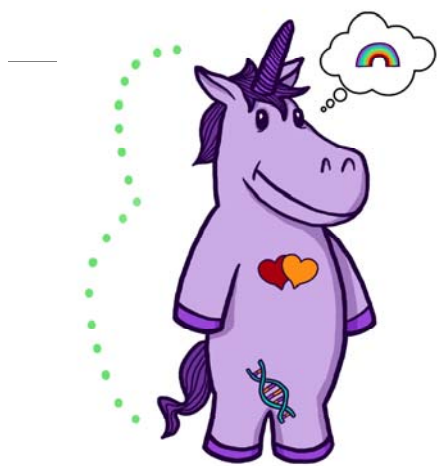
Blatantly obvious – buildings that are not ADA compliant, mocking people with disabilities, failure to provide accommodations

Less obvious – Disability is inspirational or tragic, no closed captioning on videos, being invasive in questioning about the disability

Ingrained in society – “He must be off his meds” “My ideas fell on deaf ears” “The blind leading the blind”

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other/Intersex

Physically Attracted to

- Women
- Men
- Other Gender(s)

Emotionally Attracted to

- Women
- Men
- Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Pronouns

There are no “male/female” or “man/woman” pronouns. **All pronouns can be used for any gender and are gender neutral.**

We also **do not use “preferred pronouns”** due to people generally not having a pronoun “preference” but simply having “pronouns.” Using “preferred” can accidentally insinuate that using the correct pronouns for someone is optional.

Y’all is a great gender neutral pronoun!

What Can You Do?

Use this language and educate yourself on more
Take cultural competence training and then use it

Cultural Competence

Don't just talk about it, be about it!

Knowing, being sensitive to, and being aware do not include action or structural change.

The **integration and transformation of knowledge** about individuals and groups of people **into specific standards, policies, practices, and attitudes** used in appropriate cultural settings to increase the quality of services; thereby producing **better outcomes**.

(National Prevention Information Network)

What Can You Do?

Use this language and educate yourself on more

Take cultural competence training and then use it

Correct colleagues when they refer inappropriately to different people or situations

Push for more opportunities to learn from inclusive patient populations

Include a diverse sample in any clinical research projects and think about why your study might not be diverse in the first place (access!)

Insist on diverse and inclusive research teams

Learn about and collaborate with others on community based research

Thank You!

Questions?

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References

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<https://www.commonwealthfund.org/publications/newsletter-article/2018/sep/focus-reducing-racial-disparities-health-care-confronting>

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Aggregation of Asian-American subgroups masks meaningful differences in health and health risks among Asian ethnicities: an electronic health record based cohort study
<https://bmcpublihealth.biomedcentral.com/articles/10.1186/s12889-019-7683-3>

The Gender Unicorn <https://transstudent.org/gender/>

National Prevention Information Network <https://npin.cdc.gov/pages/cultural-competence>