Diversity, Equity, and Inclusion
Word Bank
Assembly of Student Delegates
Diversity, Equity, & Inclusion Vocabulary

Selected Definitions & Descriptions from:

• AOTA official document: Occupational Therapy’s Commitment to Diversity, Equity, and Inclusion

• Diversity, Equity & Inclusion Vocabulary The Avarna Group

• National Institute of Environmental Health Sciences
Class

Class is determined by the amount of wealth a person has access to through family support, inheritance, property, investments, and is not limited to wage earning. (Louisiana State University, 2020)

Additional Resources
• Social Class in America [Video] (Intelemcom Learning, 2018)
• Social Class & Poverty in the US: Crash Course Sociology #24 [Video] (Crash Course, 2017b)
Colorblindness

Colorblindness is defined as the process by which a person attempts to ignore the existence of race or skin color in service of seeing past race and just seeing the person. (Apfelbaum et al., 2012)

• Race is a component intertwined into everyday life, and it would be ignorant to assume it doesn’t play a major part.
• This deemphasizing of race, however, ignores the real, lived experience of people of color in the U.S. and ignores their experience.

Additional Resource
• Being “Color Blind” Doesn’t Make You Not Racist—In Fact, It Can Mean the Opposite (Vincenty, 2021)
Culture is a set of shared languages, ideas, customs, traditions, beliefs, and practices shared by a group of people. (American Sociological Association, 2021)

Additional Resource
• What is Culture? [Video] (SFU Co-operative Education, 2019)
Cultural Awareness

Cultural awareness is the recognition and conscious observation of the similarities and differences between cultures. (National Center for Cultural Competence, n.d.)
Cultural humility emphasizes humble and empathetic communication with clients and reduces reliance on bias or implicit assumptions and instead encourages intentional listening and openness to various cultures. (AOTA, 2020)

Additional Resource
• Cultural Competence or Cultural Humility? Moving Beyond the Debate (Green-Moton & Minkler, 2020)
Cultural sensitivity is understanding the needs and emotions of your own culture and the culture of others. (National Institute of Environmental Health Sciences, 2007)
Disability culture represents a social identity of empowerment and awareness of mental and physical disabilities, and challenges societal norms and medical and institutional oppression. Disability culture accepts human differences, vulnerability, and interdependence. (AOTA, 2021)

Additional Resources
- [Disability and Health Overview](https://www.cdc.gov/national disability and health overview) (CDC, 2020)
- [Disability Impacts All of Us Infographic](https://www.cdc.gov/national disability impacts all of us infographic) (CDC, 2020)
Diversity is broadly defined as the unique attributes, values, and beliefs that make up an individual (Taff & Blash, 2017) when compared with the context of a group or population. Diversity comes in many forms, including, but not limited to, socioeconomic status, race, sex, ethnicity, age, disability, sexual orientation, gender identity, and religious beliefs. (AOTA, 2020)

Additional Resource
• Diversity and Inclusion in Occupational Therapy: Where We Are, Where We Must Go (Taff & Blash, 2017)
Ethnicity

Ethnicity is defined as a group of people that identify with one another based on shared culture. (Ford & Kelly, 2005)

Additional Resources

- What is Ethnicity? [Video] (PBS, 2019)
- What’s the difference between race and ethnicity? (Bryce, 2020)
Equity is an approach that ensures everyone is given equal opportunity; this means that resources may be divided and shared unequally to make sure that each person can access an opportunity. Equity considers that people have different access to resources because of system of oppression and privilege. Equity seeks to balance that disparity. “Equity is often confused with equality; however, they are significantly different. Equality ensures that everyone receives the same benefit or consequence.” (AOTA, 2020)

Additional Resources

- Equity and Equality [Video] (University of Maine, 2019)
- In Focus: Reducing Racial Disparities in Health Care by Confronting Racism (Hostetter & Klein, 2018)
Genderqueer can be categorized in three ways:
1. Personal identity exists outside of gender binary
2. Refers or rejects the identity of masculine and feminine traits
3. Embraces gender fluidity (Otis, 2015)

Additional Resource
• The Gender Tag: Authentic Gender Expression (Skyler, 2019)
Gender expression is the way that someone outwardly presents their gender through style, demeanor, and social behavior. (Boskey, 2021)

Additional Resource
Gender identity refers to the internal perception of one’s gender and how a person labels oneself. It can correlate with or differ from a person's assigned sex at birth. (HRC, 2020)

Additional Resource
• Range of Gender Identities [Video] (AMAZE, 2019a)
Generalizations are defined as “statements about common trends within a group, but with the recognition that further information is needed to ascertain whether the generalization applies to a particular person.” (Galanti, 2000).

• These statements are not necessarily negative and can be helpful and intended to guide people in their actions.
• Usually qualified by words such as “often,” “sometimes,” and “may.”
“Inclusion is the acceptance and support of diversity wherein the uniqueness of beliefs, values, and attributes is welcomed, valued, and leveraged for maximum engagement” (Taff & Blash, 2017).

“Inclusion is not simply tolerance. [It] inherently embraces the value of all individuals and is the active response to diversity by fostering acceptance, respect, belonging, and value for everyone. To support diversity, inclusion must be actively pursued.” (AOTA, 2020).

Additional Resources

- What is Inclusion? [Video] (Down Syndrome Queensland, 2019)
- Diversity and Inclusion in Occupational Therapy: Where We Are, Where We Must Go (Taff & Blash, 2017)
Intersectionality is defined as the interconnected nature of identity such as race, class, and gender, and the interdependent systems of power and privilege that result from the interconnectedness. (Perlman, 2018)

- For example, a heterosexual black female-identified person may experience power and privilege differently than a queer black female-identified person or a heterosexual white female-identified person.

Additional Resource
- What is Intersectionality? [Video] (Hopkins, 2018)
- Intersectionality and Health Explained [Video] (Sociological Studies Sheffield, 2020)
Indigenous refers to a person or group of people whose culture, identity, and often spirituality are rooted in a particular place.

Additional Resource
Microaggressions are defined as often unconscious everyday behaviors that often unintentionally denigrate someone from a historically marginalized or non-dominant group. (Sue et al., 2007)

• They are small, but if experienced chronically, a person can feel “death by a thousand tiny cuts.”

Additional Resource
• Microaggressions Are A Big Deal: How to Talk Them Out and When to Walk Away (Limbong, 2020)
As developed and defined by Ramugondo (2015), occupational consciousness is the “ongoing awareness of the dynamics of hegemony [the social, cultural, ideological, or economic influence exerted by a dominant group], and recognition that dominant practices are sustained through what people do every day, with implications for personal and collective health.” (p. 488)
Occupational Injustice

**Occupational alienation**
When people lack control over their occupations and experience meaninglessness or purposelessness (Hocking et al., 2011).

**Occupational deprivation**
When people are denied access to occupation over an extended time, with negative consequences for health & well-being (Hocking et al., 2011).

**Occupational marginalization**
When people’s need to exert choices and decision making power as they participate in occupations is hindered (Adapted from Townsend & Wilcock, 2004).

**Occupational imbalance**
Imbalance speaks to being occupied too much or too little to experience meaning and empowerment (Townsend & Wilcock, 2004).

**Occupational apartheid**
Depriving individuals, groups, and communities of meaningful and purposeful activity through segregation due to social, political, and economical factors, and for social status reasons (Simo-Algado et al., 2002).
Occupational Justice

Occupational justice refers to the right of all individuals to participate and have equity in occupational choice to increase their well-being. (AOTA, 2020)
People of color include U.S. citizens who do not identify only as White under the current U.S. Census ethnicity categories. (Raypole, 2020)

Additional Resource

- Let’s Talk About “BIPOC” (Black, Indigenous, People of Color) – YouTube (Pacific Lutheran University, 2020)
Privilege is access to resources (social power) that are only readily available to some people because of their social group membership; it is an advantage, or immunity granted to or enjoyed by one societal group above and beyond the common advantage of all other groups. (National Conference for Community and Justice [NCCJ], 2021).

Additional Resources
• What is Privilege? (NCCJ, 2021)
• Privilege Explained [Video] (Shetty, 2020)
The term *race* has many definitions (Zevallos, 2017).

- Many individuals believe that race is defined as physical, and biological, differences between other groups and cultures (e.g., skin color).
- Other individuals, such as sociologists, define race as both a false construct that historically and currently conflates skin color, and ancestry with behavior and culture.
  - This concept and perspective of race illustrates that the term evolved from an intent to create division.
  - Race, and its social existence, is a widely held assumption and has real consequences for all people.

**Additional Resources**

- [The Origin of Race in the USA [Video]](https://www.pbs.org/wgbh/owg/4race/) (PBS, 2018)
- [Race as a Social, not Biological Construct](https://www.ama-assn.org/daily-magazine/features/race-social-not-biological-construct) (AMA, 2020)
Sex

Sex is a term used to refer to the chromosomal, hormonal, and anatomical characteristics used to classify individuals as male, female, or intersex.
Socioeconomic status is the amount of money one earns in wages each month or year. This can change rapidly.

Additional Resources
- The Impacts of Social Class: Crash Course Sociology #25 – [Video] (Crash Course, 2017a)
- Socioeconomic Status (American Psychological Association [APA], 2021)
Stereotypes are defined as oversimplified ideas we hold about a person based on their identity (Galanti, 2000).

- Usually, stereotypes are based on assumptions, popular opinion, or misinformation, are generally negative, are sweeping and simple, and are often characterized by words such as “always” and “never.”

Additional Resource
- **Stereotypes [Video]** (SFU, 2019)
System of oppression is defined as systems of power in society that advantage certain groups over others, and include ideologies such as racism, sexism, heterosexism, etc. (collectively “the isms”) (Shlasko, 2015)

Additional Resources
- Power, Privilege, and Oppression [Video] (University of Denver, 2018)
- Social Identities and Systems of Oppression (NMAAHC, 2021)
A transgender person’s gender identity (and sometimes expression) does not align with the sex they were assigned at birth. Trans* is an umbrella term that refers to various ways that people transgress gender norms. (University of Florida, 2017)

Additional Resource
- [Gender assigned to us at birth should not dictate who we are](https://www.mcbride2016.com) (McBride, 2016)
A cisgender person’s gender identity (and often gender expression) matches the sex they were assigned at birth. (APA, 2019)
Sexual orientation is the type of attraction one feels for others, often labeled based on the gender relationship between the person and the people they are attracted to.

Additional Resource
• Sexual Orientation: A Spectrum Of Attraction [Video] (AMAZE, 2019b)
Romantic Orientation

Romantic orientation is an affinity for someone that evokes the desire to engage in an emotionally intimate relationship.

Additional Resource
• Sexual Orientation vs. Romantic Orientation (University of South Dakota, 2020)
Organizational Resources

- American Psychological Association
- Advocate: Gay, Lesbian, Bisexual, Transgender, Queer News & Politics
- AMAZE: Age-appropriate info on puberty for tweens and their parents
- American Occupational Therapy Association: Occupational Therapy's Commitment to Diversity, Equity, and Inclusion
- Office on Sexual Orientation and Gender Diversity
- Racism Bias and Discrimination Resources
- Socioeconomic Status Office (SES)
- The Avarna Group: Diversity, Equity & Inclusion Vocabulary
- World Health Organization (WHO)


References


Resources


AMAZE. (2019a). Range of gender identities [Video]. https://www.youtube.com/watch?v=i83VQlADlQw&feature=youtu.be

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