

# ***Improving Healthcare Outcomes by Addressing Access and Equity through the Lens of Maternal Child Health***

**June 16, 2021**

**7:30 – 9:00am**

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## **Glossary:**

**Latinx definition** - Of, relating to, or marked by Latin American Heritage. Used as a gender-neutral alternative to Latino or Latina.

**Social and Structural determinants of health** - Environmental conditions, both physical and social, that influence health outcomes. Socio-political conditions that influence an individual's and community's health.

**Oppression** - Use of institutional power and privilege where one person or group benefits at the expense of another; oppression is the use of power and the effects of domination.

**Implicit Bias** - A positive or negative mental attitude towards a person, thing, or group that a person holds at an unconscious level (implicit) or conscious level (explicit).

**Microaggressions** - A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).

**Racism**- Prejudiced thoughts and discriminatory actions toward a person that intentionally express prejudice, hate or bias based on race.

**Systemic Racism** - The rules, practices and customs once rooted in law with residual effects that reverberate throughout society (ex-redlining).

**Structural Racism** - A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

**Institutional Racism** - The overt and covert forces blocking people of color from accessing the same opportunities as white people.

**Anti-Racism** – Actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

**Social Justice** - A vision of society in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure.

**Restorative Justice**- Theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community.

**Privilege** - Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g., white privilege, male privilege, etc.).

**Power** - Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources.

**Allyship** - Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice.

**Active Bystander** - An “active bystander” is someone who witnesses harassment, bullying, microaggressions, or other harmful or inappropriate behavior and chooses to intervene to stop the behavior and help the person or people affected regain composure or get away from the harmful situation.

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