



WORD MATCH: Equity, inclusion and diversity glossary

DIRECTIONS: Match the term to its definition. Write the correct letter in the space provided.

1. ____ The fair distribution of resources and opportunities to enable and assure optimal health care outcomes.
2. ____ The difference in health outcomes between groups within a population.
3. ____ The systemic and pervasive nature of social inequality woven throughout social institutions, as well as embedded within individual consciousness.
4. ____ The fair and just treatment, access, opportunity and advancement for all people in pursuit of their total well-being.
5. ____ The work of actively opposing racism by advocating for changes in political, economic and social life.
6. ____ The wide range of differences and similarities that exist among people, and that make each of us unique.
7. ____ A positive or negative inclination toward a person, group or community; can lead to stereotyping.
8. ____ At Kaiser Permanente, we are working to improve the conditions for health and equity in the community by addressing the root causes of health, such as economic opportunity, affordable housing and nutritious food.
9. ____ The ways in which institutional policies and practices create different outcomes for different racial groups.
10. ____ Mental shortcuts humans use to process the reality around us. They occur automatically, without our conscious intent and below our awareness.

- a. Bias
- b. Cognitive biases
- c. Diversity
- d. Equity
- e. Health disparity
- f. Health equity
- g. Anti-racism
- h. Institutional racism
- i. Oppression
- j. Social needs



ANSWER KEY:
 1. f, 2. e, 3. i, 4. d, 5. g, 6. c,
 7. a, 8. j, 9. h, 10. b