



INCLUSIVE VOCABULARY – RACE, ETHNICITY AND CULTURE

Treating patients from diverse backgrounds calls for thoughtful consideration and precise language can help patients and their families feel more comfortable when receiving care. Diversity includes:

- Ability.
- Ethnicity.
- Race.
- Religion.
- Sexuality and gender identity.
- Socioeconomic status.

Providing a safe and welcoming environment to all our patients and their families helps us provide better, patient-centered care for everyone.

These guidelines were written by the American Psychological Association and Maysa Akbar, Ph.D., chief diversity officer of the American Psychological Association, the Associated Press, the American Medical Association and the Centers for Disease Control and Prevention.

African American/Black – African American and Black are not always interchangeable. African American is acceptable for those in the U.S., but should not be used an umbrella term for people of African ancestry worldwide because it ignore other ethnicities of national origins such as Nigerian, Kenyan, Jamaican, Bahamian, Puerto Rican or , Panamania, etc. In these cases, use Black.

American Arab, Middle Eastern and North African (AMENA) – There is no standard definition. “Middle Eastern” can include people with ancestry from countries or territories such as Jordan, Iran and Palestine. North African includes people with ancestry from countries such as Algeria, Egypt and Libya.

Asian/Asian American – When writing about people of Asian ancestry from Asia, the term Asian is appropriate. For people of Asian descent from the United States or Canada, the appropriate term is Asian American or Asian Canadian, respectively. It is problematic to group Asian and Asian American as if they are the same group. This usage reinforces the idea that Asian Americans are perpetual foreigners.

Black, Indigenous and People of Color (BIPOC) – BIPOC acknowledges that not all people of color face equal levels of injustice. The term BIPOC is still considered by many to indicate a hierarchy among communities of color. Instead of BIPOC, the preferred terms to use are *people/person of color* and *communities of color*.

Culture – The values, beliefs, languages, rituals, traditions and other behaviors passed from one generation to another in a social group.

Ethnic bias – Different treatment toward people based on their ethnic background often resulting in inequalities in education, employment, health care and housing.

Ethnicity – A characterization of people based on having a shared culture.

Hispanic – You should speak with patients to determine the appropriate choice. Hispanic is not necessarily an all-encompassing term. Some use Hispanic to refer to those who speak Spanish, but not everyone in Latin America speaks Spanish. For example, Portuguese is spoken in Brazil.

Indigenous – Refers to the original inhabitants of a place. In the U.S., *American Indian* or *Indigenous American* are preferred by many Native people, but whenever possible, Native people prefer to be called by their specific tribal name.

Latino/Latinx/Chicano – When casing for individuals who identify as Hispanic, Latino or Latinx, or Chicano, you should ask which they prefer. The term may be preferred by those from Latin American, including Brazil.

People of color – This term is a shift from the term “minority” to refer to people from diverse racial and ethnic backgrounds. Instead, use *people of color* or *communities of color* when referring to groups from diverse backgrounds. Whenever possible, it is better to identify people through their own racial or ethnic group (Black, Chinese American, Mexican American, etc).

People of European origin – The terms *White* and *European American* are acceptable. Whenever possible, it is better to identify people through their own racial or ethnic group like Italian American.

Race – A system of categorizing people based on ancestry or physical characteristics like skin color and hair texture.

Racism – A belief system that wrongly believes some groups of people are superior to others because of ethnicity or things like skin color or hair texture.