

ATTACHMENT A

DEFINITIONS

EQUITY is defined as “the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality” (EO 13985 2021, 7009).

DISPARITY is defined as “unequal outcomes of one racial or ethnic group compared with outcomes for another racial or ethnic group” (Child Information Gateway 2021, 2).

DISPROPORTIONALITY is defined as “overrepresentation or underrepresentation of a racial or ethnic group compared with its percentage in the total population” (Child Information Gateway 2021, 2).

DIVERSITY “means the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities” (EO 14035 2021, 34594).

RACISM is defined as a “system—consisting of structures, policies, practices, and norms—that assigns value and determines opportunity based on the way people look or the color of their skin. This results in conditions that unfairly advantage some and disadvantage others throughout society” (CDC, Racism and Health, n.d.).

UNDERSERVED COMMUNITIES “refers to populations sharing a particular characteristic, as well as geographic communities that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the preceding definition of ‘equity’ ” (EO 13985 2021, 7009).