

**Anglo:** Commonly used to denote mainstream American culture that is derived historically from the Western European, white, Anglo-Saxon, Protestant heritage that was most influential in forging the character of American society.

**Cultural competence:** The capacity to function effectively as an individual and an organization within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities.

**Cultural identity:** An internalized self-definition resulting for the person's selective incorporation of values, beliefs, foundation myths, and customs.

**Culture:** Meanings, values and behavioral norms that are learned and transmitted in the dominant society and within its social groups. Aka refers to the organized pattern of values, beliefs, and behaviors developed and transmitted over time by a social group.

**Cultural humility:** Cultural humility incorporates a lifelong commitment to self-evaluation and self-critique, to redressing the power imbalances in the patient-physician dynamic, and to developing mutually beneficial and non-paternalistic clinical and advocacy partnerships with communities on behalf of individuals and defined populations.

**Discrimination i.e., individual and institutional:** Refers to actions carried out by members of dominant groups or their representatives that have a differential and harmful impact on members of subordinate groups. May be intentional or unintentional, overt or covert.  
*Individual:* Based on the practices of individuals and based on personal bigotry and prejudice.  
*Institutional:* Institutional and embedded in the prescribed policies and practices of an organization, community or governmental structure.

**Ethnicity:** (see Cultural identity) Used to draw distinctions between groups based on cultural rather than racial differences. Refers to shared values, behaviors, and customs as well as patterns of thinking and feeling that distinguish one cultural group from another. Race and ethnicity are socially constructed attempts to group people into racial categories are not only scientifically flawed, but often embedded with racist ideology assuming superiority or inferiority of one group when compared to another.

**Ethnic group:** Individuals sharing a sense of common identity, a common ancestry, and shared beliefs and history.

**Ethnocentrism:** Considering one's own ethnic or national group to be superior to others and using one's own standards to evaluate all other groups.

**Genocide:** As defined by the United Nations it involves acts committed with intent to destroy in whole or in part a national, ethnic, racial, or religious group. Two examples in US history:

The accountable clinician: Sitting with culture and power differentials in therapy Crosby, C. 5-3-18

Slavery imposed on African people, forced removal of Native American children from their parents for placement in boarding schools and Anglo adoptive homes.

Health disparity: Population-specific difference in the prevalence, onset, severity of disease, and differential access to health care.

Heteronormative: The identification of heterosexual (straight) identity as normative.

Heterosexism: A conceptual reference to the oppressive and systematic exclusion experienced by individuals in a statistical minority.

Non-heteronormative (see Heteronormative): The term non-heteronormative acknowledges the social presumption of heterosexism.

Oppression: Refers to a social dynamic in which certain ways of being in this world--including certain ways of identifying or being identified--are normalized or privileged while other ways are disadvantaged or marginalized. Forms of oppression include racism, classism, sexism, heterosexism, anti-Semitism, ableism, colonialism, and other "isms." Anti-oppressive education aims to challenge multiple forms of oppression.

Pejorative tradition: The most widely accepted theories of social and psychological growth and development have claimed to varying degrees of universality, while reflecting primarily Anglo dominant values and norms. Pejorative tradition refers to the tendency to view marginalized people and their personality structures as "deficient" in empirical research, theory and literature.

Prejudice: Refers to preconceived and poorly informed judgments about people. Prejudice is an old phenomenon having deep roots in human history in contrast with stereotyping (as a well-developed racist ideology) is a relatively new term and most likely developed with European colonialization.

Privilege: The unearned advantages enjoyed by a particular group simply because of membership in that group. Privileges accrue to those who (consciously or not) oppress others and are generally invisible to those who enjoy them. It is quite visible to those to whom it is denied.

Racism: An ideology that portrays members of another group as being inferior based on unchangeable physical attributes such as skin color. May be manifest through individual actions or institutional policies and activities denying access opportunity power or privilege to members of the inferior group.

Stereotype: An overgeneralized and rigid definition of group characteristics that is assigned to people based on their membership in the group. *Along with prejudice a stereotype can be stated as positive or negative and both are problematic based on overgeneralization.*