Setting the Context Activity - Work interactively at tables to match the terms to the correct definition

1. *Cultural responsiveness*	a. The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. Also includes root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
2. *Racial equity*	b. Describes the capacity to respond to the needs of diverse communities. It thus requires knowledge and capacity at different levels of intervention: systemic, organizational, professional and individual.
3. *Racial disparities*	c. Consists of those established laws, customs and practices which systematically reflect and produce racial inequalities… whether or not the individuals maintaining those practices have intentions to create inequality.
4. *Racism*	d. Comprehensively addresses racial power hierarchies throughout the organization, aiming to equalize power and/or minimize harm and exclusion demonstrated in "power over" relationships in areas such as: • Policies that create a differential impact on people from different racial groups • Governance structures and policies (looking for how power is shared, decisions made, those usually excluded are included) • How the organization addresses conflicts and dynamics of inclusion and exclusion • How it is accessible to those who speak English as another language • HR practices – who it hires, how they are skilled, prepared and held accountable • Cultural norms and what is valued and what is devalued • Relationships with racial groups in the region, including its responsiveness to expectations
5. *Institutional racism*	e. A pattern within an organization or groups of organizations that creates negative treatment and/or results for a group of people based on their race, regardless of whether the institution's leaders or staff intended for such outcomes to occur.
6. *Whiteness and white privilege*	f. An organization that is on a committed path to improvement and becoming effective and hardwired to be responsive to the interests of communities of color, service users of color and staff of color.
7. *Culturally responsive organization*	g. Differences between population groups in the presence of any form of incidence or outcomes, including access to services. These include both acceptable and unacceptable differences. Healthy People 2020 calls these as "a particular type of [health] difference that is closely linked with social, economic, and/or environmental disadvantage; also adversely affect groups of people who have systematically experienced greater obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion."
8. *Racially equitable organization*	h. A system in which one group of people exercises power over another (or others) on the basis of socially constructed categories based on distinctions of physical attributes such as skin color.