

EQUITY DEFINITIONS

EQUALITY

Treating everyone the same, no matter who they are. It means giving everyone the same options, no matter what they already have or need.

EQUITY

To treat everyone fairly, sometimes we need to treat people differently based on their needs. Focusing on equity means trying to make things just (like justice) by thinking about the different ways certain groups get more help or face more harm.

RACIAL INEQUITY

When different racial groups do not have the same chances or resources. This means some groups might have fewer opportunities in things like school, healthcare, or owning a home. It's unfair because it treats people differently based on their race. These differences shouldn't happen if everyone had the same chances.

DISPARITIES

Differences that are unfair or not equal. It can be related to a person's race, religion, money situation, gender, age, mental health, or physical disabilities and can affect their health, education, or opportunities. These differences can mean that some groups of people have less access to what they need compared to others. This is often caused by discrimination or being left out of decision-making or just left behind.

IMPLICIT BIAS

When someone has automatic thoughts or feelings about a person or group without realizing it. These hidden ideas can affect our understanding, actions, decisions, and how we treat others, even if we don't mean to.

EXPLICIT BIAS

When someone has clear and openly stated beliefs or opinions about a person or group. These are thoughts and feelings that people are aware of and say or do on purpose.

PERSON WITH A DISABILITY

Someone who has a physical or mental condition that makes it much harder to do certain life activities. Disabilities can affect the body, mind, or how someone learns or grows, and they might not always be easy to see.

MICROAGGRESSIONS

Actions, words, or behaviors can hurt people, whether it's on purpose or not. These hurtful messages can be about someone's race, gender, or other identities. Even though they may be small, having them every day adds up and makes people feel worse and worse. It can even affect a person's mental or physical health. Here are some common examples:

- "Where are you really from?"
- "What are you?"
- "You don't act like a normal Black person."
- "You're really pretty for a dark-skinned girl!"



Public Health

Prevent. Promote. Protect.

FREDERICK COUNTY
HEALTH DEPARTMENT

The terms above have been gathered from a variety of resources and rephrased into plain language using ChatGPT.

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