



# IDAHO ACADEMY OF FAMILY PHYSICIANS

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## STRONG MEDICINE FOR IDAHO

This glossary is designed to help provide further details about key terms and concepts utilized in the IAFP's Diversity Equity Inclusion and Belonging (DEIB) work.

### Key DEIB Terms\*

**Diversity**—Is about the representation of different experiences and identities that can be measured by numbers and is usually tracked by race, gender, sexual identity, age, education, and socioeconomic background.

**Equity**—Requires changes to structures of power and privilege that reduce or eliminate disparities in access for underrepresented groups.

**Inclusion**— Is focused on participation by diverse populations that are meaningfully engaged in decisions about policies and practices within an organization or community.

**Belonging**--Is achieved by creating an evolving and ongoing culture where all people feel comfortable across differences in identity and experience. This is manifested in relationships, conversations, physical space, and writing.

**BIPOC**—Black, Indigenous, People of Color. This term is intended to center the experiences of people of color and demonstrate solidarity between these communities.

**Social Determinants of Health**—Conditions in the environments in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.

\*The above definitions were adapted from:

[Digdeepforequity.org](https://digdeepforequity.org)

[Rural Health Information Hub](#)