

Racial Equity Action Plan

Glossary

December 2021

This glossary is a supporting resource for AIDS Foundation Chicago (AFC)'s Racial Equity Action Plan. Below are definitions and examples for terms that are found within the plan.

AIDS Run & Walk Chicago (ARWC) AIDS Run & Walk Chicago is an annual event AFC hosts each year to raise awareness and funds for AFC and more than 20 HIV-service organizations in the Chicagoland area. Since its inception in 2001, AIDS Run & Walk Chicago has raised more than \$5.5 million to end the HIV epidemic in the state.

AFC Policy Priorities Each state legislative session, AFC names policy priorities that consist of legislation the policy and advocacy team will advocate for in Springfield. For instance, during the 2020 legislative session, AFC named HIV decriminalization as a policy priority, advocated for it with coalition partners during session and successfully got it passed. AFC's policy priorities are a quick way to check in on the policy and advocacy team's legislative focus areas for a given session.

AFC Priority Populations/Communities AFC priority populations/communities are those disproportionately impacted by HIV and homelessness. For HIV, the priority communities are Black and Latino/e/x gay and bisexual men, transgender women of color and Black cisgender women. For homelessness, the priority community is Black men. We also seek to meet the evolving needs of older adults living with HIV and long-term survivors.

Antiracist To be antiracist is to oppose racism in all forms, including racist policies, actions and language.

Best Practices and Standards Merriam-Webster defines a best practice as “a procedure that has been shown by research and experience to produce optimal results and that is established or proposed as a standard suitable for widespread adoption.”

Capacity Building and Technical Assistance Capacity building and technical assistance is a service AFC provides to support other HIV service organizations and Black and Latina/o/e/x-led organizations to grow their capacity to serve their clients. AFC staff work directly with organizations to increase funding, build out communications and more. Often Black and Latina/o/e/x-led organizations lack the same resources as white-led organizations to grow their missions because of systemic racism. Capacity building and technical assistance bridges that gap and is a prime example of racial equity work in practice.

Community Advisory Board AFC’s community advisory boards are comprised of people who’ve received AFC’s services. Each community advisory board member volunteers to serve on a board to provide insight and feedback from their lived experience on programming that helps AFC better its service to existing and future clients.

Community Engagement Community engagement is the process of getting feedback from communities on the issues that matter most to them and inviting them into opportunities, programs and services an organization or group offers. For AFC, our staff engage communities disproportionately impacted by HIV and homelessness through various means including conducting outreach, forming relationships, joining groups and more. AFC then provides programming, opportunities, services, care, policy recommendations and more based on those interactions. Community

engagement helps AFC center those we serve, amplify and support in all aspects of our work.

Donor A donor is any individual who supports AFC financially. Our donors help us end the HIV epidemic by giving us financial resources to provide services to people living with HIV and people experiencing housing instability.

Ethnicity Ethnicity refers to one's nationality, ancestry, regional culture and language. People of the same ethnicity share the same cultural descent or background. Whereas race can group people regardless of culture, ethnicity is specific to a culture. Examples of ethnicities are German, Portuguese and Chinese, whereas examples of race are white, Black and Brown.

Individual Racism Individual racism is racism enacted by an individual towards another individual or group of individuals instead of a system. Examples of individual racism include stereotyping, discriminating, microaggressions, using racist language, and physically assaulting or putting someone in harm's way because of their race. (See also "systemic racism.")

Language Access Needs Assessment A language access needs assessment is a process through which AFC's research and evaluation department will gauge what language needs exist amongst our clients and audiences. Through research and surveys, this assessment will provide the basis on which AFC can update current and future communications with language in mind. This is an important aspect of racial equity because not all Black, Latina/o/e/x and other people of color speak English as a first language. By creating and facilitating an assessment, we can make sure all of our services, materials and programming are accessible to all clients, regardless of primary language.

Learning Circle Collaborative AFC's Learning Circle Collaborative (LCC) offers microgrants and capacity building to support local social service providers. The LCC is designed to improve agency infrastructure to achieve organizational

goals such as health outcomes, community needs, and access to care services. The LCC is based on the concept and understanding of capacity building that emphasizes agency effectiveness and shared learning and seeks to enhance the ability of organizations to achieve their missions.

Living Wage A living wage is the minimum income required to meet an individual's basic needs, which includes housing, clothing, food and medicine for themselves and those they care for.

Microaggressions Merriam-Webster defines microaggressions as “comments or actions that subtly and often unconsciously or unintentionally express a prejudiced attitude toward a member of a marginalized group such as a racial minority.” Targets of microaggressions often don't experience the events as small or minimal. Instead, these are harmful occurrences that are sometimes normalized because of the label “microaggressions.” An example of a microaggression is mistaking one Black person for another. Another is failing to learn the correct pronunciation of a person's name.

Objectives Each objective represents the larger goals we hope will put us closer to achieving racial equity at AFC and in our sphere of influence. Each goal has associated tasks, timelines, people responsible and performance measures.

Performance Measure The performance measure is a metric used to identify if or how well a task has been accomplished. If you were hungry, and your task was to satisfy your hunger a performance measure could be “I'm no longer hungry.” Once you are full, you know you've completed the task. Performance measures help us make sure we are getting the work done.

Person Responsible This refers to the AFC staff member who is responsible for a specific task's completion. The person responsible is also the point person for

all tasks in which they are listed as the person responsible. In most cases, they will be leading a team that will work with them to complete the task.

Power Intergroup Resources explains power as “the ability to accomplish something or act in a certain manner...People with power have the opportunity to shape their lives and the larger world around them. Power is unequally distributed globally and in the United States; some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few social mechanisms through which power operates.”

Progress Report The progress report provides a status update on a task. Some tasks might be complete, while others are in progress or delayed.

Race As racialequitytools.org notes, “race is a made up social-construct not a biological fact.” Race has been used historically to group people and dehumanize, enslave, harm and deny resources to certain groups of people. The way in which we currently understand race and group people is important in identifying inequalities. Examples of race include white and Black.

Racial Equity Ibram K. Kendi defines racial equity as “when two or more racial groups are standing on relatively equal footing.” An example of this would be if Black, Latina/o/e/x and white households had relatively equal amounts of wealth in the United States. Instead, there are wealth gaps between each racial group. White households have 10 times more wealth than Black households and 8 times more wealth than Latina/o/e/x households ([About the Racial Wealth Gap - The Chicago Community Trust \(cct.org\)](#)). Racial equity work involves bridging unequal footing like wealth gaps through policies and other actions.

Racial Healing Circles The Center for Equity and Inclusion at the University of Washington explains racial healing circles as “opportunities to explore one’s

racial identity, the role of race and racism in society, and the ways we can collectively live antiracist lives. In the tradition of Indigenous circle processes, healing circles draw on our relationships, our stories, and our communal wisdom to learn from and with one another about how we can live together in ways that heal rather than cause trauma.” Trained practitioners facilitate racial healing circles with groups.

“Racism is a Public Health Crisis” Framework This framework underscores that racism impacts health outcomes in the United States. It acknowledges that in order to achieve equitable health outcomes for all people, we must dismantle racism, which limits access to employment, housing, health care and more because of one’s race. An example that illustrates how racism impacts health was evidenced most recently during the COVID-19 pandemic. Black, Latina/o/e/x and other people of color died at higher rates from COVID-19 than their white peers, because of systemic racism that manifested in housing, employment, incarceration, transportation and food deserts.

Social Determinants of Health The Centers for Disease Control and Prevention (CDC) defines the social determinants of health as “conditions in the places where people live, learn, work and play that affect a wide range of health and quality-of-life risks and outcomes.” Examples of social determinants include economic stability, racism and access to education, transportation and grocery stores. Without stable income, you might lose your housing, be unable to afford healthy food or afford transportation to and from doctors’ appointments. All of those conditions would impact your health. That’s why when we talk about health, we don’t just talk about health care, we consider all of the conditions that impact people.

Systemic Racism Systemic racism is racism enacted by systems or policies within systems. An example of systemic racism is the requirement for standardized tests like the ACT and SAT to gain access to higher education. Many Black and Latina/o/e/x people lack access to the expensive testing prep

needed to do well on these exams. Yet, many colleges and universities continue to require them or use the scores as a measure of college-readiness. The policy is racist and enacted within the system of higher education. Other examples include redlining, dress code policies, and policies that limit a returning citizen's rights and abilities to support themselves upon re-entry.

Tasks A task is the work that needs to be done to achieve the larger objectives. Tasks are the steps needed to achieve a larger goal. If your goal was to cook dinner, some tasks could include: make a meal plan, go to the grocery store, purchase food, cook, and eat.

Team to End AIDS (T2) Team to End AIDS is an endurance team that raises awareness, reduces stigma and raises funds aimed at creating health equity for people living with and disproportionately impacted by HIV. More specifically, the team raises funds for AFC through endurance sports, such as marathons and half-marathons.

Timelines Timelines refer to the time period AFC staff will follow to address specific tasks. The racial equity action plan is a three-year plan. Some of the tasks are assigned to year 2022, while the others 2023 or 2024. If you see a timeline next to a task, that gives you an idea of when AFC expects to start and complete a task.

World of Chocolate World of Chocolate is AFC's annual fundraising event supporting AFC's efforts to mobilize communities and create equity and justice for people living with and disproportionately impacted by HIV and other chronic conditions.

Zero-Tolerance Policies Zero-tolerance policies aim to prevent an undesirable action by establishing clear, non-negotiable consequences if that action ever occurs. If there is a zero-tolerance policy for racism, any instance of racism could result in predefined consequences, such as termination. The

consequence would both punish the instance of racism while also discouraging others from doing a racist action. The purpose of a zero-tolerance policy is to maintain a sense of safety for those within a group or organization and to maintain desired norms by punishing harmful actions that work against established values.

For more definitions of terms related to racial equity, please visit [this comprehensive glossary](#) by racialequitytools.org. If you'd like to see a term added to this glossary, please email Bailey Williams, AFC's Communications and Media Relations Manager, at bwilliams@aidschicago.org.