

Racial Justice Competencies

Public Health Professionals



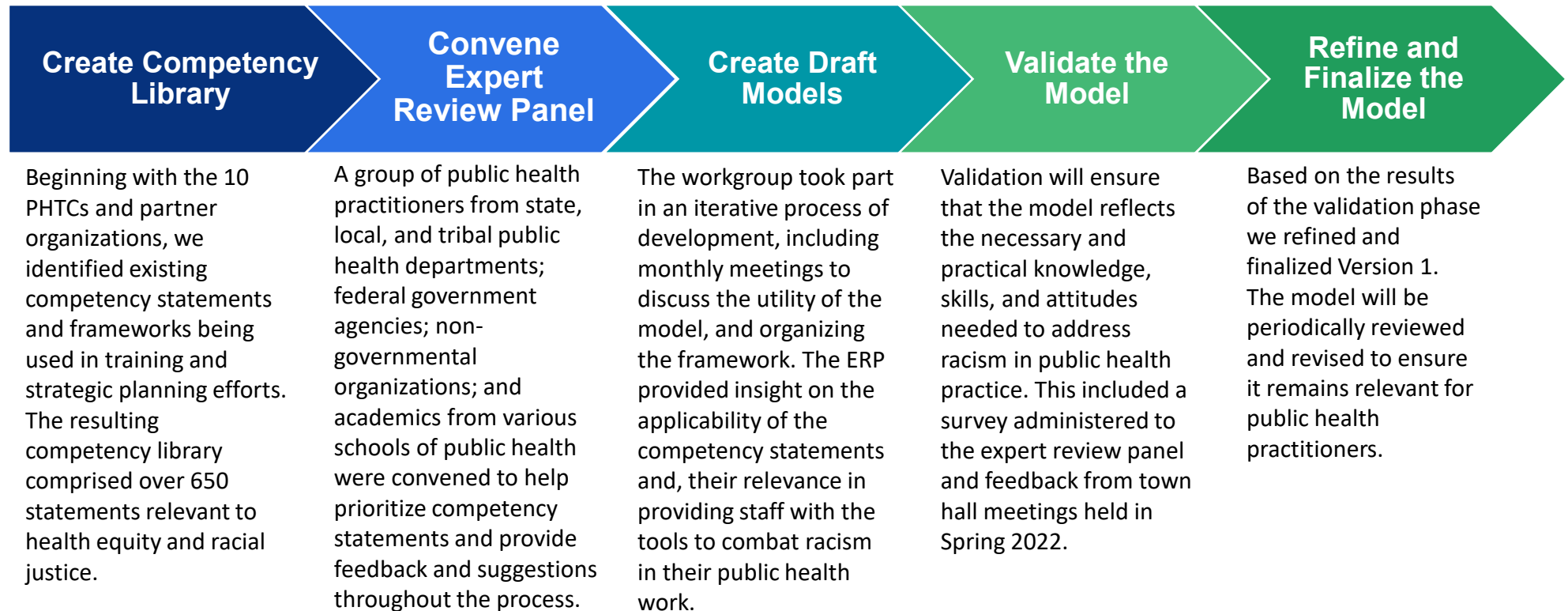
**PUBLIC HEALTH
TRAINING CENTER
NETWORK**

Introduction

In October 2020, the Public Health Training Center Network (PHTCN) formed a workgroup to explore the development of a racial justice competency model. An Expert Review Panel (ERP) was formed to establish clear, specific, consensus-based recommendations and produced a Racial Justice Competency Model for Public Health Professionals (RJCM).

Potential uses of the model include:

- State, Tribal, Local, and Territorial health departments, the RJCM could be helpful in crafting job descriptions and/or assessing job qualifications for a position. The model could also be used for longer-term projects and planning, such as strategic planning and developing training plans
- Educators, trainers, and researchers the competencies could be used to revamp existing public health courses or curricula and could be incorporated into new trainings



Racial Justice Competencies

After many revisions and updates, the RJCM now contains 51 total statements (17 introductory, 17 intermediate, 17 leading). We will further revise and update the competencies periodically based on input and feedback.

Domain	Introductory	Intermediate	Leading
Assessment	Examine social issues and messages for racial biases and their impact on oneself and others' thinking, emotions, and behaviors	Evaluate the effects of policy issues and actions on BIPOC and other marginalized groups, both within and outside the organization	Manage emerging issues using systematic problem-solving and adaptive skills
	Recognize the intersecting and interdependent systemic discrimination some face because of race, gender, sexuality, gender identity, ability, and other critical forms of identity	Identify existing relationships affecting community health and resilience (e.g., relationships among health departments, hospitals, community health centers, primary care providers, schools, community-based organizations, environmental agencies and organizations, businesses, financial institutions, housing authorities, and other types of organizations)	Interpret the interrelationships of factors affecting the health of a community (e.g., social determinants of health, inequity, income, education, environment, demographic trends, and legislation)
	Describe historical and current conditions that contribute to disparities in health outcomes between populations	Examine historical and current conditions that actively contribute to disparities in health outcomes between populations today	Create mechanisms for addressing historical and current conditions that contribute to disparities in health outcomes between populations

Racial Justice Competencies

Domain	Introductory	Intermediate	Leading
Assessment	Identify assets and resources for improving health in a community (e.g., community coalitions, community-based organizations, etc...)	Create opportunities for individuals and organizations within a community, including non-traditional or unconventional partners, to collaborate to improve health	Support opportunities for individuals and organizations within the community to maintain assets and resources for improving health
	Reflect on one's own identity, power, privilege, and oppression, and how these factors influence experiences, biases, and choices	Analyze internal and external factors and barriers that may affect implementation of population health policies, programs, and services	Assemble data to inform policies, programs, and services when addressing barriers or social determinants of health and health inequities
	Describe how conditions of power shape social determinants of health and health inequities	Examine how various individual conditions (WHO intermediary determinants), and population-level systems and policies (WHO structural determinants) drive health inequities	Evaluate how various individual conditions (WHO intermediary determinants), and population-level systems and policies (WHO structural determinants) drive health inequities
Policy Development	Describe racial justice and health equity concepts (e.g. race, four levels of racism, health inequities, root causes of inequities, social determinants of health, oppression, privilege, implicit bias, racial justice) and the relationships among them	Examine the historical role of racism in medicine, public health, intersectional oppression, and racial justice strategies	Identify opportunities for organizational, regional, state and federal policy changes to address inequities

Racial Justice Competencies

Domain	Introductory	Intermediate	Leading
<p style="text-align: center;">Policy Development</p>	<p>Describe the concept and value of diversity as it applies to individuals and populations (e.g., language, culture, socioeconomic status, education, race, gender, age, ethnicity, sexual orientation, profession, religious affiliation, mental and physical abilities, etc...)</p>	<p>Implement effective channels and strategies to engage diverse public and professional audiences in dialogue about complex health information</p>	<p>Illustrate strategies and policies to engage diverse audiences, particularly in decision-making processes, incorporating feedback from those involved and/or affected by policy changes</p>
	<p>Recognize how privilege and power dynamics appear for oneself within the organization</p>	<p>Identify how privilege and power dynamics influence policies, programs, and services within the organization and community</p>	<p>Organize conversations with community, governing bodies, and elected officials regarding policies, programs, and services that address inequities and strengthen the community</p>
	<p>Examine policies, programs, and services that effect the diversity of individuals and populations under discussion</p>	<p>Collaborate with the community to identify systemic and structural barriers that perpetuate health inequities (e.g., discriminatory policies, lack of affordable housing or public transportation, and food deserts)</p>	<p>Implement strategies with the community to reduce systemic and structural barriers that perpetuate health inequities (e.g., discriminatory policies, lack of affordable housing or public transportation, and food deserts)</p>
	<p>Advocate for policies or decisions that improve the physical, environmental, social, and economic conditions in the community</p>	<p>Develop plans and policies that include specific and meaningful goals and action items that improve the conditions in the community</p>	<p>Demonstrate equitable use of power among staff through planning, programming, policy development, implementation, evaluation, and improvement</p>

Racial Justice Competencies

Domain	Introductory	Intermediate	Leading
Assurance	Share resources, approaches, and tools on structural racism, racial justice, and health equity work	Advocate for health equity, social and environmental justice (e.g., sharing power, educating public and policymakers, and influencing funding)	Critique structural and systemic racism embedded within public systems, policies, and practices to advance health equity
	Define the roles of public health in addressing and dismantling racism and systemic discrimination	Identify strategies for assessing equity, diversity, and inclusion of BIPOC and other marginalized groups in the public health workforce including at the leadership level	Create strategies to sustain a diverse and inclusive public health workforce (e.g., recruitment, retention, and promotion practices; creating inclusive, safe work environments; respecting diverse perspectives; sustaining a culture that values collaboration, peer learning, flexibility, and equal opportunity)
	Demonstrate equitable use of power among staff through planning, programming, policy development, implementation, evaluation, and improvement	Identify opportunities within and external to the organization to engage diverse stakeholders in advancing health equity and racial justice	Collaborate with various stakeholders, government agencies, and organizations to develop shared ownership and accountability for addressing health equity on an ongoing basis
	Develop a common language of racial justice and health equity terms for use within your organization	Practice in ongoing learning about racial justice and health equity (e.g., attending community sessions, engaging in dialogue with colleagues, independent research, community events, etc...)	Design opportunities that build collective knowledge between racial justice, health equity, and public health

Racial Justice Competencies

Domain	Introductory	Intermediate	Leading
Assurance	Identify effective mechanisms to highlight equity issues within the organization	Demonstrate confidence in challenging inequities and the status quo to create paradigm shifts in organizational policy and practice	Evaluate the organization's capacity to act on the root causes of health inequities, systemic racism, and racial disparities
	Foster empathy and social skills to advance health equity and racial justice in work and interpersonal dynamics	Monitor a high-level of self-awareness, empathy, and social skills in work and interpersonal dynamics	Implement health equity and racial justice principles through teaching and/or mentoring peers on self-awareness and reflection, empathy, and interpersonal dynamics

Gaining knowledge and skills around racial justice is a lifelong process and everyone starts and progresses at a different pace. We encourage you to explore these competencies across levels as it makes sense for you and your organization to do. If you would like to contribute feedback to the racial justice competencies, please visit our website <https://rjcmph.org/>.

Glossary

Here is a list of common terms and definitions our workgroup found helpful. This list is not exhaustive of all the terms available; however, it is a good starting point to help familiarize yourself with some of the common terms.

Term	Definition
ALLY	<p>An action, not an identity. Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
ANTI-OPPRESSION ORGANIZATION	<p>An organization that actively recognizes and mitigates the oppressive effects of white dominant culture and power dynamics, striving to equalize that power imbalance internally and for the communities with which they work.</p> <p>Source: https://equityinthecenter.org/wp-content/uploads/2020/09/eic_aww-pub_wip_final.pdf</p>
ANTI-RACISM	<p>Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
BIPOC	<p>Black, Indigenous, and People of Color</p>
CISGENGER	<p>A term (pronounced sis-gender) used to refer to an individual whose gender identity aligns with the sex assigned to them at birth. The prefix cis- comes from the Latin word for “on the same side as.” People who are both cisgender and heterosexual are sometimes referred to as “cishet” (pronounced sis-het) individuals. The term cisgender is not a slur. People who are not trans should avoid calling themselves “normal” and instead refer to themselves as cisgender or cis.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
COMMUNITY HEALTH	<p>A multi-sector, multi-disciplinary collaborative enterprise that uses public health science, evidence-based strategies, and other approaches to engage and work with communities in a culturally appropriate manner, to optimize the health, quality of life, and SDH of all persons who live, work, or otherwise active in defined communities.</p> <p>Source: Levels of HRSN & SDH Integration Framework</p>

Glossary

Term	Definition
COLONIZATION	<p>Colonization can be defined as some form of invasion, dispossession and subjugation of a people. The invasion need not be military; it can begin or continue as geographical intrusion in the form of agricultural, urban, or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
COLORISM	<p>Using white skin color as the standard, colorism is the allocation of privilege and favor to lighter skin colors and disadvantage to darker skin colors. Colorism operates both within and across racial and ethnic groups.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
DECOLONIZATION	<p>The active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonized nation's own indigenous culture. This process occurs politically and applies to personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
DISCRIMINATION	<p>The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>
DIVERSITY	<p>Includes all the ways in which people differ and encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender, but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.</p> <p>Source: https://www.racialequitytools.org/glossary</p>

Glossary

Term	Definition
DOMINANT CULTURE	<p>Refers to organizational culture that is heavily influenced by the leadership, management, and organizational development as defined by white men and women.</p> <p>Source: https://equityinthecenter.org/</p>
EQUITY	<p>Refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and adjust imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.</p> <p>Source: https://www.naceweb.org/about-us/equity-definition/</p>
ETHNICITY	<p>A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. Examples of different ethnic groups are Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White).</p> <p>Source: https://www.racialequitytools.org/glossary</p>
GENDER IDENTITY	<p>A person's deeply held core sense of self in relation to gender. Gender identity does not always correspond to biological sex. People become aware of their gender identity at many different stages of life, from as early as 18 months and into adulthood. Gender identity is a separate concept from sexuality and gender expression.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
HEALTH EQUITY	<p>Everyone has a fair and just opportunity to be as healthy as possible. Health inequities are reflected in differences in length of life; quality of life; rates of disease, disability, and death; severity of disease; and access to treatment. Achieving health equity requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.</p> <p>Source: https://www.rwjf.org/en/library/research/2017/05/what-is-health-equity.html</p>

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Term	Definition
IMPLICIT BIAS	<p>Implicit biases are negative associations that people unknowingly hold. They are expressed automatically and without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves.</p> <p>Source: https://equityinthecenter.org/</p>
INCLUSION	<p>Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
INDIGENEITY	<p>Indigenous populations are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world, overcame them and, by conquest, settlement, or other means, reduced them to a non-dominant or colonial condition; who today live more in conformity with their particular social, economic, and cultural customs and traditions than with the institutions of the country of which they now form part, under a State structure which incorporates mainly national, social, and cultural characteristics of other segments of the population which are predominant.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
INSTITUTIONAL RACISM	<p>How institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>
INTERSECTIONALITY	<p>Intersectionality is how race, class, gender, and other individual characteristics “intersect” with one another and overlap. It is the acknowledgement that everyone has their own unique experiences of discrimination and oppression, and we must consider everything and anything that can marginalize people – gender, race, class, sexual orientation, physical ability, etc.</p> <p>Source: https://www.mvorganizing.org/how-does-kimberle-crenshaw-define-intersectionality/</p>

Glossary

Term	Definition
LGBTQ+	<p>An acronym that collectively refers to individuals who are lesbian, gay, bisexual, transgender, or queer, sometimes stated as LGBT (lesbian, gay, bisexual, and transgender) or, historically, GLBT (gay, lesbian, bisexual, and transgender). The addition of the Q for queer is a more recently preferred version of the acronym. The Q can also stand for questioning, referring to those who are still exploring their own sexuality and/or gender. The “+” represents those who are part of the community but for whom LGBTQ does not accurately capture or reflect their identity.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
LIBERATION	<p>The creation of relationships, societies, communities, organizations, and collective spaces characterized by equity, fairness, and the implementation of systems for the allocation of goods, services, benefits, and rewards that support the full participation of each human and the promotion of their full humanness.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
MACROAGGRESSION	<p>A macroaggression is overt racism, as “gross, dramatic, obvious” manifestations of racism.</p> <p>Source: https://link.springer.com/content/pdf/10.1007%2F978-3-319-70332-9.pdf</p>
MARGINALIZATION	<p>Social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or “mainstream” society.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
MICROAGGRESSIONS	<p>Everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>
MULTICULTURAL COMPETENCY	<p>Process of learning about and becoming allies with people from other cultures, broadening our own understanding and ability to participate in a multicultural process.</p> <p>Source: https://www.racialequitytools.org/glossary</p>

Glossary

Term	Definition
NEOCOLONIALISM	<p>Represents the actions and effects of certain remnant features and agents of the colonial era in a given society. Post-colonial studies have shown extensively that despite achieving independence, the influences of colonialism and its agents are still very much present in the lives of most former colonies. Practically, every aspect of the ex-colonized society still harbors colonial influences. These influences, their agents and effects constitute the subject matter of neocolonialism.</p> <p>Source: https://iep.utm.edu/neocolon/</p>
NONBINARY	<p>Refers to people who do not subscribe to the gender binary. They might exist between or beyond the man-woman binary. Some use the term exclusively, while others may use it interchangeably with terms like genderqueer, genderfluid, gender nonconforming, gender diverse, or gender expansive.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
OPPRESSION	<p>Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
PATRIARCHY	<p>Historically based, institutionally perpetuated system of exploitation and oppression in which those assigned male, or those exhibiting characteristics that have been assigned male, hold ultimate authority and privilege central to social organization, occupying roles of political leadership, moral authority, and control of property. It implies and entails female subordination. Can result in gendered outcomes even without specific gendered animus articulated between individuals.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
POWER	<p>Power can be understood as the ability to influence others and impose one's beliefs. All power is relational, and the different relationships either reinforce or disrupt one another. Power is unequally distributed globally, and within U.S. society; 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 key social mechanisms through which power operates.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>

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Term	Definition
PREJUDICE	<p>A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or group toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>
PRIVILEGE	<p>Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g., white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because they are taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
RACE	<p>Race refers to the concept of dividing people into populations or groups based on various sets of physical characteristics (which usually result from genetic ancestry). Races are assumed to be distinguished by skin color, facial type, etc.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>
RACIAL EQUITY	<p>Racial equity is the condition that would be achieved if one's racial identity no longer predicted how one fares. Racial equity requires work to address root causes of inequities, not just their manifestation, including elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
RACIAL INEQUITY	<p>Racial inequity is when two or more racial groups are not standing on approximately equal footing, such as the percentages of each ethnic group in terms of dropout rates, single family home ownership, access to healthcare, etc.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
RACIAL JUSTICE	<p>The systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live. A “racial justice” framework can move us from a reactive posture to a more powerful, proactive, and even preventive approach.</p> <p>Source: https://www.aecf.org/blog/racial-justice-definitions</p>

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Term	Definition
RACISM	<p>Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
RESTORATIVE JUSTICE	<p>A theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
QTPOC	<p>Queer Trans People of Color</p>
SOCIAL DETERMINANTS OF HEALTH (SDH)	<p>Underlying community-wide social, economic, and physical conditions in which people are born, grow, live, work, and age.</p> <p>Source: Levels of HRSN & SDH Integration Framework</p>
STRUCTURAL DETERMINANTS	<p>The climate, socioeconomic-political context (e.g., societal norms, macroeconomics, social policies), and the structural mechanisms that shape social hierarchy and gradients (e.g., power, class, racism, sexism).</p> <p>Source: Levels of HRSN & SDH Integration Framework</p>
STRUCTURAL RACISM	<p>The normalization and legitimization of an array of dynamics – historical, cultural, institutional, and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics, and entire social fabric.</p> <p>Source: https://www.racialequitytools.org/glossary</p>

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Term	Definition
SYSTEMIC EQUITY	<p>Systemic equity is a complex combination of interrelated elements consciously designed to create, support and sustain social justice. It is a dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits and outcomes.</p> <p>Source: https://www.aecf.org/blog/racial-justice-definitions</p>
SYSTEMIC (SYSTEMATIC, STRUCTURAL, INSTITUTIONAL) RACISM	<p>Policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. It differs from overt discrimination in that no individual intent is necessary. Inequalities rooted in the system-wide operation of a society that excludes substantial numbers of members of particular groups from significant participation in major social institutions.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>
TOKENISM	<p>Covert racism; gives those in power the appearance of being non-racist and even champions of diversity because they recruit and use people of color (POC) as racialized props.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
TRANSGENDER	<p>Often shortened to trans. A term describing a person's gender identity that does not necessarily match their assigned sex at birth. Transgender people may or may not decide to alter their bodies hormonally and/or surgically to match their gender identity. This word is also used as an umbrella term to describe groups of people who transcend conventional expectations of gender identity or expression—such groups include, but are not limited to, people who identify as transsexual, genderqueer, gender variant, gender diverse, and androgynous. “Trans” is often considered more inclusive than transgender because it includes transgender, transsexual, transmasc, transfem, and those who simply use the word trans.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
WHITE FRAGILITY	<p>A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation.</p> <p>Source: https://www.racialequitytools.org/glossary</p>

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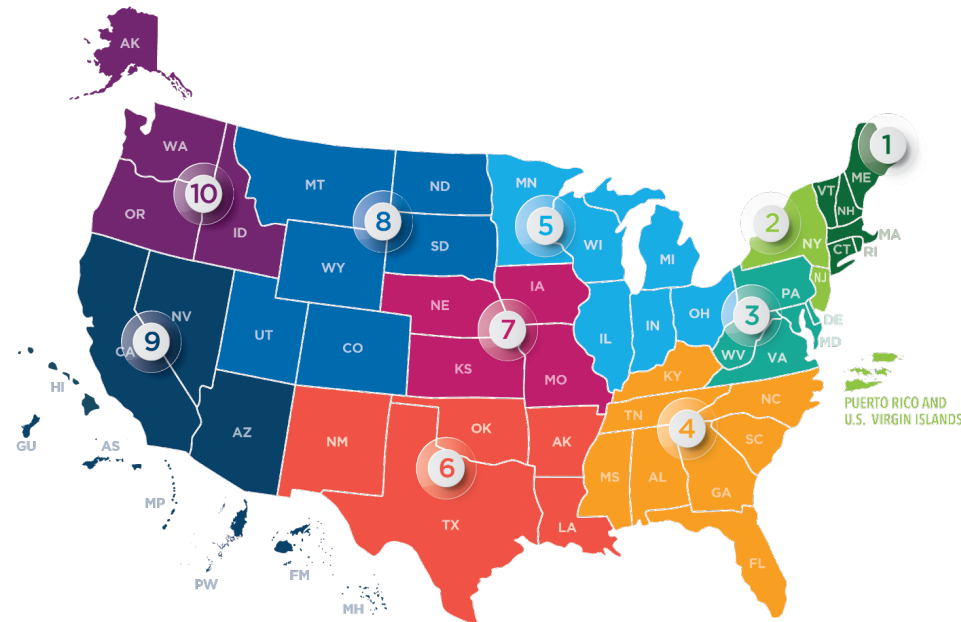
Term	Definition
WHITE PRIVILEGE	<p>The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.</p> <p>Source: https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences</p>
WHITE SUPREMACY	<p>Historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent for the purpose of maintaining and defending a system of wealth, power, and privilege.</p> <p>Source: https://www.racialequitytools.org/glossary</p>
XENOPHOBIA	<p>Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.</p> <p>Source: https://www.racialequitytools.org/glossary</p>

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Who is the PHTC Network?

We are a consortium of ten regional Public Health Training Centers that collectively represent the nation's most comprehensive resource for public health workforce development.



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