

Glossary of Terms relating to Equitable Trail Development

(Adapted from cited sources)

Term	Definition	Source
Equity	Equity ensures that individuals are provided the resources they need to have access to the same opportunities as the general population. While equity represents impartiality, the distribution is made in such a way to even opportunities for all the people. Conversely, equality indicates uniformity, where everything is evenly distributed among people.	University of Washington
Equality	Equality is the condition under which every individual is treated in the same way and is granted the same rights and responsibilities regardless of their individual differences.	University of Washington
Health Equity	Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination and their consequences. Major consequences include powerlessness as well as a lack of access to: good jobs with fair pay, quality education and housing, safe environments, and health care.	Robert Wood Johnson Foundation
Inclusion	Inclusion involves authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power.	University of Washington
Gentrification	<p>Gentrification is often defined as the transformation of neighborhoods from low value to high value. This change has the potential to cause displacement of long-time residents and businesses. Displacement happens when long-time or original neighborhood residents move from a gentrified area because of higher rents, mortgages and property taxes.</p> <p>Gentrification is a housing, economic and health issue that affects a community's history and culture and reduces social capital. It often shifts a neighborhood's characteristics (e.g., racial/ethnic composition and household income) by adding new stores and resources in previously rundown neighborhoods.</p>	Centers for Disease Control (CDC)

<p>Diversity</p>	<p>Diversity describes the myriad ways in which people differ, including the psychological, physical and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.</p>	<p>University of Washington</p>
<p>Equitable Development</p>	<p>Equitable development can be defined as a positive development strategy that ensures everyone participates in, and benefits from, the region’s economic transformation—with a focus on low-income residents, Communities of Color, immigrants and others at risk of being left behind. It requires an intentional focus on eliminating racial inequities and barriers, and making accountable and catalytic investments to assure that lower-wealth residents 1) live in healthy, safe, opportunity-rich neighborhoods that reflect their culture and connect to economic and ownership opportunities (and that they are not displaced from them); and 2) have a strong voice and influence in the decisions that shape their neighborhoods.</p>	<p>PolicyLink</p>
<p>Cultural competence</p>	<p>The process of cultural competency is as follows:</p> <ol style="list-style-type: none"> 1. Engage in introspection, education and skill-building to build competencies of racial and cultural differences without over-generalizing. 2. Unlearn prejudices and biases. 3. Appreciate and empathize with those who are different. 4. Learn new attitudes, skills and behaviors for personal change and healing. 	<p>Interaction Institute for Social Change</p>