

## DEFINITIONS

**Anti-Racist Institution** is an institution that has committed to identifying and changing its role in the systemic accumulation of disadvantages for one group(s) to the advantage of another group(s), based on persisting racist beliefs, with a sustained focus on racism that impacts Black Indigenous People of Color (BIPOC).<sup>1</sup>

**Black Indigenous People of Color (BIPOC)** is a phrase used to identify people who are Black, Latinx, Asian and Indigenous peoples (see the definition for People of Color—POC). “Two letters, for Black and Indigenous, were included s2-8.4 TJ-14.675 -1.217 Td[(ac)2.3 (h)0.9 (i)-8.9 (e)-1 (v)-6.8 (e)-0.9 (c)2.3 (o)2 (m)-5.2 (m)-5.2 (o)-10.1 (n)0.9 (g)-1.9 (o)1.9 (a)-1

is a way to distribute and integrate research evidence and evidence-based

**Community-Engaged Research (CErR)** is “a process of inclusive participation that supports mutual respect of values, strategies, and actions for authentic partnership of people affiliated with or self-identified by geographic proximity, special interest, or similar situations to address issues affecting the well-core element of any research effort involving communities which requires academic members to become part of the community and community members to become part of the research team, thereby creating a unique working

**Community Engagement**



**Population Health** is “the health outcomes of a group of individuals, including the distribution of such outcomes within the group.”<sup>20</sup>

**Pronouns** are words that “refers to either the people talking (“I” or “you”)-5.2 852 672 Tm()Tjn(h)-15

