



ANNA

American Nephrology
Nurses Association

Nephrology Nursing Culture, Community and Connection Committee

Key Terms and Definitions

Supportive Partnership (formerly Allyship)

Using one's influence to stand beside and uplift underrepresented groups by ensuring their perspectives are considered.

Reference: Adapted from University of Pittsburgh, DEI Glossary

Bias

A preference, conscious or unconscious, that influences impartial judgment.

Reference: University of Pittsburgh, DEI Glossary

Belonging

A state where individuals feel genuinely welcomed, connected, and valued.

Reference: Cornell University, Belonging Initiative

Respectful Awareness (formerly Cultural Humility)

Lifelong practice of reflecting on one's assumptions and showing openness to others' perspectives.

Reference: Tervalon & Murray-Garcia, 1998; NAM, The Future of Nursing 2020-2030

Cultural Awareness (formerly Cultural Responsiveness)

Adapting approaches with openness to varied cultural perspectives.

Reference: NSW Health, Cultural Responsiveness Guide

Discrimination

Actions or behaviors, based on conscious or unconscious prejudice, that favor one group over others in providing goods, services, or opportunities.

Reference: University of Pittsburgh, DEI Glossary

Fairness (replacing Equity)

Ensuring that individuals have access to opportunities and resources without being disadvantaged by their background or circumstances.

Reference: Adapted from University of Pittsburgh, DEI Glossary

Personal Identity (replacing Gender Identity)

How individuals define and describe themselves in terms of self-concept.

Reference: Society for Diversity, Language of Inclusion

Health Gaps (replacing Health Disparities)

Differences in health outcomes between groups caused by social, economic, or environmental conditions.

Reference: Carter-Pokras & Baquet, 2002; HHS, 2016

Health Opportunity (replacing Health Equity)

When everyone has a fair chance to reach their full health potential, regardless of background.

Reference: NASEM, 2017; NAM, The Future of Nursing 2020-2030

Meaningful Participation (replacing Inclusion)

Ensuring individuals and groups can fully and authentically engage in decision-making, activities, and processes.

Reference: University of Pittsburgh, DEI Glossary

Justice

The establishment or determination of rights according to laws and standards of fairness; the process or result of using laws and policies to ensure fairness in society.

Reference: University of Pittsburgh, DEI Glossary

Approved by Committee November 2025

Microaggression

Subtle, often unintentional comments or actions that communicate negative or dismissive messages to individuals based on aspects of their identity.

Reference: Society for Diversity, Language of Inclusion

Preferred Forms of Address (replacing Pronouns)

The way individuals wish to be addressed in conversations (e.g., Mr., Ms., Dr., or name-based).

Reference: NPR, A Guide to Gender Identity Terms

Racism

Actions, prejudices, and beliefs based on the idea of superiority of one race over another, causing harm and perpetuating unfair systems.

Reference: ANA Commission to Address Racism in Nursing, 2021

REaL

Refers to Race, Ethnicity, and Language—commonly used categories in health and population data collection.

Reference: Healthcare Quality Measures Reporting Standards

Sexual Orientation

A person's enduring pattern of emotional, romantic, and/or physical attraction to others.

Reference: Society for Diversity, Language of Inclusion

Social Conditions for Health (replacing Social Determinants of Health)

The circumstances in which people live, learn, work, and age that affect health, functioning, and quality of life.

Reference: HHS, 2020; NAM, The Future of Nursing 2020-2030

Community Responsibility (replacing Social Justice)

Promoting fairness, safety, and respect within communities through collective accountability.

Reference: Adapted from University of Pittsburgh, DEI Glossary

Approved by Committee November 2025

Unconscious Bias

Hidden or automatic associations that individuals may hold about groups of people without conscious awareness, often influencing attitudes and behavior.

Reference: Society for Diversity, Language of Inclusion

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