

# \$25 million Grants to Start to Address Racism as a Public Health Crisis

## GLOSSARY OF KEY TERMS & DEFINITIONS

Definitions provided in this document are solely for the purposes of this grant-making effort. They are not all-encompassing and may be subject to change based on additional learning.

**Anti-Blackness**<sup>1</sup> - "...the beliefs, attitudes, actions, practices, and behaviors of individuals and institutions that devalue, minimize, and marginalize the full participation of Black people –visibly (or perceived to be) of African descent. It is the systematic denial of Black humanity and dignity, which makes Black people effectively ineligible for full citizenship. The Anti-Blackness paradigm positions Blackness as inherently problematic, rather than recognizing the long, rich, and diverse history of Black people throughout the African diaspora, and acknowledging that Black communities across the United States (and the world) have been severely disadvantaged as a result of historical and contemporary systemic racism.

Anti-Blackness is also closely related to anti-darkness/colorism, as it amplifies and prioritizes proximity to whiteness."

**Anti-Black racism**<sup>2</sup> - "...a specific kind of racial prejudice directed towards Black people, or those perceived to be Black. More than merely a product of a few bad actors or individual prejudice, anti-Black racism is systematic and structural. It systematically marginalizes Black people and communities, and devalues Blackness in all contexts... The term "racism," however, fails to fully capture the experiences of Black people, including but not limited to Black women, men, trans Black people, Black gender non-conforming, non-binary, [Black people living with disabilities], Black youth, Black girls and boys, Black families, Black migrants, Black communities, etc. Thus, we can no longer afford to rely simply on our understanding of "racism" generally, lest we flatten, minimize, and distort the Black experience in America. We must be intentional in our acknowledgement of the specific harm caused by "anti-Black racism."

**Anti-Racism**<sup>3</sup> - "It is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably (**NAC International Perspectives: Women and Global Solidarity**)."

**Colorism (anti-darkness)**<sup>4</sup> - "Colorism, the term used to describe the unequal treatment of and discrimination against individuals based on their skin tone, is rooted in and perpetuates white supremacy and racism by privileging and upholding Eurocentric beauty standards. Eurocentric physical features (e.g., lighter skin, narrower nose, straighter hair) are afforded greater value and considered more desirable than Afrocentric physical features (e.g., darker skin, broader nose, more coarse hair). Thus, the closer to whiteness (and further away from Blackness) individuals are, the more privilege and power they are assigned in society, and in essence, the more power they have."

**Community Power**<sup>5</sup> - "Community power is the ability of communities most impacted by structural inequity to develop, sustain, and grow an organized base of people who act together through democratic structures to set agendas, shift public discourse, influence who makes decisions, and cultivate ongoing

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<sup>1</sup> <https://www.bu.edu/antiracism-center/files/2022/06/Anti-Black.pdf>

<sup>2</sup> Ibid.

<sup>3</sup> <https://researchguides.uoregon.edu/antiracism>

<sup>4</sup> <https://www.bu.edu/antiracism-center/files/2022/06/Anti-Black.pdf>

<sup>5</sup> <https://nam.edu/wp-content/uploads/2022/06/Why-Community-Power-Is-Fundamental-to-Advancing-Racial-and-Health-Equity.pdf> (p2)

relationships of mutual accountability with decision makers that change systems and advance [racial and] health equity.”

### **Dismantling Systemic Racism<sup>6</sup>**

“**Dismantle** [means] to take apart; to deprive or strip of apparatus, trappings, equipment, etc.”

“**Racism** [is] 1) a system of advantage for white people, 2) the systematic oppression of people of color, 3) a belief in the supremacy of white people and the institutional [and societal] power to enforce that belief.”

**Economic Stability<sup>7</sup>** - “Economic stability means that people have the resources essential to a healthy life. Factors affecting economic stability include affordable housing; employment that provides a living wage; things that support employment, like worker protections, paid sick leave, and childcare; and access to reliable transportation. People experiencing economic instability are more likely to experience health risk behaviors, chronic health conditions, and premature mortality.”

**Equity<sup>8</sup>** - “Equity is the full and equal access to opportunities, power and resources so that all people achieve their full potential and thrive. Equity is an ardent journey toward well-being as defined by those most negatively affected.”

**Focused Universalism (also known as Targeted Universalism)<sup>9</sup>** - “Led by those most affected and lifting up their assets, we define outcomes for all, identifying obstacles faced by specific groups, and tailoring [and equitably resourcing those] strategies and building on assets to address barriers.”

**Indigenous, Native Erasure<sup>10</sup>** - “The deletion of Indigenous history and people from U.S. historical narratives as well as modern dialogues of racism and oppression. This invisibility allows non-Native people to fill in these knowledge gaps in the form of racist tropes, stereotypes, and misinformation that in turn continues to hurt Native people. Additionally, this erasure makes it difficult to discuss not only the barriers, racism, and dehumanization that Native folks face, but also the legacies, histories, and culture that inform Native identity and community development.”

**Pro-Equity<sup>11</sup>** means:

- “Defining outcomes for all, identifying obstacles faced by specific groups, and tailoring strategies and building on assets to address barriers (targeted universalism).”
- “Dismantling systems of power, privilege and racial injustice in favor of equitable access to resources and decisions.”
- “Focusing on the people and places where needs are greatest.”
- “Creating inclusive processes and including people early, continuously and meaningfully”.

**Race in the United States of America<sup>12</sup>** - “Race and racial categories in the U.S. are a social construction created by the dominant group with the intent to determine Dominant and Subordinate categories and access to resources; they have an assigned meaning. Racial categories have changed over time and thus how various communities experience race has changed over time.”

**Racial Justice<sup>13 14</sup>** - “[To] dismantle systems, policies and practices that perpetuate structural racism, inequities and different forms of discrimination based on power and privilege” in favor of “[transforming] society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous, Latinx,

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<sup>6</sup> <https://www.cde.state.co.us/choice/antiraciststrategiestodisruptracialinequitiesdrworkbook>

<sup>7</sup> <https://www.networkforphl.org/resources/topics/covid-19-health-equity/economic-stability/>

<sup>8</sup> <https://aqua.kingcounty.gov/dnrp/library/dnrp-directors-office/equity-social-justice/201609-ESJ-SP-INT-ToC-Strat-VAL.pdf>

<sup>9</sup> Ibid.

<sup>10</sup> <https://studentaffairs.stanford.edu/about-vice-provost/student-affairs-initiatives/stanford-against-hate/anti-indigenous-hate>

<sup>11</sup> <https://aqua.kingcounty.gov/dnrp/library/dnrp-directors-office/equity-social-justice/201609-ESJ-SP-INT-ToC-Strat-VAL.pdf>

<sup>12</sup> Ibid.

<sup>13</sup> Ibid.

<sup>14</sup> <https://www.raceforward.org/about/what-is-racial-equity-key-concepts>

Asian Americans, Native Hawaiians, and Pacific Islanders, in particular, have the dignity, resources, power, and self-determination to fully thrive.”

**Settler Colonialism**<sup>15</sup> - “The goal of settler-colonization is to eradicate and replace indigenous peoples in order to seize the land for use of the settlers now and for the future. This means that while settlers are still living on stolen land, settler-colonialism is still actively taking place. This also means that not only are those who seized land years ago settler-colonizers, but all non-Indigenous people are settler-colonizers. Benefits of settler-colonialism fall along a spectrum; while all settlers benefit from colonization, those who were [enslaved in settler states], indentured servants, refugees (and their ancestors) may not benefit to the same degree as descendants from European settlers.”

**Systemic, Structural Racism**<sup>16</sup> - “The interplay of policies, practices, programs and systems of multiple institutions which leads to adverse outcomes and conditions for [Black and Indigenous communities, and other] Communities of Color compared to White communities, that occurs within the context of racialized historical and cultural conditions.”

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## Key Terms Related to Physical Infrastructure Grants

**Note:** The terms and definitions below are modified from the those used by King County’s Department of Community and Human Services (DCHS) Skyway \$5 Million Fund for Affordable Housing RFP glossary.

**Acquisition:** Acquiring ownership or site control of land/property for residential uses through purchase, donation, or other means.

**Affordable Housing:** For the purpose of the Physical Infrastructure Grant application, “affordable housing” is defined as publicly supported, income-restricted housing that specifically serves households earning at or below 80 percent of the Area Median Income (AMI). [Use this link to view King County’s 2021 AMI and rent levels as published by the US Department of Housing and Urban Development.](#)

**Appraisal:** A valuation of property, such as real estate, by the estimate of an authorized person. Appraisals are typically used for insurance and tax purposes or to determine a possible selling price for a property.

**Area Median Income (AMI):** The household income for the median - or middle - household in a region. It is a criterion used by the U.S. Department of Housing and Urban Development (HUD) and other agencies to determine what kinds of services households may qualify for. HUD releases annual median income levels for different household sizes in King County. Households earning less than 80% of the AMI are considered low-income households, households earning less than 50% of the AMI are considered to be very low-income, and households earning less than 30% of AMI are considered to be extremely low-income households. These AMI thresholds identify households that may be eligible for certain housing assistance programs. [Use this link to view King County’s 2021 AMI and rent levels as published by the US Department of Housing and Urban Development.](#)

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<sup>16</sup> <https://aqua.kingcounty.gov/dnpr/library/dnpr-directors-office/equity-social-justice/201609-ESJ-SP-INT-ToC-Strat-VAL.pdf>

**Balance Sheet:** A financial statement describing the applicant's assets, liabilities, and capital at a particular point in time.

**Capital Project:** A real estate development project, in this case, one that creates new affordable housing. Capital project activities include all predevelopment/feasibility analysis, acquiring the property, and constructing the building.

**Community-Driven Development:** Development projects conceived and created through inclusive community engagement processes. A community-based organization (CBO) with deep connection to the neighborhood or cultural community is a key driver of the project.

**Construction:** The process of physically building the project including any equipment and materials used, and any labor associated with the construction of the project.

**Contractor:** The entity awarded funding from this Physical Infrastructure Grant process to perform the services as described in their grant proposal and resulting contract.

**Feasibility and Due Diligence:** Studies, analysis reports, and surveys that allow the developer to understand if their project vision is possible. Consider the constraints of the land, zoning, timelines, access to and availability of funds, legal barriers, etc.

**Income Statement/Statement of Activities:** A statement of financial activities showing the applicant's actual income and expenses for a specific period of time.

**Initial Environmental Assessment:** A study to assess whether a property is likely to contain any environmental issues, or "recognized environmental conditions" such as hazardous materials or petroleum products.

**Operating Budget:** A detailed estimate of what the applicant expects its organizational revenue and expenses to be for the current fiscal year.

**Predevelopment:** Any work that needs to be done before beginning construction, including "feasibility and due diligence," permitting, architectural design, engineering, etc.

**Preliminary Site Capacity Plan:** Feasibility analysis including number of units that can be built on site, building location, determination of any site restrictions or constraints including title issues, easements, drainage, setbacks, etc.

**Project Budget:** A detailed projection of what the Applicant expects the proposed project's funding and costs will be.

**Site Control:** Some form of right to acquire or lease the site. The type of site control that can be achieved depends on many factors, including the owner's interests, the timing and stage of financing commitments, and any lenders' requirements. There are several potential forms of site control. For more info go to: [https://www.csh.org/wp-content/uploads/2013/09/SiteControl\\_F.pdf](https://www.csh.org/wp-content/uploads/2013/09/SiteControl_F.pdf)