

## QUEST DWG Terminology

The QUEST DWG TEGL uses terminology that may not be commonly understood. Working definitions follow to ensure that QUEST DWG applicants have a shared understanding of the terms referenced in the TEGL.

**Culturally appropriate outreach** (also known as culturally sensitive and culturally competent outreach) acknowledges and incorporates the importance of racial, ethnic, cultural, and linguistic experiences of the communities and individuals involved with a particular program, policy, or procedure.<sup>1</sup>

**Equity** 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 make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.<sup>2</sup>

**High-quality jobs**, also referred to as high-quality employment opportunities and good jobs, pay an average wage of at least \$15/hour or the local living wage, whichever is higher, provide an average of at least 30 hours/week of paid employment, have transparent and nondiscriminatory hiring practices and clear paths for professional development and advancement, provide access to employer-provided benefits, including health care, paid vacation, and sick leave, prioritize worker health and safety and are in companies and organizations that support workers' rights.

**High-road employers** are businesses and organizations that offer high-quality jobs.

**Historically-marginalized populations** are groups of people who have been excluded from full participation in mainstream educational, economic, cultural, social, and political activities. Examples of marginalized populations include, but are not limited to, groups excluded due to race, gender identity, sexual orientation, age, physical ability, language, and immigration status. Marginalization occurs due to unequal power relationships between social groups.<sup>3</sup>

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1 Source: Race & Social Justice Initiative, [Inclusive Outreach and Public Engagement Guide](#).

2 Source: [National Association of Colleges and Employers](#)

3 Baah FO, Teitelman AM, Riegel B. Marginalization: conceptualizing patient vulnerabilities in the framework of social determinants of health—An integrative review. *Nursing Inquiry*. 2019;26(1):e12268.