

HARC's contextual factors taxonomy includes 142 contextual factors with definitions. Further details on the methods for adapting this taxonomy are forthcoming.

For organizational purposes, the taxonomy is divided into five levels based on the socioecological model: individual, interpersonal/relationship/family, organizational, sociocultural/community, and political and economic structures and systems. However, there may be other ways of conceptualizing context. Context may be thought of as a concept without distinguishable levels (e.g., some people may not consider their individual context as a separate entity from their community context). Further, some factors span across levels, are interdependent, or may shift from one level to another based on different interpretations of the factor. Finally, some factors are broad, whereas others are more specific examples that fall within those broader categories. Future efforts to revise the taxonomy will include specifying a hierarchical structure.

The purpose of the taxonomy is to help research partners be more intentional in their consideration and selection of contextual variables to include in research studies. Creating the taxonomy will also help us begin to understand where there are gaps in knowledge regarding the context in home visiting and co-create research studies that will begin to address those gaps. This model of context is in the early stages of development and will be revised iteratively through a process of co-creation with partners, including families and home visitors.

CONTENTS

Individual.....	3
Interpersonal/Relationship/Family.....	6
Organizational.....	7
Sociocultural and Community.....	9
Political and Economic Structures and Systems	10

Individual

Age: Number of years lived¹

Agency: An individual's actual capacity to deal with a task or situation²

Attachment Style: The characteristic way people relate to others in the context of intimate relationships, which is heavily influenced by self-worth and interpersonal trust³

Attitude Toward a Behavior: An individual's perceptions of a specific behavior, ranging from negative to positive*

Behavioral Regulation: Behavioral, cognitive, and/or emotional skills for managing or changing behavior*

Beliefs About Capabilities: An individual's beliefs about their ability to successfully perform a behavior*

Beliefs About Consequences: An individual's belief about what will be achieved and/or lost by engaging in a behavior, including whether a behavior will lead to a specific outcome*

Congenital Anomalies: Abnormalities of body structure or function that are present at birth and are of prenatal origin⁴

Determination: A quality that makes an individual continue trying to do or achieve something that is difficult⁵

Developmental History: An account of how and when an individual met developmental milestones⁶ including gross motor, fine motor, language, and social milestones⁷

Distress: A negative response to stress that results from being overwhelmed by demands, losses, or perceived threats. It has a detrimental effect by generating physical and psychological maladaptation and posing serious health risks for individuals⁸

Education Attainment: The highest level of education that an individual has completed⁹

Emotion: A mental state or feeling arising in response to a stimulus that may involve physiological, cognitive, and/or behavioral elements†

Empowerment: The degree of skills, knowledge, and confidence necessary to take greater control of one's life¹⁰

Ethnicity: Groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration or colonization¹¹

Gender: The internal sense of being a woman, man, neither, both, or another gender¹²

General Attitudes/Beliefs: An individual's general perceptions or conviction about an object, person, group, issue, or concept, ranging from negative to positive*

Goals: Mental representations of outcomes or end states that an individual wants to achieve

Income: Payments earned for work done, interest, or profits from capital invested, or rent from property or land¹³

Intention: A conscious decision to perform a behavior*

Internal Feedback Processes: An individual's thought processes through which current behavior is evaluated in relation to a particular standard*

*Denotes context factor that may also function as Mechanism of Action (MoA)

Internalization of Stigma: The negative social attitude attached to a characteristic of an individual that may be regarded as a mental, physical, or social deficiency. A stigma implies social disapproval and can lead unfairly to discrimination against and exclusion of the individual¹⁴

Internalized Racism: Private beliefs and biases about race and racism, influenced by culture (includes prejudice toward others of a different race; internalized oppression, the negative beliefs about oneself by people of color; or internalized privilege, beliefs about superiority or entitlement by White people¹⁵

Knowledge: An awareness or understanding of facts or concepts gained through experience or education*

Memory, Attention, and Decision Processes: Ability to retain information, focus on aspects of the environment, and choose between two or more alternatives*

Mental Health: Emotional, psychological, and social well-being¹⁶

Motivation: Conscious or unconscious factors that give purpose or direction to behavior*

Needs: Deficit of something required for survival, well-being, or personal fulfillment*

Occupation: Job(s), employment, and/or profession(s)

Optimism: The belief that things will happen for the best or that desired goals will be attained*

Parenting Attitudes: A product of parents' knowledge, values, beliefs, and expectations toward their children, which are informed by cultural and social representations, as well as by parents' own experiences and values¹⁷

Perceived Susceptibility/Vulnerability: An individual's perceptions of the likelihood that they are vulnerable to a threat*

Personal Health History: A collection of information about an individual's health. Personal history may include information about allergies, illnesses, surgeries, immunizations, and results of physical exams, tests, and screenings. It may also include information about medicines taken and health habits, such as diet and exercise. Also called personal health record, personal medical history, and PHR¹⁸

Personality: The distinctive patterns of experience, thought, and action that characterize the individual's unique construction of their life situation¹⁹

Physical Well-Being: The ability to perform physical activities and carry out social roles that are not hindered by physical limitations and experiences of bodily pain and biological health indicators²⁰

Pregnancy Risk: Health risks for the pregnant person, fetus, or both. Factors that make a pregnancy high risk include preexisting health conditions, pregnancy-related health conditions, lifestyle factors (including smoking, drug addiction, alcohol abuse, and exposure to certain toxins), and age (being over 35 or under 17 when pregnant)²¹

Primary Language: The language an individual prefers or uses most often to communicate

Psychological Well-Being: The six factors of positive functioning, namely autonomy, environmental mastery, personal growth, purpose in life, positive relations with others, and self-acceptance^{22,23}

Race: A social and political construction—with no inherent genetic or biological basis—used by social institutions to arbitrarily categorize and divide groups of individuals based on physical appearance (particularly skin color), ancestry, cultural history, and ethnic classification. The concept has been, and still is, used to justify the domination, exploitation, and violence against people who are racialized as non-White²⁴

*Denotes context factor that may also function as Mechanism of Action (MoA)

Readiness to Change: An individual's willingness to change a specific behavior. Stages of readiness include precontemplation, contemplation, preparation, action, and maintenance

Reflection Capacities: Having the ability to slow down, observe, and reflect on oneself and one's behavior/feelings

Religiosity: Conviction, devotion, and veneration toward a divinity²⁵

Religious Identity: A component of identity including religious beliefs (theological, doctrinal, scriptural, and ethical evaluative claims about daily life, a transcendent reality, or experiences of the divine), religious behaviors (such as rites, rituals, holidays, or daily devotional practices), and religious belonging (which may include membership in religious communities and other social communities that intersect with racial, ethnic, familial, gender, class, and other identities)²⁶

Resilience: The process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands. Several factors contribute to how well people adapt to adversities, predominant among them (a) the ways in which individuals view and engage with the world, (b) the availability and quality of social resources, and (c) specific coping strategies.²⁷

Self-Efficacy: An individual's belief in their capacity to deal with a task or situation²⁸

Self-Esteem: An individual's overall sense of their value or worth²⁹

Self-Image: An individual's conception and evaluation of themselves, including psychological and physical characteristics and qualities*

Sex Assigned at Birth: A classification of female, male, or intersex based on anatomy, chromosomes, and hormones³⁰

Sexual Identity/Orientation: An individual's sense of self as a sexual being, including gender identity, gender role, sexual orientation, and sexual self-concept. Sexual identity may also refer to the language and labels people use to define themselves. An individual's enduring romantic, emotional, or sexual attractions toward other persons. "Heterosexual," "homosexual," and "bisexual" are examples of specific sexual orientations. Sexual orientation is a complex interaction between sexual attractions, behaviors, and self-identity. Sexual orientation refers to feelings and identity, not necessarily behavior³¹

Sexuality: The sexual knowledge, beliefs, attitudes, values, and behaviors of individuals. Its dimensions include the anatomy, physiology, and biochemistry of the sexual response and reproductive systems; gender identity, sexual orientation, roles, and personality; as well as thoughts, attachments, physical and emotional expressions, and relationships³²

Skills: An ability or proficiency acquired through practice*

Social Identity: An individual's behaviors and personal qualities as exhibited in social settings (e.g., family, peers, work)

Socioeconomic Status: The social standing or class of an individual or group. It is often measured as a combination of education, income, and occupation. Examinations of socioeconomic status often reveal inequities in access to resources, plus issues related to privilege, power, and control³³

Stress: The body's response to physical, mental, or emotional pressure. Stress causes chemical changes in the body that can raise blood pressure, heart rate, and blood sugar levels. It may also lead to feelings of frustration, anxiety, anger, or depression. Stress can be caused by normal life activities or by an event, such as trauma or illness. Long-term stress or high levels of stress may lead to mental and physical health problems³⁴

*Denotes context factor that may also function as Mechanism of Action (MoA)

Subjective Norms: An individual's perceptions of what most people within a social group or community believe or do*

Substance Use Disorder: Substance use disorders (SUDs) occur when: "The recurrent use of alcohol and/or drugs causes clinically significant impairment, including health problems, disability, and failure to meet major responsibilities at work, school, or home." SUDs describe both the use of illicit, or illegal, substances and the misuse of legal substances like alcohol, nicotine, or prescription drugs.³⁵

Values: Moral or social principles accepted by an individual as a guide to what is good, desirable, or important*

Interpersonal/Relationship/Family

Ableism: Discrimination or prejudice, whether intentional or unintentional, against persons with disabilities³⁶

Behavioral Cueing: Processes by which a specific behavior is prompted by the external environment, the performance of another behavior, or from thoughts*

Bias: A preference for or against something or someone whether conscious or unconscious³⁷

Family Health History: A record of the diseases and health conditions in a family³⁸

Family Structure: The details of the condition of one or more minors residing with their parent, parents, legal guardian, or the designee of the parent or legal custodian of the minor; or the condition of those persons who have created communities of intention through common residence, finances, and social agreements to identify as a family³⁹

Interpersonal Racism: The racism that occurs between individuals. It is when someone consciously or unconsciously employs or acts upon racist thoughts, in ways that perpetuate stereotypes and harm people of color⁴⁰

Intimate Partner Violence/Domestic Violence: The presence of, or experience of, a pattern of behavior within a relationship that is used to gain or maintain power and control. This causes physical, sexual, or psychological harm and may include acts of physical aggression, sexual coercion, psychological abuse, controlling behaviors, and stalking. "Intimate partner" refers to both current and former spouses and dating partners⁴¹

Parenting Practices: Parenting behaviors or approaches to childrearing that can shape how a child develops; ways that caregivers engage with their children⁴²

Quality of Relationship Between Partners: How happy or satisfied an individual is in their relationship with an intimate partner. There are two main approaches to understanding relationship quality: the Interpersonal or Relationship approach, which focuses on patterns of interaction between a couple and looks at areas such as how couples communicate, their conflict behaviors, and how they spend time with one another; and the Intrapersonal approach, in which relationship quality is not about the behaviors and interactions in the relationship but only refers to how partners rate their happiness or satisfaction with the relationship, and involves a subjective evaluation of a couple's relationship⁴³

Racism: Prejudice, discrimination, or antagonism directed toward someone of a different race based on the belief that one's own race is superior. Racism involves one group having the power to carry out systemic discrimination through the institutional policies and practices of society and by shaping the cultural beliefs and values that support these racist policies and practices⁴⁴

Provider-Client Rapport: A close and harmonious relationship between the provider and the client

*Denotes context factor that may also function as Mechanism of Action (MoA)

Relationship Status: Whether an individual is: single; married; living together but not legally married; in a civil partnership; separated or divorced; or widowed⁴⁵

Social Capital: The potential of individuals to secure benefits and invent solutions to problems through membership in social networks. Social capital revolves around three dimensions: interconnected networks of relationships between individuals and groups (social ties or social participation), levels of trust that characterize these ties, and resources or benefits that are both gained and transferred by virtue of social ties and social participation⁴⁶

Social Influences: Interpersonal processes that can cause an individual to change or maintain their thoughts, feelings, or behaviors*

Social Learning/Imitation: Conscious or unconscious processes by which behaviors, attitudes, and motivational states observed in others are internalized and replicated*

Social Networks: The set of relationships linking the individual to other individuals⁴⁷

Social Support from Family, Friends, Coworkers, Healthcare Providers: The provision of assistance or comfort to others, typically to help them cope with biological, psychological, and social stressors. Support may arise from any interpersonal relationship in an individual's social network, involving family members, friends, neighbors, religious institutions, colleagues, caregivers, or support groups. It may take the form of practical help (e.g., doing chores, offering advice), tangible support that involves giving money or other direct material assistance, and emotional support that allows the individual to feel valued, accepted, and understood⁴⁸

Organizational

Centrality of Agencies in a Community: A central organization is a focal point or main figure in a community. Centrality may be an indicator of power if the organization functions as a "gatekeeper" and/or gathering point for important information⁴⁹

Degree of Participatory Decision-Making: The level to which decisions are made by the whole group, finding effective options that everyone can live with. One form of this is consensus⁵⁰

Density of Organizational Ties/Network Density: The degree of interconnectedness in the network of home visiting providers and their partners⁵¹

Financial Resources: The resources from which organizations obtain the funds they need to finance their investments, capital, and current activities⁵²

Incentives: A thing that motivates or encourages one to do something⁵³

Institutional Racism: Policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor or disadvantage a racial group⁵⁴

Leadership: Expertise, experience, and skills of those in leadership roles within the organization, as well as their relationships with staff

Organizational Climate and Culture: The general character of the total organizational environment as perceived by those who work within it, which is an expression⁵⁵ of the distinctive pattern of thought and behavior shared by members of the organization and reflected in their language, values, attitudes, beliefs, and customs⁵⁶

*Denotes context factor that may also function as Mechanism of Action (MoA)

Organizational Infrastructure: The systems, protocols, and processes that give structure to the organization, support its key functions, and embed routine practices⁵⁷

Organizational Norms: How members of an organization interact, communicate, share, collaborate, and coordinate. Usually, these customs or standards are defined over time by individuals and alliances within the organization, the influence and philosophy of the leader, and organizational culture. They can be impacted by stress, success, a new leader or new team members, so team norms are rarely set in stone⁵⁸

Organizational Mission: The organization's reason for existence⁵⁹

Organizational Priorities: and the most important actions, activities, products, or services delivered by the organization⁶⁰

Organizational Resources: The organizational aspects of a job that are functional in achieving work goals, reducing job demands and their associated physiological and psychological costs, and stimulating personal growth, learning, and development^{61,62}

Physical Infrastructure: The materials and resources necessary to perform job duties and responsibilities

Power Dynamics: Which individuals hold decision-making power, authority, and influence (both formal and informal)⁶³

Processes and Procedures: Established way of doing things⁶⁴ within the organization, including series of actions carried out in a regular definite order⁶⁵ by the organization to achieve specific results⁶⁶

Professional Standards: A set of practices, ethics, and behaviors that members of a particular professional group must adhere to

Psychological Safety: A shared belief by members of an organization that they will not embarrass, reject, or punish those who speak up⁶⁷

Retraining: The process of updating one's talents and skills to keep up with workplace development⁶⁸

Stability: A foundation that provides people with a sense of confidence, security, and optimism during times of disruptive change in the workplace, which allows them to keep calm, act rationally, and adapt effectively as the situation evolves⁶⁹

Staff Composition: Diversity of racial and socioeconomic backgrounds, ages, ethnicities, genders, sexual orientations, and points of view⁷⁰

Staff Cultural Humility/Competence: The ability of staff to respond respectfully and effectively to people of all cultures, languages, classes, races, ethnic backgrounds, religions, spiritual traditions, immigration status, and other diversity factors in a manner that recognizes, affirms, and values the worth of individuals, families, and communities and protects and preserves the dignity of each⁷¹

Staff Expertise, Experience, and Skills: Level of domain-specific knowledge and skills that staff have accumulated with age or experience,⁷² and events and stimuli that staff have lived through that have resulted in learning⁷³

Staff Language Proficiency: Degree to which language abilities of staff align with the languages families served speak or are most comfortable speaking

Staff Representation of Population Served: The degree to which composition of staff is aligned with and proportional to composition of populations served

Training: The process of transferring practical knowledge within an organization that boosts employee performance and capabilities⁷⁴

Sociocultural and Community

Access to Healthcare: Timely use of personal health services to achieve the best possible health outcomes⁷⁵

Collective Efficacy: The interaction of human, organizational, and social capital existing within a given community that can be leveraged to solve collective problems and improve or maintain the well-being of a given community. It may operate through informal social processes and/or organized efforts by individuals, organizations, and the networks of association among them and between them and the broader systems of which the community is a part.⁷⁶

Community Investments: Investments intended to improve social, economic, and environmental conditions in communities while producing some economic return for investors. Community investment (sometimes called impact investment) can be used to create the social and physical environments that support community health over the long term, such as small businesses, affordable homes, and grocery stores⁷⁷

Community Resilience: The capacity of a distinct community or cultural system to absorb disturbances, reorganize while undergoing change, and retain key elements of structure and identity that preserve its distinctness⁷⁸

Community Resources: Assets in a community that help meet needs, such as people places, structures, and community services⁷⁹

Geography/Rurality: Place-based characteristic of a community, along a continuum, determined by population size, population density, and the related physical, demographic, economic, social, and cultural characteristics of that community

History: The previous events of a society, community, or culture

Neighborhood Characteristics: Physical features of neighborhoods and composition of neighborhood residents. Physical features include housing quality and the availability of resources (e.g., hospitals, reliable public transportation, retail stores, etc.). The composition of neighborhood residents includes racial and socioeconomic backgrounds, ages, ethnicities, genders, and sexual orientations.⁸⁰

Neighborhood Social Capital: The social resources inherent within community social networks⁸¹

Norms: The shared attitudes and behaviors exhibited by most people within a social group or community*

Shared Mental Models: Shared beliefs and assumptions that shape the meaning we assign to external data and events and guide our participation in public discourse⁸²

Social Stigma: The disapproval of an individual or group based on perceivable social characteristics that serve to distinguish them from other members of a society. Social stigmas are commonly related to culture, gender, race, socioeconomic class, age, sexual orientation, body image, intelligence or lack thereof, and health⁸³

Societal Values: Standards that individuals and social groups employ to define personal goals and shape the nature and form of social order in a collective (i.e., what is acceptable and not acceptable, what ought or ought not to be, what is desirable or undesirable)⁸⁴

Traditions: Events, rituals, and customs that members of a culture or society share⁸⁵

*Denotes context factor that may also function as Mechanism of Action (MoA)

Political and Economic Structures and Systems

Anti-Indigeneity/Anti-Indigenous Racism: Anti-Indigenous racism is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples. It includes ideas and practices that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices⁸⁶ The core of anti-Indigeneity is in opposition to self-determination, political and cultural autonomy, and the right to maintain, use and protect traditional territories and resources⁸⁷

Air Quality: The degree to which the air is suitable or clean enough for humans or the environment.⁸⁸ Poor air quality, or air pollution, is contamination of the indoor or outdoor environment by any chemical, physical, or biological agent that modifies the natural characteristics of the atmosphere. Air pollution causes respiratory and other diseases and [is an] important source of morbidity and mortality⁸⁹

Colonialism: The act of power and domination of one nation, by acquiring or maintaining full or partial political control over another sovereign nation⁹⁰ and [using] their resources to increase its own power and wealth.⁹¹ Colonialism is still in practice within the United States, as there are many indigenous nations present in the same territory.⁹²

Crime Rate: The number of crimes that are committed during a period of time in a particular place⁹³

Degree to Which Basic Human Needs Are Met (Food, Housing, Warmth, Safety): A minimal list of elements that human beings need, to fulfill basic requirements and achieve a decent life. Typically, the list includes basic commodities, such as food, clothing, and shelter, as well as essential services, such as access to drinking water, sanitation, education, healthcare facilities, and public transportation⁹⁴

Economic Costs and Benefits: The price of and the advantage gained from taking a course of action⁹⁵

Environmental Racism: How minority group neighborhoods—populated primarily by people of color and members of low-socioeconomic backgrounds—are burdened with disproportionate numbers of hazards including toxic waste facilities, garbage dumps, and other sources of environmental pollution and foul odors that lower the quality of life and lead to diseases, including cancer. As climate change worsens, minority communities will be disproportionately affected⁹⁶

Excessive Policing: To police excessively, as by maintaining an unnecessarily large police presence⁹⁷ or by responding aggressively to minor offenses.⁹⁸ When there is an influx of police officers in one area, this can lead to higher crime and incarceration rates because there are more officers to make arrests⁹⁹

Gentrification/Displacement: The planned or unplanned process by which wealthy or affluent individuals in the middle class displace poorer individuals in traditionally working class or poor neighborhoods by purchasing property and upgrading it through renovation and modernization¹⁰⁰

Health Equity: Condition in which 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, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and healthcare¹⁰¹

Housing Quality: Housing refers to shelter, lodging, and dwellings provided for people.¹⁰² Housing quality refers to the degree that housing provides a healthy, safe, secure, sustainable, and resilient environment for individuals and families to live in and to participate within the natural environment and communities¹⁰³

Incarceration Rate: The number of people incarcerated as a proportion of a total population.¹⁰⁴ Mass incarceration affects population health, including negative health consequences for family and household members of those incarcerated¹⁰⁵

Institutional Racism: The ways in which the structures, systems, policies, and procedures of institutions are founded upon and then promote, reproduce, and perpetuate advantages for the dominant group and the oppression of disadvantaged and underrepresented groups¹⁰⁶

Institutional Stigma: Institutional stigma is systemic, involving policies of government and private organizations that intentionally or unintentionally limit opportunities for people based on perceivable social characteristics. Examples include lower funding for mental illness research or fewer mental health services relative to other healthcare¹⁰⁷

Legislation: The preparation and enactment of laws by a legislative body through its lawmaking process¹⁰⁸

Lobbying: Any attempt to influence government decision-making¹⁰⁹

Policy Advocacy: Approaches that represent, promote, defend, or change specific programs by influencing decisions of public policy¹¹⁰

Policy: A law, regulation, procedure, administrative action, incentive, or voluntary practice of governments and other institutions. Policy decisions are frequently reflected in resource allocations¹¹¹

Political Climate: The aggregate mood or opinions of a population about current political issues that affect said population in some way¹¹²

Political Ideology: A set of ideas, beliefs, values, and opinions, exhibiting a recurring pattern, which competes deliberately as well as unintentionally over providing plans of action for public policy making to justify, explain, contest, or change the social and political arrangements and processes of a political community¹¹³

Political Will: The extent of committed support among key decision-makers for a particular policy solution to a particular problem¹¹⁴

Regulation: A rule or order issued by an executive authority or regulatory agency of a government and having the force of law¹¹⁵

Safety Hazards: Unsafe conditions that can cause injury, illness, and death¹¹⁶

Social Assistance Programs: Federal, state, and local programs that provide either cash assistance or in-kind benefits to individuals and families from any governmental entity. Includes social welfare programs such as Supplemental Security Income (SSI), Supplemental Nutrition Assistance Program (SNAP), Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), Temporary Assistance for Needy Families (TANF), Housing and Urban Development (HUD) assistance, and General Assistance (GA); as well as social insurance programs such as Medicaid, Social Security, unemployment, and workers' compensation.¹¹⁷ Accessibility of programs varies across contexts

Special Interest Groups: Groups that support and lobby for areas of special need

Structural Inequities: Disparities in wealth, resources, and other outcomes that result from discriminatory practices of institutions such as legal, educational, business, government, and healthcare systems¹¹⁸

Structural Racism: The totality of ways in which societies foster racial discrimination through mutually reinforcing inequitable systems of housing, education, employment, earnings, benefits, credit, media, healthcare and criminal justice¹¹⁹

Time Period: A particular fixed length of time during the life of an individual or in history¹²⁰

REFERENCES

- ¹ Collins Dictionary. (n.d.). Age. In *CollinsDictionary.com*. <https://www.collinsdictionary.com/us/dictionary/english/age>
- ² American Psychological Association. (2009). *Teaching tip sheet: Self-efficacy*. <https://www.apa.org/pi/aids/resources/education/self-efficacy#:~:text=Self%2Defficacy%20refers%20to%20an,%2C%20behavior%2C%20and%20social%20environment>
- ³ American Psychological Association. (n.d.). Attachment style. In *APA dictionary of psychology*. <https://dictionary.apa.org/attachment-style>
- ⁴ Division of Birth Defects and Developmental Disabilities, NCBDDD, Centers for Disease Control and Prevention (2020). *Birth Defects Surveillance Toolkit*. <https://www.cdc.gov/ncbddd/birthdefects/surveillancemanual/chapters/chapter-1/chapter1-4.html>
- ⁵ Encyclopedia Britannica. (n.d.). Determination. In *The Britannica dictionary*. <https://www.britannica.com/dictionary/determination>
- ⁶ Stöppler, M. C. (2021). History, developmental. In *Medical terms: Medical dictionary*. MedicineNet. https://www.medicinenet.com/history_developmental/definition.htm
- ⁷ Abdel-Hamid, H. Z. (2018). *What is included in the developmental history for the diagnosis of cerebral palsy?* Medscape. <https://www.medscape.com/answers/1179555-119947/what-is-included-in-the-developmental-history-for-the-diagnosis-of-cerebral-palsy>
- ⁸ American Psychological Association. (n.d.). Distress. In *APA dictionary of psychology*. <https://dictionary.apa.org/distress>
- ⁹ United States Census Bureau. (n.d.). *Educational attainment*. <https://www.census.gov/topics/education/educational-attainment.html>
- ¹⁰ American Psychological Association. (n.d.). Empowerment. In *APA dictionary of psychology*. <https://dictionary.apa.org/empowerment>
- ¹¹ Center for the Study of Social Policy. (2019). *Key equity terms and concepts: A glossary for shared understanding*. <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>
- ¹² Rowan University. (2021). *The language of identity: Using inclusive terminology at Rowan University*. <https://sites.rowan.edu/diversity-equity-inclusion/docs/the-language-of-identity-032921.pdf>
- ¹³ Market Business News. (n.d.). *What is income? Definition and meaning*. <https://marketbusinessnews.com/financial-glossary/income-definition-meaning/>
- ¹⁴ American Psychological Association. (n.d.). Stigma. In *APA dictionary of psychology*. <https://dictionary.apa.org/stigma>
- ¹⁵ Race Forward Model (n.d.) *Four Levels of Racism*. <https://www.cacgrants.org/assets/ce/Documents/2019/FourLevelsOfRacism.pdf>
- ¹⁶ U.S. Department of Health & Human Services. (2022). *What is mental health?* <https://www.mentalhealth.gov/basics/what-is-mental-health>
- ¹⁷ Holden, G., & Buck, M. J. (2002). Parental attitudes toward childrearing. *Handbook of parenting: Vol. 3. Being and becoming a parent* (537–562). Erlbaum.
- ¹⁸ National Cancer Institute. (n.d.). Personal history. In *National Cancer Institute dictionaries*. U.S. Department of Health and Human Services National Institutes of Health. <https://www.cancer.gov/publications/dictionaries/cancer-terms/def/personal-history>
- ¹⁹ Kihlstrom, J. F. (n.d.). The Domain of Personality. *Personality: A cognitive-social psychological perspective*. University of California, Berkeley. <https://www.ocf.berkeley.edu/~jfkihlstrom/PersonalityWeb/Ch1Personality.htm>
- ²⁰ Capio, C. M., Sit, C. H. P., & Abernethy, B. (2014). Physical well-being. In A. C. Michalos (Ed.), *Encyclopedia of quality of life and well-being research* (1st ed., Vol. 1, pp 4805–4807). Springer. https://doi.org/10.1007/978-94-007-0753-5_2166
- ²¹ Cleveland Clinic. (2021). *High-risk pregnancy*. <https://my.clevelandclinic.org/health/diseases/22190-high-risk-pregnancy#:~:text=A%20high%2Drisk%20pregnancy%20is,reduce%20the%20chance%20of%20complications>
- ²² Ryff, C. D. (1989). Happiness is everything, or is it? Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology*, 57(6), 1069–1081. <https://doi.org/10.1037/0022-3514.57.6.1069>
- ²³ Ryff, C. D., & Keyes, C. L. M. (1995). The structure of psychological well-being revisited. *Journal of Personality and Social Psychology*, 69(4), 719–727. <https://doi.org/10.1037/0022-3514.69.4.719>
- ²⁴ Center for the Study of Social Policy. (2019). *Key equity terms and concepts: A glossary for shared understanding*. <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>
- ²⁵ Gallagher, S., & Tierney W. (2013). Religiousness/Religiosity. In M. D. Gellman & J. R. Turner (Eds.), *Encyclopedia of behavioral medicine* (1st ed., Vol 1., pp 1653–1654). Springer. https://doi.org/10.1007/978-1-4419-1005-9_489
- ²⁶ Religious Freedom Center of the Freedom Forum Institute. (n.d.). *Religious identity formation*. <https://www.religiousfreedomcenter.org/grounding/identity/>
- ²⁷ American Psychological Association. (n.d.). Resilience. In *APA dictionary of psychology*. <https://dictionary.apa.org/resilience>

- ²⁸ American Psychological Association. (2009). *Teaching tip sheet: Self-efficacy*. <https://www.apa.org/pi/aids/resources/education/self-efficacy#:~:text=Self%2Defficacy%20refers%20to%20an,%2C%20behavior%2C%20and%20social%20environment>
- ²⁹ Ackerman, C. E. (2018). *What is self-esteem? A psychologist explains*. PositivePsychology.com. <https://positivepsychology.com/self-esteem/>
- ³⁰ Rowan University. (2021). *The language of identity: Using inclusive terminology at Rowan University*. <https://sites.rowan.edu/diversity-equity-inclusion/docs/the-language-of-identity-032921.pdf>
- ³¹ Religious Institute. (n.d.). *Sexuality and gender identity definitions*. <http://religiousinstitute.org/resources/sexuality-gender-definitions/>
- ³² Religious Institute. (n.d.). *Sexuality and gender identity definitions*. <http://religiousinstitute.org/resources/sexuality-gender-definitions/>
- ³³ American Psychological Association. (n.d.). Socioeconomic status. In *APA dictionary of psychology*. <https://dictionary.apa.org/socioeconomic-status/>
- ³⁴ National Cancer Institute. (n.d.). Stress. In *National Cancer Institute dictionaries*. U.S. Department of Health and Human Services National Institutes of Health. <https://www.cancer.gov/publications/dictionaries/cancer-terms/def/stress>
- ³⁵ Substance Abuse and Mental Health Services Administration. (2022). *Mental health and substance use disorders*. <https://www.samhsa.gov/find-help/disorders>
- ³⁶ Rowan University. (2021). *The language of identity: Using inclusive terminology at Rowan University*. <https://sites.rowan.edu/diversity-equity-inclusion/docs/the-language-of-identity-032921.pdf>
- ³⁷ Rowan University. (2021). *The language of identity: Using inclusive terminology at Rowan University*. <https://sites.rowan.edu/diversity-equity-inclusion/docs/the-language-of-identity-032921.pdf>
- ³⁸ Centers for Disease Control and Prevention Office of Science, Office of Genomics and Precision Public Health. (2022). *Family health history: The basics*. https://www.cdc.gov/genomics/famhistory/famhist_basics.htm
- ³⁹ Law Insider. (n.d.). Family structure. In *Law insider dictionary*. <https://www.lawinsider.com/dictionary/family-structure>
- ⁴⁰ Center for the Study of Social Policy. (2019). *Key equity terms and concepts: A glossary for shared understanding*. <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>
- ⁴¹ Breiding, M. J., Basile, K. C., Smith, S. G., Black, M. C., & Mahendra, R. R. (2015). *Intimate partner violence surveillance: Uniform definitions and recommended data elements* (vers. 2.0). National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.
- ⁴² National Academies of Sciences, Engineering, and Medicine. (2016). *Parenting matters: Supporting parents of children ages 0–8*. The National Academies Press. <https://doi.org/10.17226/21868>. <https://www.ncbi.nlm.nih.gov/books/NBK402020/>
- ⁴³ Reynolds, J., Houlston, C., & Coleman, L. (2014). *Understanding relationship quality*. OnePlusOne. <https://www.researchgate.net/profile/J-Tarafdar/post/How-to-analyse-the-data-using-SURE-QUAL-index/attachment/5aab7e424cde266d5891bc64/AS%3A604722205560839%401521188417998/download/UnderstandingRelationshipQuality-V7.pdf>
- ⁴⁴ Rowan University. (2021). *The language of identity: Using inclusive terminology at Rowan University*. <https://sites.rowan.edu/diversity-equity-inclusion/docs/the-language-of-identity-032921.pdf>
- ⁴⁵ Queensland Human Rights Commission. (n.d.). *Discrimination: Relationship status*. <https://www.qhrc.qld.gov.au/your-rights/discrimination-law/relationship-status>
- ⁴⁶ Poteyeva, M. (2018, December 17). Social Capital. In *Encyclopedia Britannica*. <https://www.britannica.com/topic/social-capital>
- ⁴⁷ Bell, K. (Ed.). (2013). Social Network. In *Open education sociology dictionary*. <https://sociologydictionary.org/social-network/>
- ⁴⁸ American Psychological Association. (n.d.). Social support. In *APA dictionary of psychology*. <https://dictionary.apa.org/social-support>
- ⁴⁹ Banaszak-Holl, J., Allen, S., Mor, V., & Schott, T. (1998). Organizational characteristics associated with agency position in community care networks. *Journal of Health and Social Behavior*, 39(4), 368–385.
- ⁵⁰ People and Planet. (n.d.). *Participatory decision making: Introduction*. https://peopleandplanet.org/system/files/resources/Participatory_Decision-Making_%28Groups_Guide_2008%29.pdf
- ⁵¹ Nooteboom, B., & Gilsing, V. A. (2004). *Density and strength of ties in innovation networks: A competence and governance view*. <https://ssrn.com/abstract=496711>
- ⁵² Dinçer, H., Hacıoğlu, Ü., & Beyaztaş, F. (2015). Financial problems of the small- and medium-sized enterprises and solution suggestions. In U. Akkucuk (Ed.), *Handbook of research on developing sustainable value in economics, finance, and marketing* (pp. 355–372). IGI Global. <https://doi.org/10.4018/978-1-4666-6635-1.ch021>
- ⁵³ Oxford University Press. (n.d.). Incentive. In *Oxford Languages English dictionary*. <https://languages.oup.com/google-dictionary-en/>

- ⁵⁴ The Aspen Institute. (n.d.). *Glossary for understanding the dismantling structural racism/promoting racial equity analysis*. <https://www.aspeninstitute.org/wp-content/uploads/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf>
- ⁵⁵ American Psychological Association. (n.d.). Organizational climate. In *APA dictionary of psychology*. <https://dictionary.apa.org/organizational-climate>
- ⁵⁶ American Psychological Association. (n.d.). Organizational culture. In *APA dictionary of psychology*. <https://dictionary.apa.org/organizational-culture>
- ⁵⁷ Child Welfare Capacity Building Center for States. (n.d.). *Dimension: Organizational infrastructure*. Child Welfare Capacity Building Collaborative. <https://capacity.childwelfare.gov/states/topics/cqi/organizational-capacity-guide/organizational-infrastructure>
- ⁵⁸ Baker, S. (2019). *How to define your team's norms (and why it's important)*. Forbes. <https://www.forbes.com/sites/forbeshumanresourcescouncil/2019/07/01/how-to-define-your-teams-norms-and-why-its-important/?sh=66878cef1000>
- ⁵⁹ Society for Human Resource Management. (n.d.). Mission statement. In *Human resources glossary*. <https://www.shrm.org/resourcesandtools/tools-and-samples/hr-glossary/pages/mission-statement.aspx>
- ⁶⁰ Department of Local Government, Sport and Cultural Industries. (2022). *Organisational priorities*. Government of Western Australia. <https://www.dlgsc.wa.gov.au/department/publications/publication/organisational-priorities#:~:text=What%20are%20organisational%20priorities%3F,services%20delivered%20by%20the%20organisation>
- ⁶¹ Lee, J. Y., Rocco, T. S., & Shuck, B. (2020). What is a resource: Toward a taxonomy of resources for employee engagement. *Human Resource Development Review*, 19(1), 5–38. <https://doi.org/10.1177/1534484319853100>
- ⁶² Salanova, M., Agut, S., & Peiró, J. M. (2005). Linking organizational resources and work engagement to employee performance and customer loyalty: The mediation of service climate. *Journal of Applied Psychology*, 90, 1217–1227.
- ⁶³ Kania, J., Kramer, M., & Senge, P. (2018). *The water of systems change*. Foundation Strategy Group (FSG). https://www.fsg.org/resource/water_of_systems_change/
- ⁶⁴ Encyclopedia Britannica. (n.d.). Procedure. In *The Britannica dictionary*. <https://www.britannica.com/dictionary/procedure>
- ⁶⁵ Merriam-Webster. (n.d.). Procedure. In *Merriam-Webster.com dictionary*. <https://www.merriam-webster.com/dictionary/procedure>
- ⁶⁶ Collins Dictionary. (n.d.). Process. In *CollinsDictionary.com*. <https://www.collinsdictionary.com/us/dictionary/english/process>
- ⁶⁷ Center for Creative Leadership. (2022). *What is psychological safety at work?* <https://www.ccl.org/articles/leading-effectively-articles/what-is-psychological-safety-at-work/>
- ⁶⁸ What is retraining in HRM? (n.d.). PeopleHum. <https://www.peoplehum.com/glossary/retraining>
- ⁶⁹ Pulakos, E., & Kaiser, R. B. (2020). To build an agile team, commit to organizational stability. *Harvard Business Review*. <https://hbr.org/2020/04/to-build-an-agile-team-commit-to-organizational-stability#:~:text=A%20foundation%20of%20organizational%20stability,effectively%20as%20the%20situation%20evolves>
- ⁷⁰ The Annie E. Casey Foundation. (n.d.). *Workforce composition*. <https://www.aecf.org/about/jobs/workforce-composition>
- ⁷¹ National Association of Social Workers. (2015). *Standards and indicators for cultural competence in social work practice*. <https://www.socialworkers.org/LinkClick.aspx?fileticket=PonPTDEBrn4%3D&portalid=0>
- ⁷² American Psychological Association. (n.d.). Expertise. In *APA dictionary of psychology*. <https://dictionary.apa.org/expertise>
- ⁷³ American Psychological Association. (n.d.). Experience. In *APA dictionary of psychology*. <https://dictionary.apa.org/experience>
- ⁷⁴ Thompson, S. (2022). *The complete guide to organizational training in 2022*. Kaltura. <https://corp.kaltura.com/blog/organizational-training/#:~:text=Organizational%20training%20is%20the%20process,job%20performance%20and%20compliance%20obligations>
- ⁷⁵ Institute of Medicine (US) Committee on Monitoring Access to Personal Health Care Services. (1993). *Access to health care in America*. National Academies Press (US). <https://www.ncbi.nlm.nih.gov/books/NBK235882/>
- ⁷⁶ Chaskin, R. J. (1999). *Defining community capacity: A framework and implications from a comprehensive community initiative*. The Chapin Hall Center for Children at the University of Chicago. https://www.lisc.org/media/filer_public/27/0f/270f0aa3-a66d-4f57-ad8c-f733584dca64/08102018_resource_defining_community_capacity.pdf
- ⁷⁷ Gaskins, A. S. P., Steinitz, R., & Hacke, R. (2020). *Why community investment? Investing in community health: A toolkit for hospitals*. Center for Community Investment and Catholic Health Organization. <https://centerforcommunityinvestment.org/resource/investing-in-community-health-a-toolkit-for-hospitals/>
- ⁷⁸ Tousignant, M., & Sioui, N. (2009). Resilience and Aboriginal communities in crisis: Theory and interventions. *Journal of Aboriginal Health*, 5, 43–61.
- ⁷⁹ Nowak, B., & Joslin, J. (2020, August 25). *The importance of using community resources in treatment*. Eating Disorder Hope. Retrieved July 27, 2022, from <https://www.eatingdisorderhope.com/recovery/self-help-tools-skills-tips/the-importance-of-using-community-resources-in->

[treatment#:~:text=What%20are%20E2%80%9CCommunity%20Resources%3F%E2%80%9D,or%20structures%2C%20and%20community%20services](#)

⁸⁰ Cutrona, C. E., Wallace, G., & Wesner, K. A. (2006). Neighborhood characteristics and depression: An examination of stress processes. *Current Directions in Psychological Science*, 15(4), 188–192. <https://doi.org/10.1111/j.1467-8721.2006.00433.x>

⁸¹ Ashiabi, G. S., & O’Neal, K. K. (2015). Child social development in context: An examination of some propositions in Bronfenbrenner’s bioecological theory, 5(2). *SAGE Open*. <https://doi.org/10.1177/2158244015590840>

⁸² Kania, J., Kramer, M., & Senge, P. (2018). *The water of systems change*. FS. https://www.fsg.org/resource/water_of_systems_change/

⁸³ Wikipedia. (2022, June 20). *Social stigma*. https://en.wikipedia.org/wiki/Social_stigma

⁸⁴ Tsirogianni, S., Sammut, G., & Park E. (2014). Social values and good living. In A. C. Michalos (Ed.) *Encyclopedia of quality of life and well-being research* (1st ed, Vol 1, pp 6187–6190). Springer. https://doi.org/10.1007/978-94-007-0753-5_3666

⁸⁵ HowStuffWorks. (2011). *Cultural traditions*. <https://people.howstuffworks.com/culture-traditions/cultural-traditions>

⁸⁶ Baijnath, A., Tutu, K., Ghali, M., Fernandes, J-P., Waheed, N., Abraham, A., Walters, D. Equity, Diversity, and Inclusion in Practice. Ryerson University, Toronto. <https://pressbooks.library.torontomu.ca/ediinpractice/>

⁸⁷ Two Bulls Jr., M. (2020, September 25). How anti-Indigeneity proliferates around the West and the world. *High Country News*. <https://www.hcn.org/articles/indigenous-affairs-across-the-globe-how-anti-indigeneity-proliferates-around-the-west-and-the-world>

⁸⁸ New South Wales Department of Planning and Environment. (n.d.) *Air quality basics*. <https://www.environment.nsw.gov.au/topics/air/air-quality-basics>

⁸⁹ World Health Organization. (n.d.). *Air pollution*. https://www.who.int/health-topics/air-pollution#tab=tab_1

⁹⁰ Legal Information Institute. (2022). Colonialism. In *Wex*. Cornell Law School. <https://www.law.cornell.edu/wex/colonialism>

⁹¹ Collins Dictionary. (n.d.) Colonialism. In *Collins English Dictionary*.

<https://www.collinsdictionary.com/us/dictionary/english/colonialism>

⁹² Legal Information Institute. (2022). Colonialism. In *Wex*. Cornell Law School. <https://www.law.cornell.edu/wex/colonialism>

⁹³ Cambridge University Press. (n.d.). Crime rate. In *Cambridge advanced learner’s dictionary and thesaurus*.

<https://dictionary.cambridge.org/us/dictionary/english/crime-rate>

⁹⁴ Chiappero-Martinetti, E. (2014). Basic needs. In A. C. Michalos (Ed.), *Encyclopedia of quality of life and well-being research* (1st ed., Vol. 1, pp 329–335). Springer. https://doi.org/10.1007/978-94-007-0753-5_150

⁹⁵ Office of the Associate Director for Policy and Strategy. (2021). *Cost-benefit analysis*. Centers for Disease Control and Prevention. <https://www.cdc.gov/policy/polaris/economics/cost-benefit/index.html>

⁹⁶ Peña-Parr, V. (2020). *The complicated history of environmental racism*. University of New Mexico.

<http://news.unm.edu/news/the-complicated-history-of-environmental-racism>

⁹⁷ Collins Dictionary. (2021). Overpolice. In *CollinsDictionary.com*.

<https://www.collinsdictionary.com/us/submission/24351/overpolice>

⁹⁸ Dictionary.com. (n.d.). *Overpolice*.

[https://www.dictionary.com/browse/overpolice#:~:text=verb%20\(used%20with%20object\),STUMBLE%20ON%20THESE%20GRAMMAR%20QUESTIONS%3F](https://www.dictionary.com/browse/overpolice#:~:text=verb%20(used%20with%20object),STUMBLE%20ON%20THESE%20GRAMMAR%20QUESTIONS%3F)

⁹⁹ Hare, D. (n.d.). *Partnerships for better policing in low-income communities*. Rethink Criminal Justice.

<http://rethinkcriminaljustice.com/stereotyping-dave/>

¹⁰⁰ Bell, K. (Ed.). (2013). Gentrification. In *Open education sociology dictionary*. <https://sociologydictionary.org/gentrification/>

¹⁰¹ Braveman, P., Arkin, E., Orleans, T., Proctor, D., & Plough, A. (2017). *What is health equity? And what difference does a definition make?* Robert Wood Johnson Foundation. <https://www.rwjf.org/en/library/research/2017/05/what-is-health-equity-.html>

¹⁰² Merriam-Webster. (n.d.). Housing. In *Merriam-Webster.com dictionary*. <https://www.merriam-webster.com/dictionary/housing>

¹⁰³ Stats NZ. (2018). *Developing a definition for housing quality: Findings from public consultation October 2018*. www.stats.govt.nz

¹⁰⁴ Mauer, M. (2017). *Incarceration rates in an international perspective*. The Sentencing Project.

<https://www.sentencingproject.org/policy-brief/incarceration-rates-in-an-international-perspective/>

¹⁰⁵ Gifford, E. J. (2019). How incarceration affects the health of communities and families. *North Carolina Medical Journal*, 80(6), 372-375. <https://pubmed.ncbi.nlm.nih.gov/31685577/>.

¹⁰⁶ Rowan University. (2021). *The language of identity: Using inclusive terminology at Rowan University*.

<https://sites.rowan.edu/diversity-equity-inclusion/docs/the-language-of-identity-032921.pdf>

¹⁰⁷ American Psychiatric Association. (2022). *Stigma, prejudice and discrimination against people with mental illness*.

<https://www.psychiatry.org/patients-families/stigma-and-discrimination>

¹⁰⁸ Legal Information Institute. (n.d.). Legislation. In *Wex legal encyclopedia*. <https://www.law.cornell.edu/wex/legislation>

-
- ¹⁰⁹ New York State Commission on Ethics and Lobbying in Government. (n.d.). Chapter 1: Lobbying overview and definitions. Joint Commission on Public Ethics. https://ethics.ny.gov/system/files/documents/2018/02/chapter-1-lobbying-overview-and-definitions_0.pdf
- ¹¹⁰ International Centre for Policy Advocacy. (2014). *Defining policy advocacy*. <https://advocacyguide.icpolicyadvocacy.org/21-defining-policy-advocacy>
- ¹¹¹ Office of the Associate Director for Policy and Strategy. (2015). *Definition of policy*. Centers for Disease Control and Prevention. <https://www.cdc.gov/policy/opaph/process/definition.html>
- ¹¹² Word Sense Dictionary. (n.d.) Political climate. https://www.wordsense.eu/political_climate/
- ¹¹³ Freeden, M. (2001). Political ideology. In *International encyclopedia of the social and behavioral sciences*. <https://www.sciencedirect.com/topics/psychology/political-ideology>
- ¹¹⁴ Post, L., Raile, A., & Raile, E. (2010). Defining political will. *Politics & Policy*, 38, 653–676. <https://doi.org/10.1111/j.1747-1346.2010.00253.x> <https://onlinelibrary.wiley.com/doi/10.1111/j.1747-1346.2010.00253.x>
- ¹¹⁵ Corporate Finance Institute. Professional. (n.d.). <https://corporatefinanceinstitute.com/resources/knowledge/other/professional/>
- ¹¹⁶ Occupational Safety and Health Administration. (n.d.). *Safety Hazards*. https://www.osha.gov/sites/default/files/2018-11/fy10_sh-20839-10_circle_chart.pdf
- ¹¹⁷ United States Census Bureau. (2022). *About program income and public assistance*. [https://www.census.gov/topics/income-poverty/public-assistance/about.html#:~:text=Supplemental%20Security%20Income%20\(SSI\),including%20Pass%20through%20Child%20Support](https://www.census.gov/topics/income-poverty/public-assistance/about.html#:~:text=Supplemental%20Security%20Income%20(SSI),including%20Pass%20through%20Child%20Support)
- ¹¹⁸ The Center for High Impact Philanthropy. (n.d.). *What is structural inequality?* University of Pennsylvania. <https://www.impact.upenn.edu/what-is-structural-inequality/>
- ¹¹⁹ Bailey, Z. D., Krieger, N., Agenor, M., Graves, J., Linos, N., & Bassett M. T. (2017). Structural racism and health inequities in the USA: Evidence and interventions. *Lancet*, 389(10077), 1453–1463. [https://www.thelancet.com/pdfs/journals/lancet/PIIS0140-6736\(17\)30569-X.pdf](https://www.thelancet.com/pdfs/journals/lancet/PIIS0140-6736(17)30569-X.pdf)
- ¹²⁰ Cambridge University Press. (n.d.). Period. In *Cambridge dictionary*. <https://dictionary.cambridge.org/us/dictionary/english/period>