



PUZZLES AND GAMES

A diverse and inclusive workforce reflects our communities and helps make Kaiser Permanente a better place to work and receive care. Help your team learn more by using this icebreaker at your next huddle or meeting.

WORD MATCH: Equity, inclusion and diversity glossary

DIRECTIONS: Match the term to its definition. Write the correct letter in the space provided.

1. ____ A state achieved when everyone has the opportunity to reach their best health and thrive, free of any biases and systemic barriers.
2. ____ The adverse effects on groups of people who have systematically experienced greater obstacles to health based on characteristics historically linked to discrimination or exclusion.
3. ____ The fair and just treatment, access, opportunity and advancement for all people in pursuit of their total well-being.
4. ____ The work of actively opposing racism by advocating for changes in political, economic and social life.
5. ____ The wide range of differences and similarities that exist among people, and that make each of us unique.
6. ____ The complex interactions of culture, policy, and institutions that create and maintain racial inequality in nearly every facet of life for people of color.
7. ____ Mental shortcuts humans use to process the reality around us. They occur automatically, without our conscious intent and below our awareness.
8. ____ The full engagement of every individual's diversity of backgrounds, perspectives, and different ways of thinking that are embraced and celebrated.
9. ____ Each of us carries a complexity of identities. This is the interconnected nature of defining characteristics, such as your generation, marital status, age, racial identity, gender/non-gender, sexual orientation, religion, etc.
10. ____ Evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness.

- A. Inclusion
- B. Bias
- C. Diversity
- D. Equity
- E. Health Disparity
- F. Health Equity
- G. Anti-racism
- H. Systemic Racism
- I. Intersectionality
- J. Equality



ANSWER KEY:
1. F, 2. E, 3. D, 4. G, 5. C,
6. H, 7. B, 8. A, 9. I, 10. J