

**Cultural bias** is the phenomenon of interpreting and judging phenomena by standards inherent to one's own **culture**. The phenomenon is sometimes considered a problem central to social and human sciences, such as economics, psychology, anthropology, and sociology.

**Disparity** refers to a state of being unequal. In health and social service systems, disparity is typically used to describe unequal outcomes experienced by one racial or ethnic group when compared to *another racial or ethnic group (in contrast, disproportionality compares the proportion of one racial or ethnic group to the same racial or ethnic group in the population)*.

**Disproportionality** refers to the ratio between the percentage of persons in a particular racial or ethnic group at a particular decision point or experiencing an event (such as maltreatment, incarceration, school dropouts) compared to the percentage of the same racial or ethnic group in the overall population (Alliance for Racial Equity, 2010; McRoy, 2005; Wells, 2011). This ratio could suggest underrepresentation, proportional representation, or overrepresentation of a population experiencing a particular phenomenon. A close examination of disproportionality brings attention to differences in outcomes, often by racial group, and it is necessary to examine the reasons for these differences.

**Implicit bias** is the **bias** in judgment and/or behavior that results from subtle cognitive processes (e.g., **implicit** attitudes and **implicit** stereotypes) that often operate at a level below conscious awareness.

**Inequality** is the condition of being unequal; social and/or economic disparity, unequal treatment and/or opportunity; injustice.

**Misinterpretations** to interpret, explain and understand incorrectly.

**Stereotypes** a simplified and standardized conception or image invested with special meaning and held in common by members of a group.