



GLOBAL WELLNESS
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**- GLOSSARY OF TERMS -
- INCLUSIVE LANGUAGE RESOURCES -**

Global Perspectives on Inclusive Well-Being:
The Role of Health and Wellness Coaching in
Fostering Diversity, Equity, Inclusion, and
Belonging

Empowering Individuals, Leaders, Service
Providers, and Advocates of DEIB Through the
Lens of Health and Wellness Coaching

- 2024 -



WELLNESS COACHING INITIATIVE
GLOBAL WELLNESS INSTITUTE

Glossary for the purpose of this paper (non-exhaustive)

Ableism: Beliefs or practices that rest on the assumption that being able-bodied is “normal” while other states of being, need to be “fixed” or altered, resulting in devaluing, or discriminating against people with physical, intellectual, or psychiatric disabilities. *Institutionalized ableism* may include or take the form of un/intentional organizational barriers that result in disparate treatment of people with disabilities.

Ally: A person who is not a member of a marginalized or disadvantaged group but who expresses or gives support to that group.

Assimilation: The process whereby an individual of a minority group gradually adopts characteristics of the majority culture. This adoption results in the loss of characteristics of one’s native culture, such as language, culinary tastes, interpersonal communication, gender roles, and style of dress.

Belonging: An individual’s felt sense of their unique value and appreciation, enabling people to bring their full and authentic selves to their workplace.

Bio-individuality: A term coined by Joshua Rosenthal, the founder of the Institute for Integrative Nutrition (IIN) Health Coach training school, and largely expressed in the health context today. This conveys the that there is no one-size-fits-all approach to health and nutrition and that we are all unique in our biological makeup and requirements. This idea is further **explored** as a major topic of discussion in biology and the philosophy of biology today.

Bias: Prejudice in favor of, or against one thing, person, or group compared with another, usually unfairly or negatively. Unconscious bias, also known as implicit bias, is defined as *“attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control.”*

Cisgender: A person whose gender identity corresponds with the sex the person had or was identified as having at birth: a person identified as female at birth who identifies as a woman can be said to be a cisgender woman.

Class: Relative social rank in terms of income, wealth, education, occupational status, and/or power.

Class Identity: One's predominant class experience, such as ruling class, owning class, middle class, working class, or chronic poverty class.

Cultural appropriation: Rooted in the effects of colonialism, cultural appropriation entails adopting aspects of a minority culture by someone outside the culture, without sufficient understanding of its context or respect for the meaning and value of the original, particularly when done in a way that promotes disrespectful cultural or racial stereotypes.

Cultural competence: Cultural competence (sometimes known as intercultural competence), often associated with expertise, is a range of cognitive, affective, behavioral, and linguistic skills that lead to effective and appropriate communication with people of other cultures.

Cultural humility: Recognition of the ongoing, evolving nature of understanding and supporting others, involving self-reflection, introspection, and questioning of biases, fostering an environment of allyship and inclusivity. It encourages deeper engagement with individuals and communities, transcending static notions of competence.

Demographic: Statistical data relating to the population and particular groups within it.

Generations	Born	Current Ages
Gen Z	1997 – 2012	11 – 26
Millennials	1981 – 1996	27 – 42
Gen X	1965 – 1980	43 – 58
Boomers II	1955 – 1964	59 – 68
Boomers I	1946 – 1954	69 – 77
Post War	1928 – 1945	78 – 95
WWII	1922 – 1927	96 – 101

Disability: A physical or mental impairment that substantially limits one or more major life activities of an individual; a record of such an impairment; or being regarded as having such an impairment.

Diversity: The quality of a population involving people from a range of different social and ethnic backgrounds and of different ages, genders, sexual orientations, etc. who are represented in the population.

Ethnicity: Denotes groups, such as Irish, Fijian, Sioux, etc., that share a common identity-based ancestry, language, or culture. Often based on religion, beliefs, and customs as well as memories of migration or colonization.

Ethnocentrism: A term applied to the cultural or ethnic bias—whether conscious or unconscious—in which an individual views the world from the perspective of his or her own group, establishing the in-group as archetypal and rating all other groups concerning this ideal.

Equity: Consideration of a person’s unique circumstances, the fair treatment for all people, so that the norms, practices, and policies in place ensure equality of opportunities or workplace outcomes.

Equality: Recognition that every individual has an equal opportunity to make the most of their lives and talents and that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

Gender: A social identity usually conflated with biological sex in a binary system that presumes one has either male and masculine characteristics and behavior, or female and feminine characteristics and behavior. In addition to being a major social status experienced by individuals, this is also “a social institution” that helps humans organize their lives. Gender identity can be the same or different from Sex Assigned at Birth (SAAB).

Gender Non-conforming/Gender Non-binary: Identification of and/or expression of oneself outside the binary gender categories of male/masculine and female/feminine.

Health: A state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity. Health is a state of resilience and positive gain, resulting from an individual’s ability to adapt to challenges in the totality of their bio-psycho-emotional-social-existential-spiritual environment, throughout their lifetime.

Health at Every Size: (HAES) A social and health promotion movement that challenges social stigma based on weight, size, and shape, emphasizing body positivity, health outcomes, and eating and movement for well-being rather than weight control.

Health Equity: Social justice in health (i.e., no one is denied the possibility to be healthy because he/she belongs to a group that has historically been economically/socially disadvantaged).

Holistic: The belief or approach that considers that the parts of something are interconnected and can be explained only by reference to the whole.

Inclusion: Attitude or policy that reflects the degree to which organizations embrace all employees, regardless of their differences, and enable them to make meaningful contributions.

Institutionalized racism: Also known as systemic racism, refers to forms of racism that are ingrained in society or organizations., when entire racial groups are discriminated against, or consistently disadvantaged, by larger social systems, practices, choices, or policies.

Intersectionality: The cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, and their multiple effects on the same individuals or groups. Also refers to the view that overlapping and interdependent systems of discrimination can more effectively be addressed together.

Lifestyle medicine: A branch of evidence-based healthcare emphasizing disease prevention through habits over curative medicine. Contemplates six pillars of health: nutrition, exercise, stress management, relationships, and consumption of alcohol/drugs.

LGBTQ: Abbreviation for lesbian, gay, bisexual, transgender and queer.

Well-being: Thought as the combination of feeling good and functioning well. Includes the broader holistic dimensions of a fully-lived life, such as career, social, financial, physical, community, sense of purpose.

Wellness: A healthy lifestyle beyond acute illness; a state of physical health in which people have the ability and energy to do what they want to do in life without chronic suffering, primarily supported through the active pursuit of habits of eating, physical activity and quality sleep that lead to positive health outcomes.

Race: A powerful social category forged historically through oppression, slavery, and conquest. Most geneticists agree that racial taxonomies at the DNA level are invalid as genetic differences within any designated racial group are often greater than differences between racial groups.

Social Identity: Involves how one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts as governing everyday behavior.

Sexual Orientation: An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.

Structural Inequality: A system that creates conditions where one category of people have an unequal status to another category of people. This is systematically rooted in the normal operations of social institutions such as education, employment, laws and regulations, and healthcare.

Marginalization/marginalized: Both a process and a condition that prevents individuals or groups from opportunities to fully participate in social, economic, and political life and access basic services. Also known as social marginalization or social exclusion.

Microaggression: Action of unconsciously or unintentionally expressing or revealing a prejudiced attitude toward a member of a marginalized group, such as a racial minority, including insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking, or excluding someone.

Microaffirmation: A small gesture of inclusion, caring, or kindness, including listening, providing comfort and support, being an ally and explicitly valuing the contributions and presence of all.

Multicultural Sensitivity: Also known as cultural diversity, multicultural sensitivity refers to effective communication with individuals of diverse backgrounds, experiences, and perspectives in the modern multigenerational work environment.

Neurodiversity: Recognition and respect for neurological differences as for any other kind of human differences or variations. These differences can include Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Spectrum, and Tourette Syndrome.

Organizational health literacy: The degree to which organizations equitably enable individuals to find, understand, and use information and services to inform health-related decisions and actions for themselves and others.

Personal health literacy: The degree to which individuals have the ability to find, understand, and use information and services to inform health-related decisions and actions for themselves and others.

Privilege: Unearned access to resources (social power) only readily available to some people as a result of their race, gender, sexuality, ability, socioeconomic status, age, and other differences.

Psychological Safety: A shared belief that it's OK to take risks, to express one's ideas and concerns, to speak up with questions, and to admit mistakes — all without fear of negative consequences.

Queer: An umbrella term used by people who wish to describe themselves as neither heterosexual nor cisgender.

Racial Equity: The condition that would be achieved if one's racial identity is no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address the root causes of inequities not just their manifestation. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racism: A belief that racial differences produce or are associated with inherent superiority or inferiority. Racially based prejudice, discrimination, hostility, or hatred.

Ruling Class: The stratum of people who hold positions of power (political, financial, other) in society's major institutions.

Tokenism: The policy of making only a perfunctory effort or symbolic gesture toward the accomplishment of a goal, such as racial integration; the practice of hiring or appointing a token number of people from underrepresented groups to deflect criticism or comply with affirmative action rules.

Transgender: An umbrella term describing a person whose gender identity is something other than their Sex Assigned at Birth (SAAB) - a person's first association with gender, typically based on physical sex characteristics.

Well-Being: A positive state experienced by individuals and societies. It is linked to health as a human right and positive aspiration. Well-being is determined by social, economic, and environmental conditions. It encompasses quality of life and the ability of people and societies to contribute to the world with a sense of meaning and purpose.

Inclusive Language Glossary Resources

General Inclusive Language Guide:

<https://us.sagepub.com/en-us/nam/inclusive-language-guide>.

- Race/Ethnicity
- Gender
- Sexual Orientation
- Age
- Disability
- Health/mental health
- Socioeconomic status

Specific Inclusive Language Guide: Race & Ethnicity

<https://www.apa.org/about/apa/equity-diversity-inclusion/language-guide-lines>

Specific Inclusive Language Guidelines: Disability

<https://www.ungeneva.org/en/about/accessibility/disability-inclusive-language>

Specific Glossary of Gender & Sexual Identity Terminology for professionals:

<https://www.genderhealthtraining.com/wp-content/uploads/2023/12/GHTI-Glossary-v122023.pdf>

Specific Inclusive Language Guide for Weight Stigma and Bias Terminology:

<https://pubmed.ncbi.nlm.nih.gov/35819360/>

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Health and Wellness Coaching Connection Blog Space.

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Learn more here :

[Wellness Coaching Connection Contributor Guidelines](#)
[Blog-Newsletter Submission Form](#)

Please email us (gwiwci2023@gmail.com) if anything is unclear or if you have questions. We look forward to receiving your submissions!

Questions for Discussion Guide

Complementing our research, this Questions for Discussion Guide serves as an organized tool to facilitate ongoing discussion and contemplation on the pivotal role of Health and Wellness Coaching within the realms of Diversity, Equity, and Inclusion. Intended for educators, students, and readers, this guide provides a structured framework for further exploration, encouraging thoughtful analysis and collaborative dialogue to advance inclusive practices in the field.

- How can a comprehensive understanding of key terms related to diversity, equity, and inclusion enhance our approach to health and wellness coaching?
- In what ways does language shape our perceptions of diversity and inclusivity within coaching practices?
- How can the use of inclusive language foster a more supportive and empowering environment for clients from diverse backgrounds?
- Reflecting on the terms defined in the glossary, how might unconscious bias influence coaching interactions and outcomes?
- How can coaches integrate knowledge of inclusive terminology into their communication strategies to better serve clients with different identities and experiences?
- What role does self-awareness play in recognizing and addressing potential biases in coaching relationships?
- How might the lack of awareness or understanding of inclusive language impact the effectiveness of coaching interventions?
- In what ways can coaches actively promote inclusivity and equity in their coaching practices beyond using inclusive language?
- How can ongoing education and training in inclusive terminology benefit both coaches and clients in diverse coaching settings?
- What steps can organizations take to ensure that coaching programs and resources reflect a commitment to diversity, equity, and inclusion, including the use of inclusive language?