

RHEF GRANT GLOSSARY

- **BIPOC:** Black, Indigenous and People of Color.
- **BIPOC led organization** is an organization whose origins stem from BIPOC community members, and whose current staff, leadership and the people they serve are 51% or more BIPOC. (we thank Northwest Health Foundation for this definition)
- **Culturally Relevant:** An organization that is not culturally specific but whose staff is trained and equipped to provide services to non-White communities in a way that honors their culture and language.
- **Culturally Specific:** culturally specific organizations are led by and serve the experiences of a specific identity group. They are centered around and informed by the experiences of that group. (we thank Northwest Health Foundation for this definition)
- **Gender Affirming Care:** Gender Affirming Care (GAC) consists of an array of services that may include medical, surgical, mental health, and non-medical services for transgender and nonbinary people. GAC takes a holistic approach to making sure a person's mental and physical needs surrounding their gender identity and expression are met.
- **Reproductive Health Equity:** Strategies, practices, and tools that ensure that people, regardless of race, ethnicity, socioeconomic status, location, or other structural and systemic dynamics and factors outside of their control, have equal access to reproductive health and related preventive services.
- **Reproductive Justice:** Reproductive Justice (RJ) is a framework that recognizes the human right to control one's sexuality, gender, and reproduction. Reproductive Justice will be achieved when all individuals have the economic, social, and political power and resources to make informed decisions about their bodies, their families, their communities, and in all areas of their lives.