**Affirmative Action**: rules that the government or an organization (like a university) use to include different kinds of voices. Affirmative action is used to include people of different races, genders, sexualities, disabilities, and more.

**Affordability**: The ability to pay for a service or thing, deciding if something is too expensive, and how it will be paid for.

**Appropriations**: Money that is set aside by formal action by Congress for a specific use. Appropriations happen once a year.

**Budget**: Money that is requested by formal action the President’s Administration or by Congress for a specific use. Appropriations happen once a year.

**Beneficiary**: A person who benefits or receives payments or services from a program like Medicaid or Social Security.
**Bi-Partisan:** When people of both political parties (Democratic and Republican) work together on a law.

**Bi-Cameral:** When people of both the House of Representatives and Senate work together on a law.

**Caucus:** A group of people, belonging to the same political party or with similar interests that will make recommendations or make decisions on policy.

**Census:** A count of how many people live in the country, along with some descriptions of the people. It happens every ten years.

**Chamber:** The two different parts of Congress – The House of Representatives (The House for short) and The Senate.
**Complex:** Complicated or difficult to break down and understand.

**Competitive Integrated Employment:** Full or part-time work at minimum wage or higher, with wages and benefits similar to that for people without disabilities doing the same work, and fully integrated with coworkers without disabilities.

**Continuing resolution:** This is also called a CR for short. This is something that Congress might pass to extend the federal budget if they cannot agree on a new budget by the deadline. The federal budget ends on September 30th every year, and if Congress cannot agree on a new budget, they will pass a CR to avoid a government shutdown.

**Constituents:** The people that live in the area (called a district, usually one of more zip-codes) or a state that an elected official represents. Example: people in Pennsylvania are Senator Casey and Senator Fetterman’s constituents and people in Pennsylvania’s first district are Representative Fitzpatrick’s constituents. Click on [this link](#) and type in your zipcode to find your Representative.
**Ethnicity:** A group of people who share their own culture, history, language, religion, or set of traditions.

**Evidence-based:** Making decisions and policy that apply the findings of the best available current research or studies.

**Filibuster:** The attempt to stop or slow down a vote in the Senate by talking about it for a long time, trying to change the rules, or anything else to delay the vote.

**Home and Community Based Services (HCBS):** Supports and services to help people with disabilities live their everyday lives in their communities.

**Gender Identity:** The way a person feels about themselves and how they choose to express themselves – male, female, both, neither, or in between.

**Initiatives:** Plans, activities, and strategies that work toward a goal.
Infrastructure: The basic things needed to make something work.

Institutions of Higher Learning: Colleges, community colleges, and universities.

Jeopardizing: At risk of losing something like a service or program

Legislation: Policies, or other matters under consideration by Congress or other parts of government that create or change laws.

Long-term Supports and Services (LTSS): Services that help people with disabilities to live everyday lives. Some examples of LTSS are job coaches, transportation, and personal care assistants that help you do things in your house.
**Markup**: This is when a group of Senators or Representatives meet to talk about a bill and make changes to it before voting on it.

**Minimum wage**: the lowest amount of money that a person can legally be paid for doing a job.

**Onset**: The beginning of something.

**Paid Leave**: Time off from work, with pay.

**Poverty**: Not having enough money to live.

**Policy priorities**: Issues that our network or other organizations have decided are the most important to work to fix.
**Provision:** Part of a law or regulation.

**Race:** A way we talk about groups of people based on how they look or their family history

**Reauthorization:** Pass or give money to again, for example approve funding for a program that was already a law.

**Recess:** When Congress goes on break and the Members travel home to their states and districts to talk to constituents. Check out this *Tuesday’s With Liz* episode for more information!

**Regulation:** Instructions from a federal agency on how a law needs to be enforced.
**Policy Terms in Plain Language**

**Relief:** Lessening the negatives effects of an issue or policy sometimes by providing money to people.

**Restraint:** The action of physically keeping someone in one place.

**Restrictive:** Putting limits on someone’s freedom.

**Revenues:** The money that a city, county, state, or country government brings in as income, usually as taxes.

**Seclusion:** The state of being isolated or kept away from others.
**Policy Terms in Plain Language**

**Solvency:** Having enough money to cover the costs of a program.

**Subminimum Wage:** Pay for a job that is less money than legally allowed.

**Surplus:** Extra or left-over funds.

**Universal Design:** Products or features that are accessible to everyone and benefit everyone.

**Vaccine:** a shot that keeps us from getting sick

**Work Incentives:** Programs from the Social Security Administration that allow people with disabilities to work and receive their monthly payments. The programs can be different in each state or territory.