

# The *All of Us* guide for diversity and inclusion

<b>Diversity Category</b>	<b>Description for Underrepresented in Biomedical Research (UBR)</b>
Race and Ethnicity	Individuals who identify as other than White and non-Hispanic (i.e. Asian; Black, African or African American; Hispanic, Spanish, or Latino; Native Hawaiian or Pacific Islander; Middle Eastern or North African)
Access to Care	Individuals who have not had a needed medical visit in the past 12 months or cannot easily obtain or pay for medical care as needed
Age	Children 17 or younger and adults 65 or older
Annual Household Income	Individuals with household incomes equal to or below 200% of the Federal Poverty Level
Disability	Individuals with either a physical or cognitive disability
Educational Attainment	Individuals with less than a high school degree or equivalent
Gender Identity	Individuals who identify as gender variant, non-binary, transgender, or something else
Geography	Individuals who reside in rural and non-metropolitan areas
Sex Assigned at Birth	Individuals who are neither male nor female (i.e. intersex)
Sexual Orientation	Individuals who identify as asexual, bisexual, gay or lesbian or something else