



Better health through laboratory medicine.

KEY DEI DEFINITIONS

Diversity	Includes but is not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.
Equity	The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.
Inclusion	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that ensures equal access to opportunities and resources.
Health Equity	Optimal health for all including the equitable access to appropriate clinical testing.
Under-represented in X	Black or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians and other Pacific Islanders representation in the biomedical sciences is low compared to Whites.
Marginalized population	<p>Groups who were or are denied full participation in mainstream cultural, social, political, and economic activities and have been ignored or misrepresented in traditional historical sources.</p> <p>Can include but not limited to: minorities, women, LGBTQ+, low-income individuals, prisoners, the disabled, and senior citizens. Many of these communities were ignored or misrepresented in traditional historical sources</p>
Disability	With respect to an individual with: (A) a physical or mental impairment that substantially limits one or more major life activities of such individual; (B) a record of such an impairment; or (C) being regarded as having such an impairment.