



DIVERSITY, EQUITY & INCLUSION (DEI) LENS

ADLM will assess all its programs, policies, decisions, actions, services, processes, and products (current and new) through a DEI lens to ensure alignment with ADLM's Core Value on diversity and inclusion.

Diversity and Inclusion Core Value: We embrace diversity, which is key to developing resources that meet the needs of all ADLM members and their patients. We value our colleagues and members from underrepresented backgrounds, and pledge to treat them with fairness and respect, encourage their contributions, and support their professional growth.

DEI Lens:

1. **Who is involved?**

Is a diverse group of members and stakeholders included? If not, what mechanisms can be implemented to broaden the group?

2. **Is it inclusive?**

Does it meet the needs of all members? If not, what changes can be implemented to make it more inclusive?

3. **Is it equitable?**

Do all members have access without barriers? If not, what barriers need to be removed or what changes need to be implemented? Does one group of members have greater access and benefit more than others?

4. **What is the outcome?**

Does it communicate or demonstrate a commitment to DE&I? Are there any potential negative outcomes? How will it be perceived by all members?