

Diversity, Equity, & Inclusion (DEI) and Health Equity (HE)

WHAT ADLM VOLUNTEERS HAD TO SAY*

85% Agree Diversity, Equity, & Inclusion Focus Improves Patient Outcomes

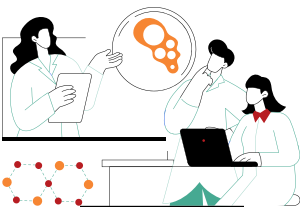


Diversity, Equity, & Inclusion (DEI) Lens

It's extremely important for professionals and institutions to use the DEI Lens to help identify, focus, and assess opportunities

DEI LENS

Top Priorities for Advancing DEI in Lab Medicine and within ADLM



- Ensure health equity and access to care and testing
- Improve ways race and gender are used in testing
- Conduct related education, outreach, communication and provide resources to ADLM members
- Create a pipeline of leaders by providing mentorships
- Foster representation from under-represented populations among volunteer roles and staff. Increase age, education, and job/role diversity among those engaged in ADLM

30%

Respondents Worry Diversity, Equity, & Inclusion Efforts Can Go Too Far

It's important for ADLM to determine the root cause of this concern



HOW PROGRESS CAN BE MEASURED - ADLM's Diversity, Equity & Inclusion (DEI) and Health Equity (HE) Goals

- Overall growth in membership because ADLM is welcoming to a larger population of individuals
- Increased interest in volunteers for leadership roles
- Increased global presence and recognition
- More educational programming dedicated to DEI and HE
- More published content in ADLM journals on DEI studies
- Eliminate the gender gap in lifetime achievement awards
- Improved feedback from under-represented members on how well ADLM serves them



EDUCATION

More is needed to support Diversity, Equity, & Inclusion and Health Equity to work effectively

DISABILITY AWARENESS: A First Step to Disability Inclusion

23%

ADLM volunteer respondents have a hidden or visible disability



ADLM ADVOCACY

ADLM should advocate for health equity in laboratory medicine