Diversity, Equity, & Inclusion (DEI) and Health Equity (HE)
WHAT ADLM VOLUNTEERS HAD TO SAY*

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

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 ALDM 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

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

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

*FINDINGS FROM THE 2023 ADLM VOLUNTEER DEI SURVEY