EQUITY, DIVERSITY, & INCLUSION IN PATHOLOGY & LABORATORY MEDICINE

WHO ARE WE?
The Department of Pathology and Laboratory Medicine EDI committee consists of over 50 members representing faculty, trainees, and staff from anatomic and clinical pathology (including research faculty).

COMMITTEE PURPOSE
The UCLA Department of Pathology and Laboratory Medicine values equity, diversity, and inclusion. The purpose of this committee is to cultivate an atmosphere that promotes the benefits of having diverse educational and training activities, faculty, staff, and trainees. This goal will be accomplished through input from a diverse committee that includes members throughout the department working together to create an inclusive environment that provides equity for individuals of different ethnicities, religious backgrounds, sexual orientation, gender/gender identity, age, and disability/ability status.

JEDI PLAN
The JEDI Plan outlines overarching department goals over a 3-5 year period. The goals will be evaluated each year to discern progress made and identify improvement areas.

KEY PRIORITIES
- Educate the department about unconscious bias, microaggressions, stereotypes, and other related topics.
- Increase diversity in recruitments at the staff, trainee, and faculty levels.
- Increase diversity of speakers for departmental education and seminars.
- Continuous review of diversity and equity data in the department to address any weaknesses that arise.

People
Revise recruitment & increase representation.

Climate
Verify policies & practices are inclusive & equitable.

Structural Elements
Evaluate policies & practices for structural inequalities.

Professional Development/Education
Ensure diversity of speakers & topics for Grand Rounds.

Community Engagement
Identify & participate in pipeline programs to bolster interest in Pathology & Lab Medicine careers.

Patient Care
Reduce healthcare inequities due to race & other characteristics.