

# 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).



## 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.

### Climate

Verify policies & practices are inclusive & equitable.

### Professional Development/Education

Ensure diversity of speakers & topics for Grand Rounds.

### Patient Care

Reduce healthcare inequities due to race & other characteristics.

### People

Revise recruitment & increase representation.

### Structural Elements

Evaluate policies & practices for structural inequalities.

### Community Engagement

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



## 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.

## 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