



The Impact of DEIA in Science Equity and Excellence

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“Equity is the only acceptable goal.”
Dr. Paul Farmer

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Disclosures

- We do not have any financial disclosures or conflicts of interest with the presented material in this session.



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Who Are We?

Association of Public Health Laboratories

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Session Objectives

By the end of this session, attendees will be able to:

- Describe the importance of incorporating fair and unbiased practices in hiring, promotion, and resource allocation.
- Discuss practical strategies and best practices for promoting DEIA in laboratory settings.
- Describe the benefits of creating diverse teams in STEM and lab communities.



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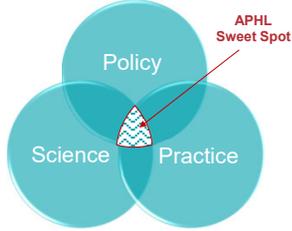
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Vision

A healthier world through quality laboratory systems.

Mission

Shape national and global health outcomes by promoting the value and contribution of public health laboratories and continuously improving the public health laboratory system and practice.




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APHL Values

Community

- We actively foster meaningful connections and belonging among members and partners to promote collaboration, growth, and diversity of thought that maximizes our contributions to advance public health.

Diversity, Equity, Inclusion and Accessibility

- We embrace, promote and model a culture of diversity, equity, inclusion and accessibility (DEI) and recognize it as essential to the work we perform and the communities we serve.

Innovation

- We meet the diverse and ever-changing public health landscape through forward-thinking and adaptive leadership.

Scientific and Professional Integrity

- We are a trusted leader in public health, striving for continuous improvement and the highest level of ethics and honesty in laboratory science and practice.



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Dimensions of Diversity

Primary Dimensions

- Age, Gender, Race, Ethnicity, Sexual Orientation, Mental and Physical Abilities

Secondary Dimensions

- Military Status, Work Experience, Family Status, Income, Religion, Education, First Language, Geographic Location, Organizational Role and Level, Communication and Work Style




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The Dimensions of DEIA(B)

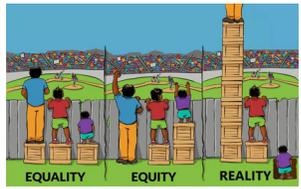
Implications for the public health laboratory workforce



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Equity

- According to the World Health Organization (WHO), **equity** is "the absence of unfair, avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically or by other dimensions of inequality."
- Health equity** "is achieved when everyone can attain their full potential for health and well-being."




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Diversity

- The myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as *race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, learning styles, and more.*




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Inclusion

- Described as "the recognition, appreciation, and use of the talents and skills of individuals from all backgrounds."




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Accessibility

- Refers to the "design, construction, development and maintenance of facilities, information and communication technology, programs and services so that all people, including people with disabilities, can fully and independently use them."



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Importance of DEIA in Science Equity

- Commit to promoting DEIA and increasing representation in the workforce
 - Benefits include improvement of patient outcomes, increase in employee satisfaction, and building stronger communities.
- Need to increase access and reduce barriers to advancement opportunities
 - More accessible
 - Encourage diverse applicants
- Strive for inclusive excellence
 - Foster inclusive work environments and workplace culture
 - Empower employees and support their sense of belonging in the workplace

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Belonging(ness)

- Create meaningful connections in the workplace
 - Working with a team where they feel included, seen and valued
 - Appreciated for their contributions to their role
 - Show up in the workplace, authentically, and feel accepted
- Dust (2021): "If we fail to consider inclusion and belongingness, the sustainability and long-term impact of diversity initiatives will be limited."



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The Siemens Report (2021)

- The study examined the challenges facing clinical laboratory professionals and explore how to meet current and future needs of the workforce.
- Three overarching areas:
 - Increasing visibility
 - Improving recruitment and retention
 - Focusing on diversity and inclusion in the laboratory**
- If implemented, these actions will contribute towards the strengthening of pathways into clinical laboratory careers



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Additional DEIA Terminology

- Other important key terms to know regarding DEIA elements in the laboratory workforce concepts includes:
 - Social Determinants of Health (SDOH):** the "personal, social, economic, and environmental factors" that determine "unequal and avoidable differences in health status within and between communities"
 - Healthcare Disparities:** refer to the differences in health and health care between groups that stem from broader inequities¹
 - CDC: "preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations"
 - Several dimensions of healthcare disparities continue to persist in the U.S.

1. Ndugga, N., & Artiga, S. (2021, May 11). Disparities in health and health care: 5 key questions and answers. Kaiser Family Foundation. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/disparities-in-health-and-health-care-5-key-questions-and-answers/>

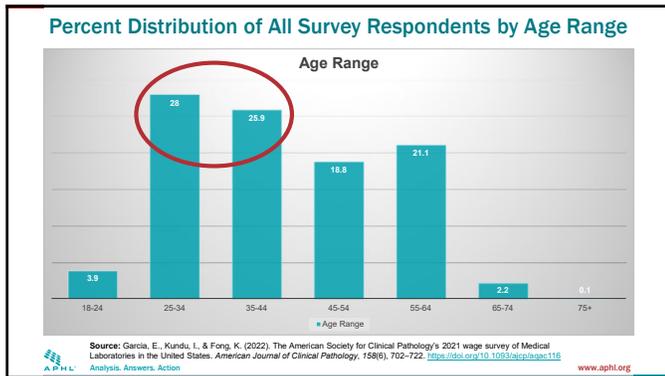
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ASCP 2021 Wage Survey of Medical Laboratories in the United States

- Biennial survey conducted to provide the most recent national wage data for the pathology and laboratory field
- Survey results serve as the basis for much needed research in the areas of recruitment, retention, education, certification, marketing and advocacy.
- Focus on increasing visibility, recruitment, retention and diversity**



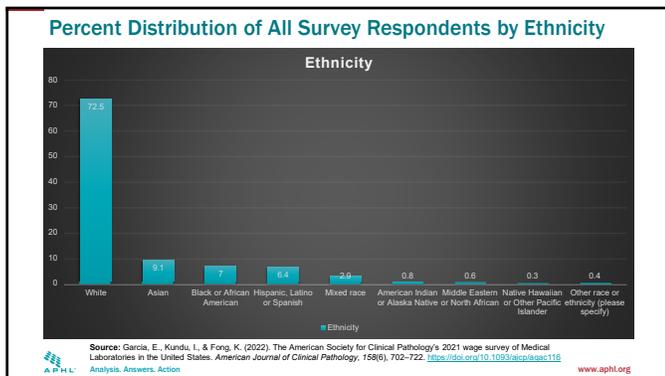
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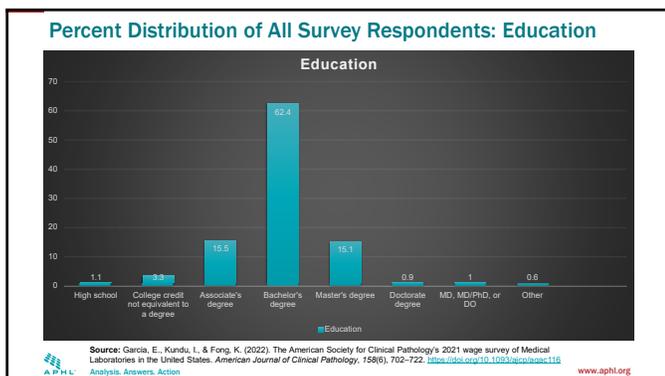
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2021 Public Health Workforce Interests and Needs Survey (PH WINS)

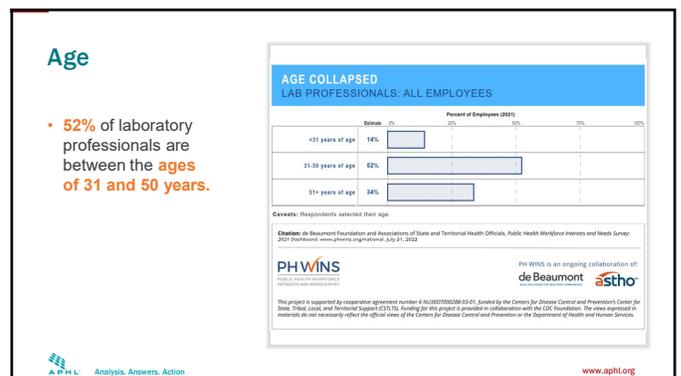
- Conducted by the de Beaumont Foundation and the Association of State and Territorial Health Officials (ASTHO) between September 2021 and January 2022.
- The survey provides data on workforce demographics, job characteristics, training needs, intent to stay or leave, professional engagement and satisfaction, and other areas.
- PH WINS is the only national survey representative of local and state government public health workforce employees in the United States.
- To learn more, please visit www.phwins.org.

Source: de Beaumont Foundation and Association of State and Territorial Health Officials, Public Health Workforce Interests and Needs Survey: 2021 Dashboard. www.phwins.org/national; July 31, 2023

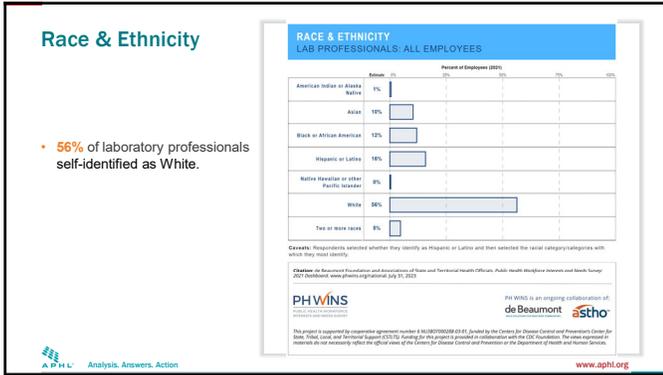
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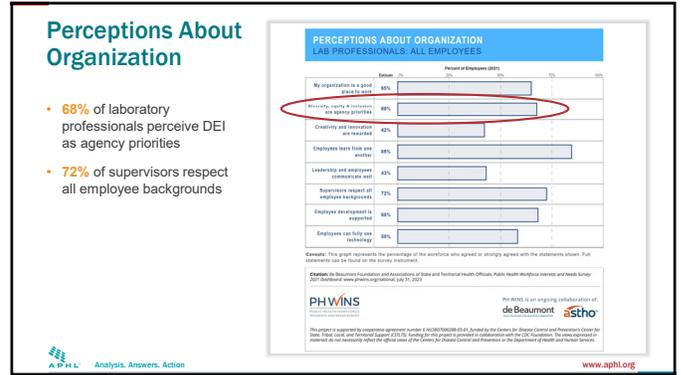
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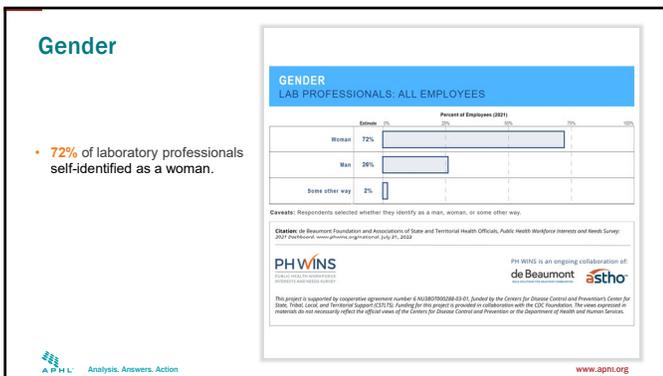
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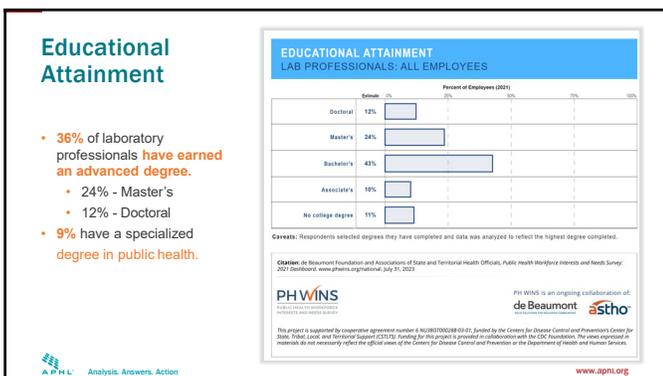
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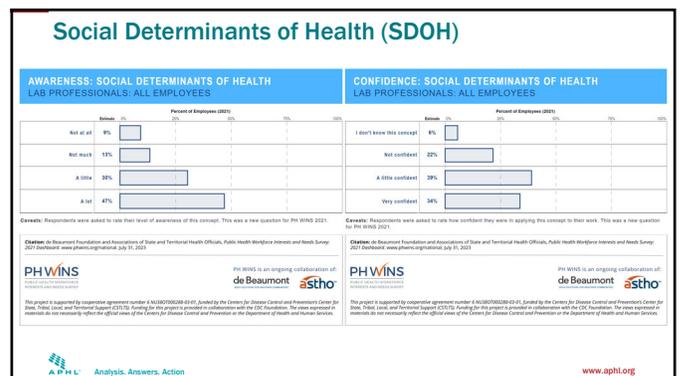
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DEIA is Important

Undeniable

- "APHL and its members understand that cultivating and encouraging inclusive environments is essential to our work....."

Benefits:

- Supports a healthy workplace
- Capitalizes on talent
- Encourages innovation
- Better decision-making

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APHL DEIA Committee

Advancement of Science Equity

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High-Level Vision

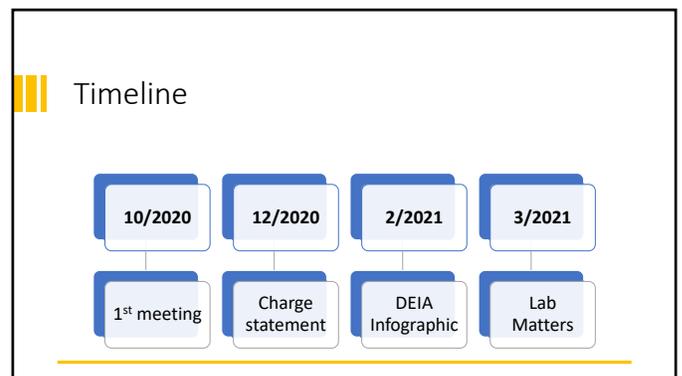
KNOWLEDGE UNDERSTANDING PRACTICE

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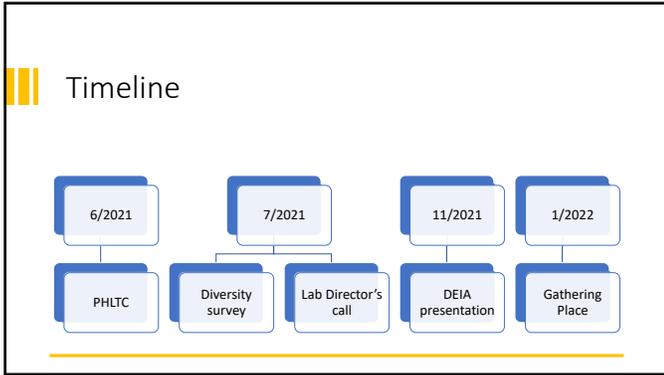
Diversity, Equity, Inclusion, and Accessibility Committee

APHL DEIA Committee Member: Deborah Severson
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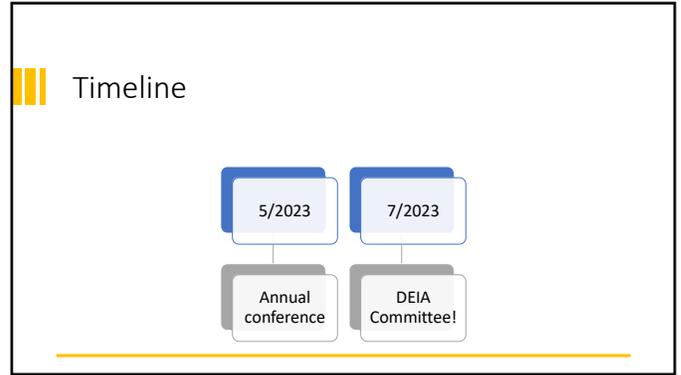
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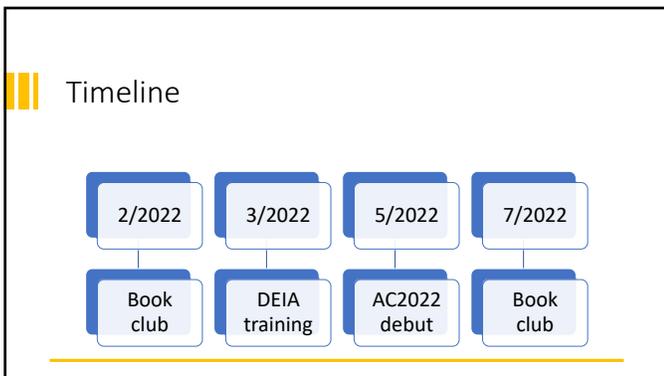
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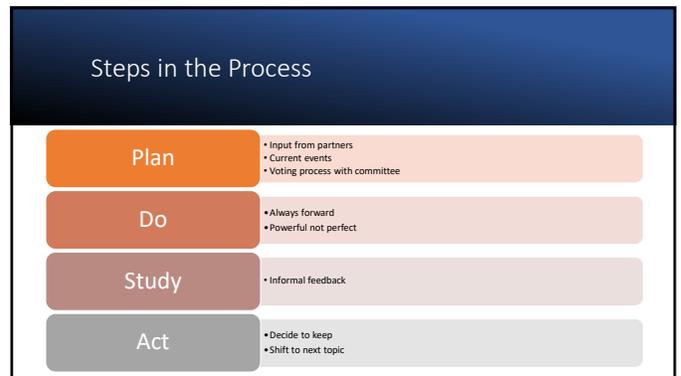
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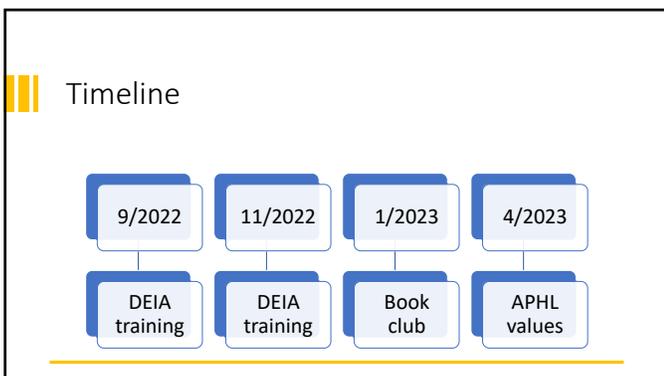
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Aspirational Goals

- Evaluate PHL policy and practice and quantify with metrics
- Hold "office hours" for DEIA related challenges
- Toolkit to implement DEIA initiatives
- Inclusive language for performance reviews
- Accessible work area evaluation and recommendations
- Meet with all APHL Committees to discuss their individual DEIA initiatives

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Big Picture

Be genuine
 Be consistent
 Be prepared
 Always listen
 Be flexible (growth mindset)
 Move forward
 Giving up is not an option

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Real Life.....

The Good

- "I am so glad that APHL created a space to have these conversations."
- "I appreciate the way you address tough topics with kindness."
- "That was a great book."
- "I want to create culture-based resource groups."

The Bad and Ugly

- "APHL needs to focus less on DEI and more on the real work of public health."
- "People ignore me because of my accent."
- "I was passed over for a promotion and I think it has something to do with my race."
- "I want to have these conversations, but don't know how."

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From Our Mouth to Your Ears.....

- We were hesitant to believe we would be successful when we first started, but we have created an open, safe atmosphere for sharing uncomfortable information. Keep moving forward to make progress.
- What is seen publicly by APHL membership is a lack of diversity (i.e. Awards recipients, ELP participants, speakers, etc).
- APHL should consider a DEIA Director for the staff
- This committee is ready to serve and give advice in any capacity needed. Wherever we are needed, that is where we will be. If other committees would like a presentation from DEIA, let us know and we will provide it or find someone who can.

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