

- Social determinants of health directly impact health equity.
- As “gatekeepers” of diagnostic tests and data, laboratory professionals are uniquely positioned to mitigate health disparities.
- Failure to emphasize diversity, inclusion, and equity in pathology may inadvertently exacerbate health disparities.
- Numerous federal initiatives and resources can assist with the development and implementation of pathology-specific equity initiatives.
  - <https://thinkculturalhealth.hhs.gov/clas>
  - <https://health.gov/healthypeople>
  - <https://www.ascp.org/content/get-involved/diversity-and-inclusion#>
  - <https://pathologytraining.org/diversity-equity-inclusion-initiatives/>
- Work-force diversity directly contributes towards improved health outcomes and reduction of health disparities by enhancing patient-provider concordance, delivery of culturally appropriate and patient-centered care, innovation, awareness and emphasis of health disparities, clinical trial diversity, and quality of care.
- Diversity in pathology is important because it allows for a variety of perspectives and experiences to be represented in the field, leading to improved patient care.
- Equity in pathology means ensuring that all individuals have equal access to opportunities, resources, and support, regardless of their race, ethnicity, gender, sexual orientation, or other characteristics.
- Inclusion in pathology means creating a welcoming and supportive environment where everyone feels valued and respected, and where they can fully participate and contribute.
- Pathologists can work to promote DEI by recognizing and addressing biases and stereotypes, increasing representation of underrepresented groups in the field, and creating a culture of inclusion and belonging.
- Some specific strategies for promoting DEI in pathology include mentoring and supporting trainees and junior faculty from underrepresented groups, promoting cultural humility and sensitivity in patient care, and actively seeking out and valuing diverse perspectives and experiences.
- There is a need for continued education and training on DEI topics in pathology, as well as ongoing efforts to create more inclusive and diverse workplaces and organizations.