

DEI TOOL KIT



ADLM strives to create and enable a diverse, inclusive, and equitable community in which members of the profession, members of the association, and members of staff can thrive. As part of our commitment, we are pleased to provide you with a tool kit to support our volunteers and committees in conducting conversations and embedding diversity, equity, and inclusion (DEI) and health equity across ADLM in all we do.

The tool kit clarifies ADLM's commitment to DEI, and describes expectations and opportunities for members. This tool kit also provides links to external and ADLM-developed DEI and health equity resources.



WHY DEI IS IMPORTANT FOR *ALL OF US*

It is critical for **all persons**, not just historically marginalized populations, to work to create equitable, diverse, inclusive, and safe environments. ADLM therefore strives to remove barriers to health; nurture compassion for patients; increase scientific knowledge in pursuit of health; and support members to be the best healthcare guardians.

As an organization representing healthcare and scientific professionals, we are well aware that the implications of inequitable treatment are matters of life and death. We, therefore, assert that equitable and inclusive treatment—in healthcare and in life—is a universal and basic human right, and we pledge our unwavering commitment to making a positive impact on all patients and the quality of treatment they receive. In order to aid and uphold this pledge to the fullest extent possible, it is essential for ADLM's staff, members, vendors, and other stakeholders to reflect the diversity of the communities we serve. This will enable our members to better meet the needs of the diverse patient populations that they serve around the world and strengthen the organization.

At the same time, it is important to acknowledge the existence of negative behaviors and systems that suppress and marginalize certain groups. These manifest by creating and perpetuating misinformation, intimidation, and fearmongering and often manifest as microaggressions made under the cover of anonymity. Awareness of these harmful postures will help us to combat them and guide us in our commitment to uphold factual scientific information in the service of health equity. We believe that fostering DEI will make us a more resilient and innovative organization by encouraging multiple and diverse perspectives to flourish. Our focus on DEI makes ADLM a healthier organization and puts us in a stronger position to achieve our goals.



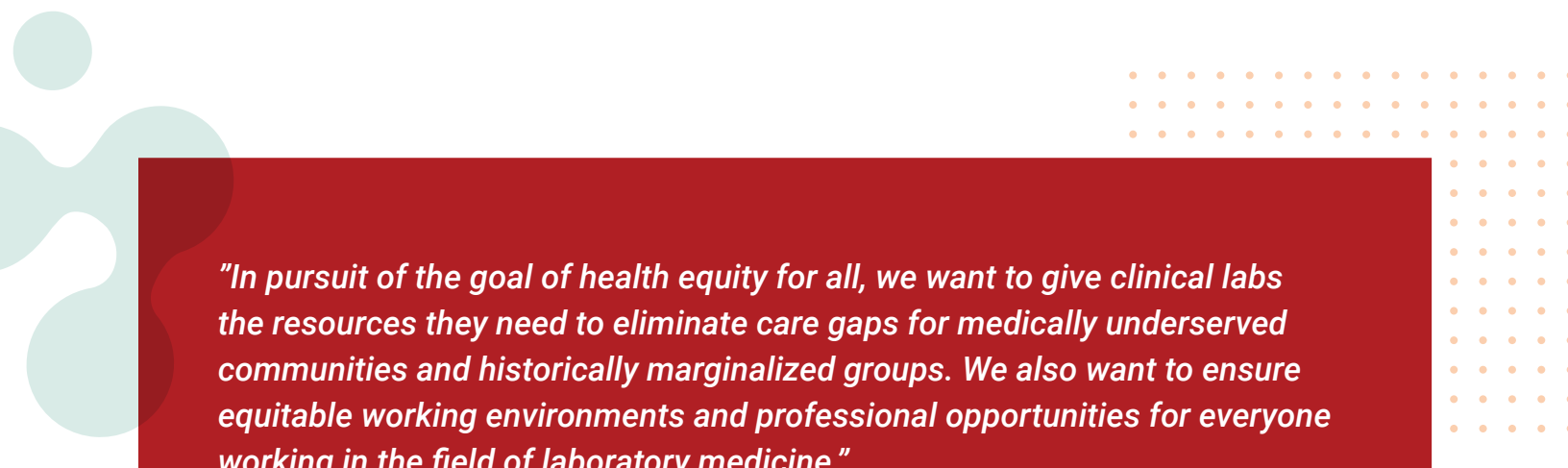
WE ASKED, YOU ANSWERED

In 2023 we surveyed our volunteers about their impression of DEI and health equity.

85% of respondents agree that a focus on DEI can improve outcomes for patients.

- Volunteers stated that ADLM needs to provide more resources and education about DEI and health equity and share more about ADLM's expectations for doing the work.
- Volunteers also stated that if we don't move forward successfully towards our DEI and health equity goals, we could lose relevance for our members and negatively impact patient healthcare outcomes.

In response to the [ADLM Volunteer DEI survey](#), this resource was created.



"In pursuit of the goal of health equity for all, we want to give clinical labs the resources they need to eliminate care gaps for medically underserved communities and historically marginalized groups. We also want to ensure equitable working environments and professional opportunities for everyone working in the field of laboratory medicine."

Octavia M. Peck Palmer, PhD, FADLM, ADLM President, 2023–2024

CORE VALUE

We embrace diversity, which is key to developing resources that meet the needs of all ADLM members and their patients. We value our colleagues and members from underrepresented backgrounds, and pledge to treat them with fairness and respect, encourage their contributions, and support their professional growth. Review our [Core Values](#) to learn more.

CODE OF CONDUCT AND ETHICS

ADLM is committed to providing a safe, productive, and welcoming environment for all who engage in ADLM programs and activities. We strive to cultivate a culture of respect and be a model organization—and scientific community—for inclusive practices. To this end, ADLM has developed a [Code of Conduct](#) that applies across the organization. The code ensures that ADLM members, customers, partners, staff, exhibitors, and others, in the course of their engagement in ADLM activities and programs, remain free from all forms of discrimination, harassment, and bullying. In addition to the universal ADLM code of conduct, ADLM members also follow ADLM's ethical guidelines for the profession.

“Promoting a diverse, equitable, and inclusive workforce should be the norm in the clinical laboratory and in ADLM. That way we will reflect the people whom we serve”.

Anthony Killeen, MD, MSc, PhD, ADLM President-elect, 2024–2025

WE NEED YOUR HELP

In addition to your ongoing commitment to our core values and code of conduct, we need your support in identifying opportunities or barriers to creating a more equitable, inclusive, diverse community and sense of belonging. We also recognize our members need a shared understanding of terminology, additional resources and education, as well as tools to help us engage in this work together.

In order to strengthen ADLM, it's programs, policies, decisions, actions, services, processes, and products will be assessed through a DEI Lens. As a member and volunteer, we ask you to apply a DEI Lens to ensure we are operating in alignment with our Core Values and Code of Conduct.

We have created this tool kit to help support this goal.

OUR DEI LENS

We ask that we all use the DEI Lens to support dialogue with our committees and other volunteers. Our DEI Lens helps us all address what solutions, support, education, or new questions arise in the pursuit of our goals. We may not have answers to all these questions, yet it is an important dialogue to have as we pursue answers together.

1 WHO IS INVOLVED?

Is a diverse group of members and stakeholders included? If not, what mechanisms can be implemented to broaden the group and broaden the perspectives of those making or influencing decisions?

2 IS IT INCLUSIVE?

Does it meet the needs of all members? How do we know? If not, what changes can be implemented to make it more inclusive?

3 IS IT EQUITABLE?

Do all members have equitable access without barriers? If not, what barriers need to be removed or what changes need to be implemented to create equal outcomes for all? Does one group of members have greater access and benefit more than others? Does this support our commitment to health equity?

4 WHAT IS THE OUTCOME?

Does it communicate or demonstrate a commitment to DEI? Are there any potential negative outcomes? Did we remove barriers to create fair outcomes for all? Does the outcome align with ADLM's Core values and code of conduct and ethics around DEI and health equity?

"We need diverse perspectives to be at our best, to provide the best care for our patients, and to be the best association that we can be for our membership. To this end, we strive to ensure that our membership and leadership reflect the communities that we serve."

Christina Pierre PhD, DABCC, FADLM, ADLM DEI Steering Committee Chair, 2022–2024

STYLE GUIDE

ADLM's Communications team has developed a [DEI Style Guide](#) to address common questions that may arise when ADLM staff and volunteers create or modify ADLM content. This living document offers thoughtful, practical guidance that will be updated, as needed, including ADLM definitions to key terminology including diversity, equity, inclusion, access and much more.

ADDITIONAL DEI RESOURCES

The association has created [multimedia resources with ADLM content for our continued learning](#), including podcasts, videos, articles and programs.

Additionally, we have begun to collect important resources from [external sources](#) that we encourage everyone to review, share and discuss with one another.

THANK YOU

We understand that our collective DEI journey is made up of individuals who are learning, growing, changing, and creating improvements towards optimal healthcare outcomes for all. Patient care is a core focus for our members, and ADLM believes this DEI journey supports our collective ability to meet the needs of healthcare now and in the future.



DEI STEERING COMMITTEE

The ADLM DEI Tool Kit is brought to you by the [Diversity, Equity, and Inclusion \(DEI\) Steering Committee](#), which evaluates, and measures program effectiveness, and develops strategies that will advance ADLM's commitment to a culture of diversity, equity, and inclusion across all levels of ADLM.

Goals centered around committee strategies include:

- integrating DEI principles and lenses across all ADLM committees, polices, and programs
- increasing leadership, engagement, and advancement opportunities for ADLM members
- championing DEI in the laboratory medicine profession
- promoting health equity and access to improve patient care and outcomes

These goals were developed in response to feedback from the DEI and health equity surveys. For questions regarding DEI Steering Committee initiatives, please contact **DEI Staff Liaison, Dominique Smith** at dsmith@myadlm.org.

QUESTIONS & FEEDBACK

If you have general inquiries and resource suggestions, please email DEI@myadlm.org.

Thank you for helping us all improve patient care, health equity, and our ADLM Community.