



The Role and Importance of DEIAB in Medical and Public Health Laboratory Workforce Development

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2024 CDC OneLab Summit

Introduction

- Manager, Academic Partnerships
 - Association of Public Health Laboratories (APHL)
- ASCP-Certified Medical Laboratory Scientist
- Proud Educator
- Lifelong Learner
- DEIAB Advocate




Disclosures

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

Session Objectives

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

- Describe DEIAB including its role in the medical laboratory and public health laboratory workforce.
- Explain the importance of DEIAB in workforce development initiatives for the field of public health.
- Discuss approaches for the advancement of health equity among marginalized populations.
- Identify opportunities for the integration of DEIAB in training and education for public health professionals.



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



The Dimensions of DEIAB

Implications for medical and public health laboratory workforces

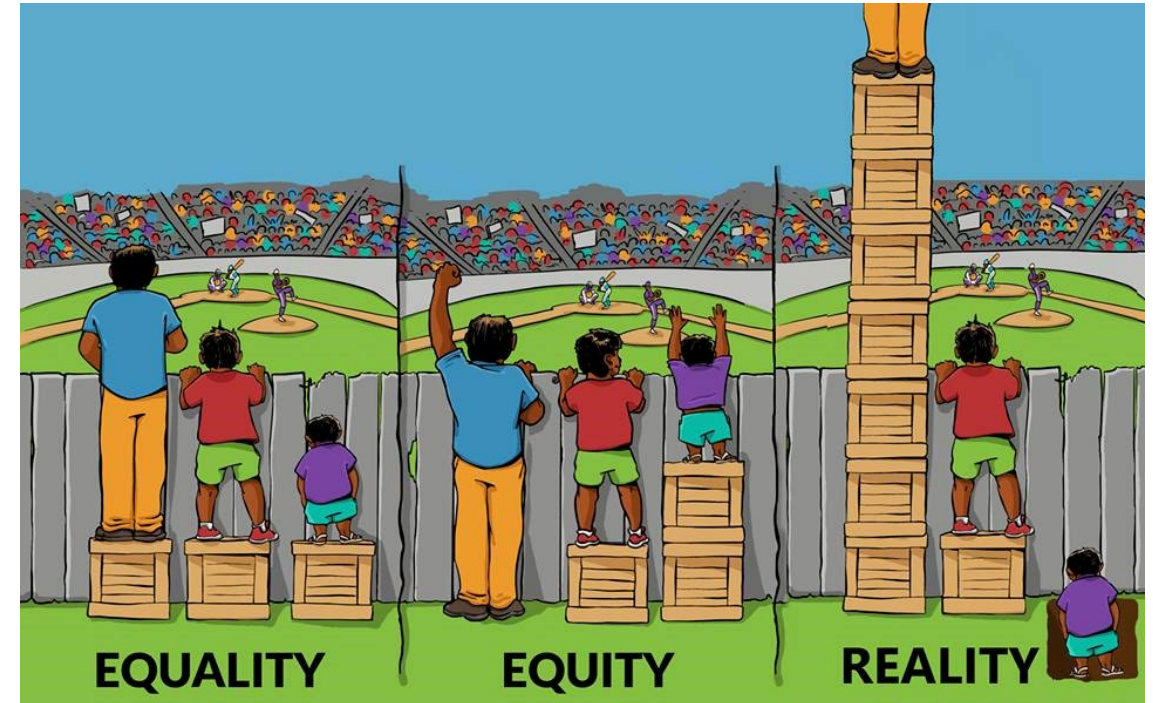
Diversity

- 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.*



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.”



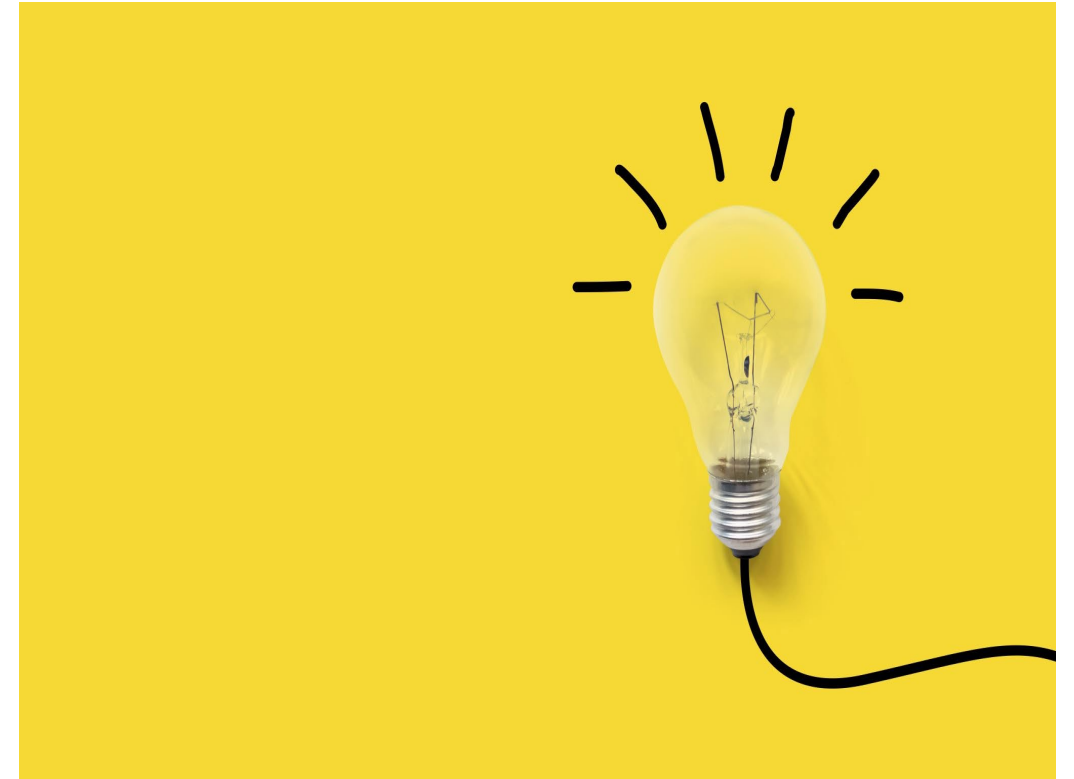
Inclusion

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



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.”



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.”



Additional DEIAB Terminology

- Other important key terms to know regarding DEIAB 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.

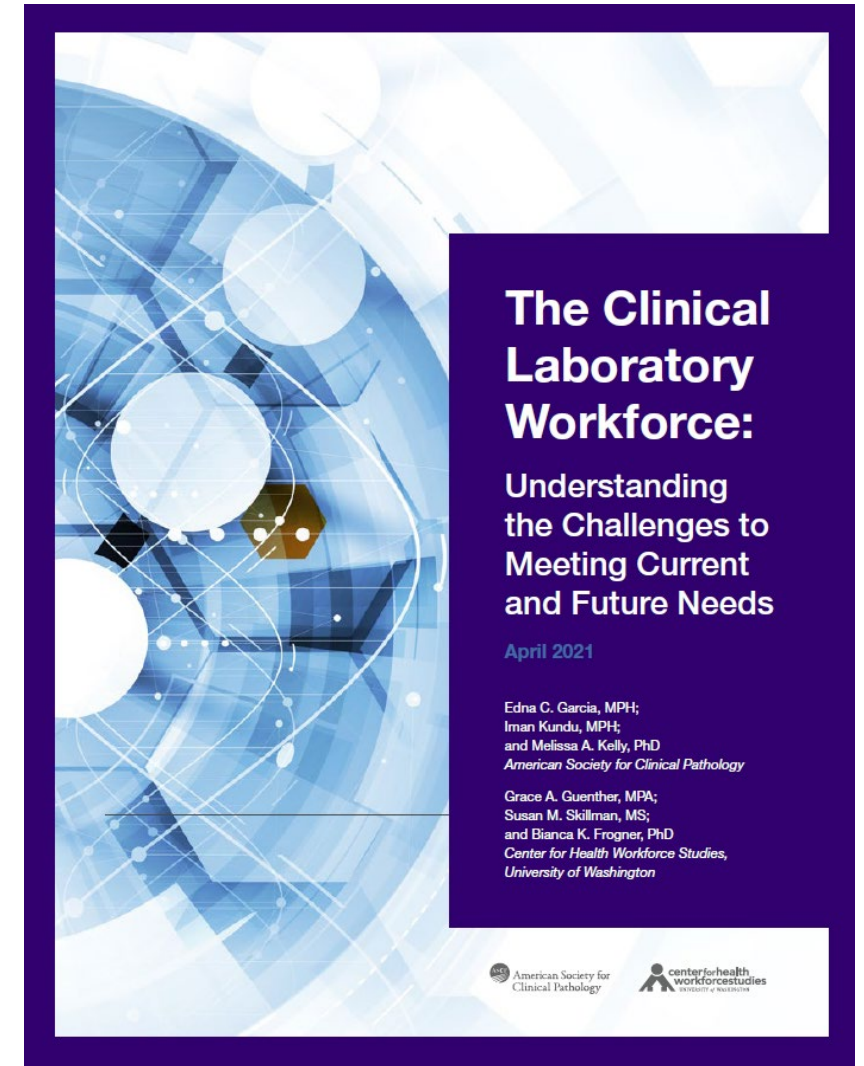
1. Ndugga, N., & Artiga, S. (2021, May 11). *Disparities in health and health care: 5 key questions and answers*. Kaiser Family Foundation. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/disparities-in-health-and-health-care-5-key-question-and-answers/>

Importance of DEIAB in the Laboratory Workforce

- Commit to promoting DEIAB 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
- Foster inclusive work environments
 - Empower employees and support their sense of belonging in the workplace
 - Consider inclusive messaging about educational programs and advancement opportunities

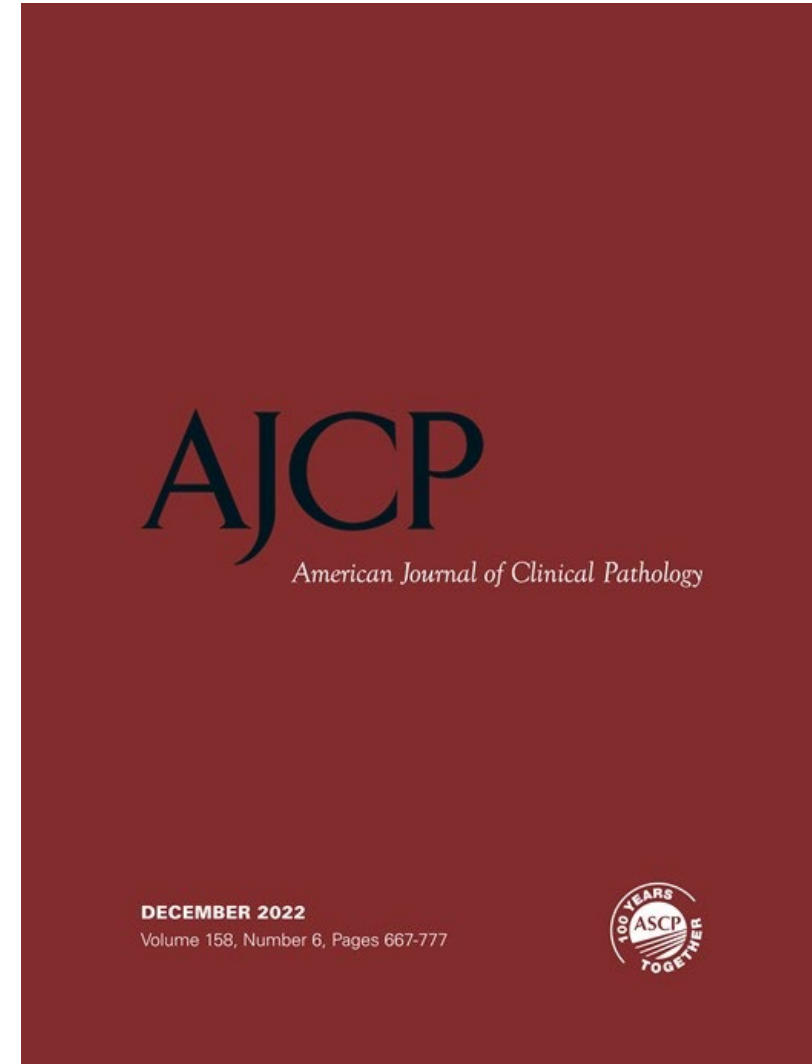
The Siemens Report (2021)

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

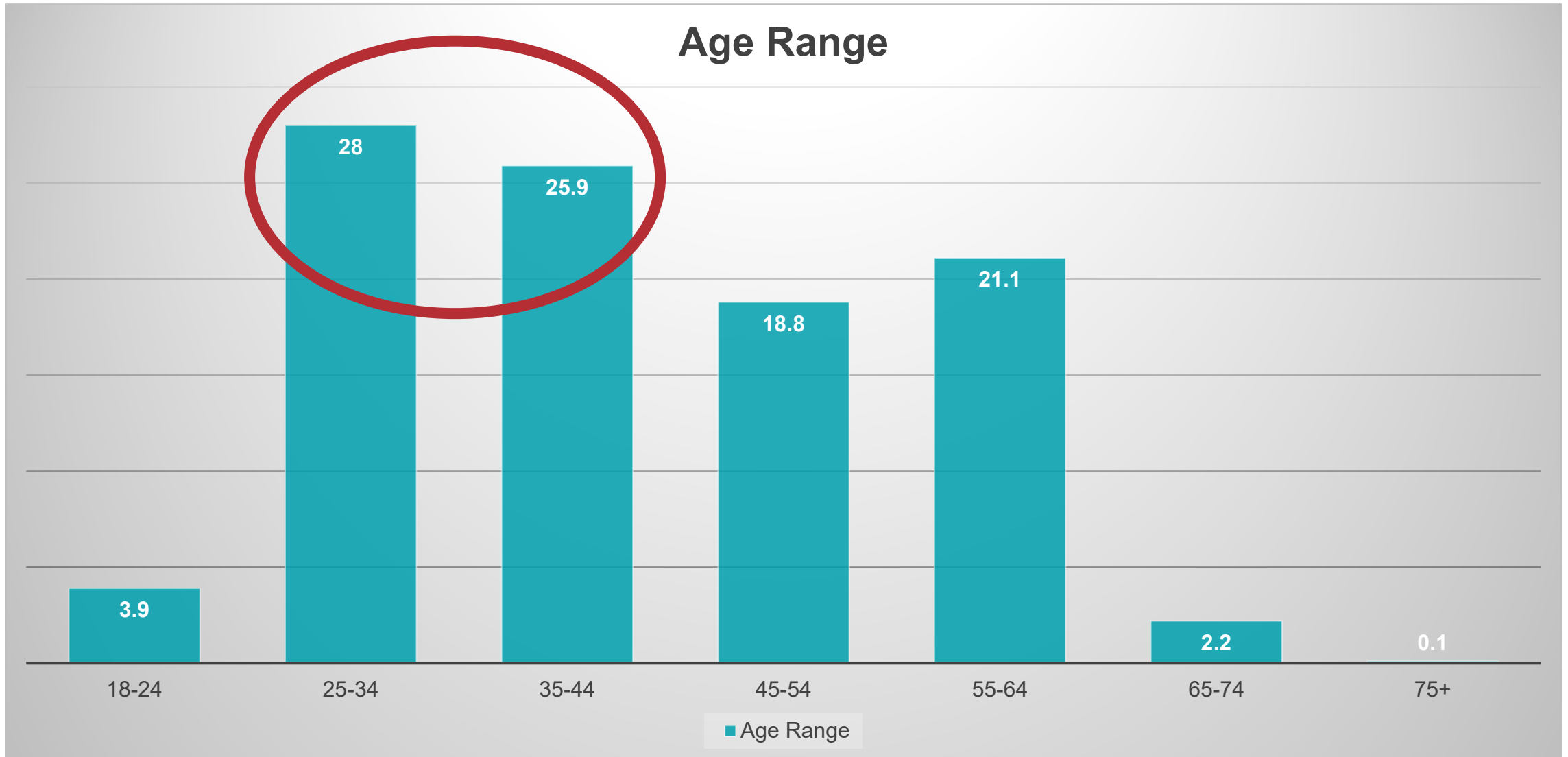


ASCP 2021 Wage Survey of Medical Laboratories in the United States

- 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**

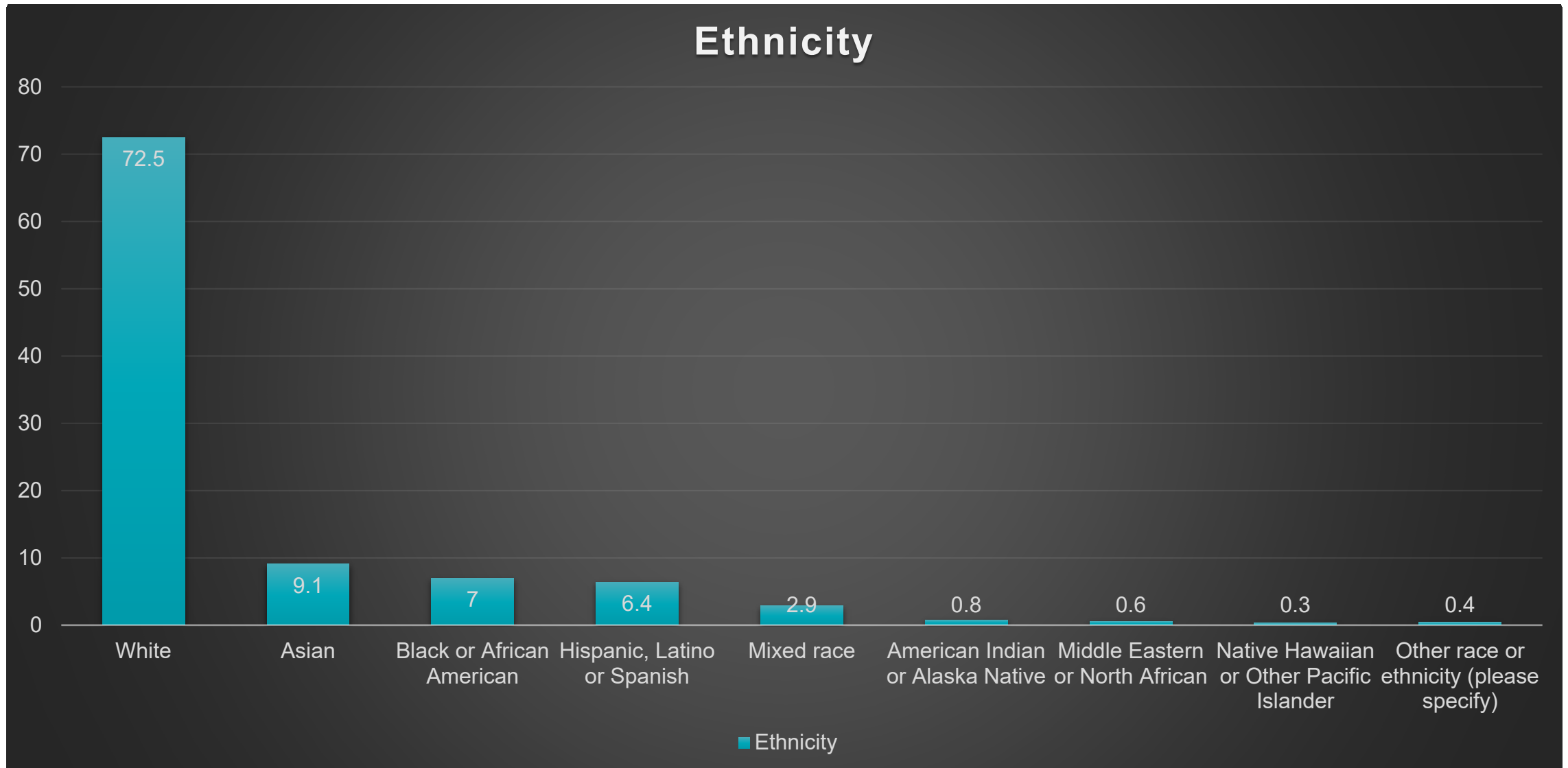


Percent Distribution of All Survey Respondents by Age Range



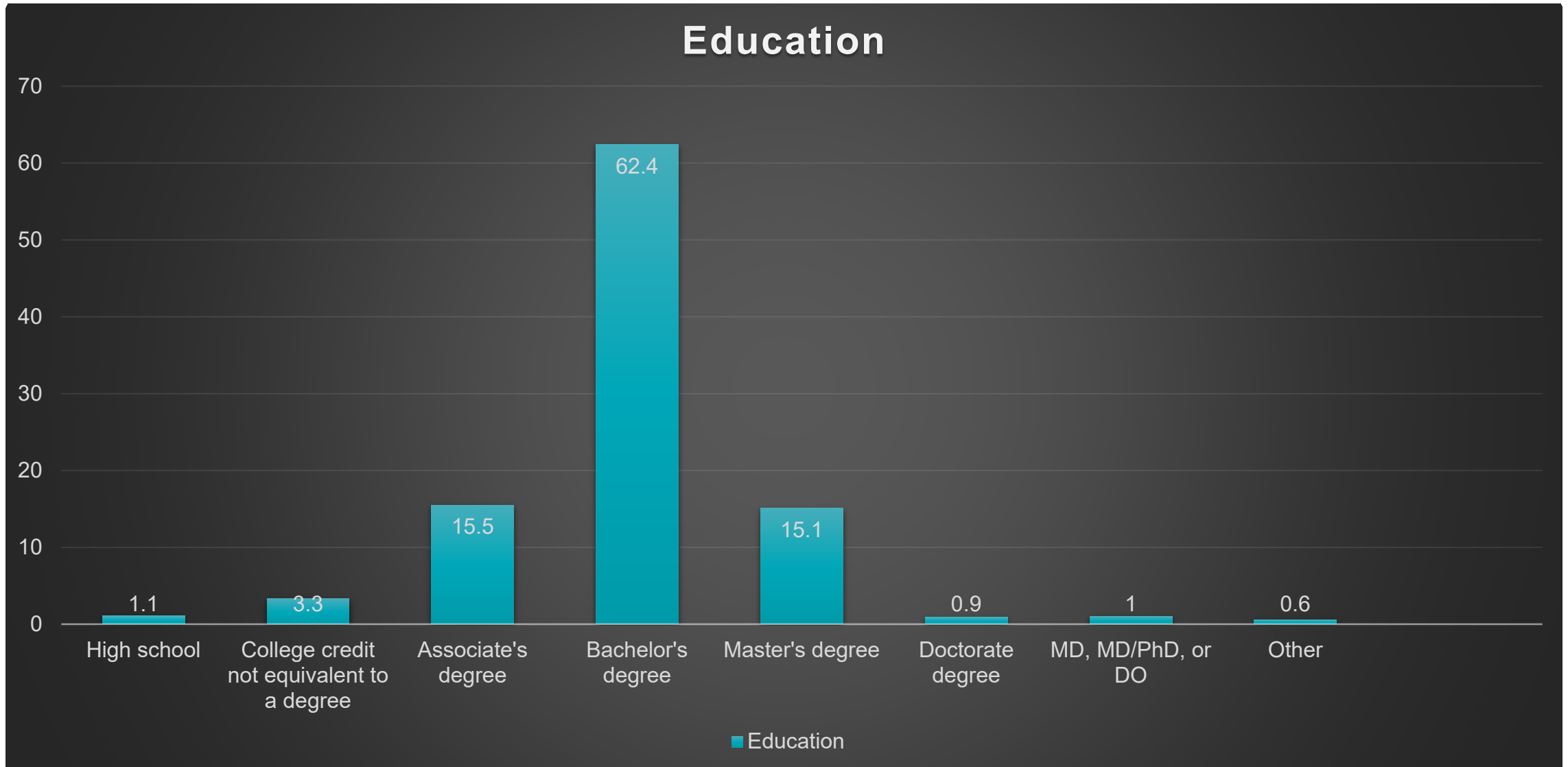
Source: Garcia, E., Kundu, I., & Fong, K. (2022). The American Society for Clinical Pathology's 2021 wage survey of Medical Laboratories in the United States. *American Journal of Clinical Pathology*, 158(6), 702–722. <https://doi.org/10.1093/ajcp/aqac116>

Percent Distribution of All Survey Respondents by Ethnicity



Source: Garcia, E., Kundu, I., & Fong, K. (2022). The American Society for Clinical Pathology's 2021 wage survey of Medical Laboratories in the United States. *American Journal of Clinical Pathology*, 158(6), 702–722. <https://doi.org/10.1093/ajcp/aqac116>

Percent Distribution of All Survey Respondents: Education



Source: Garcia, E., Kundu, I., & Fong, K. (2022). The American Society for Clinical Pathology's 2021 wage survey of Medical Laboratories in the United States. *American Journal of Clinical Pathology*, 158(6), 702–722. <https://doi.org/10.1093/ajcp/aqac116>

The logo for PH WINS features the letters 'PH' in a dark blue, sans-serif font, followed by 'WINS' in a larger, bold, dark blue font. A stylized orange and red swoosh is positioned above the 'W' and extends to the right, ending above the 'S'.

PH WINS

PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

2021 SUMMARY REPORT:

Laboratory Professionals

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

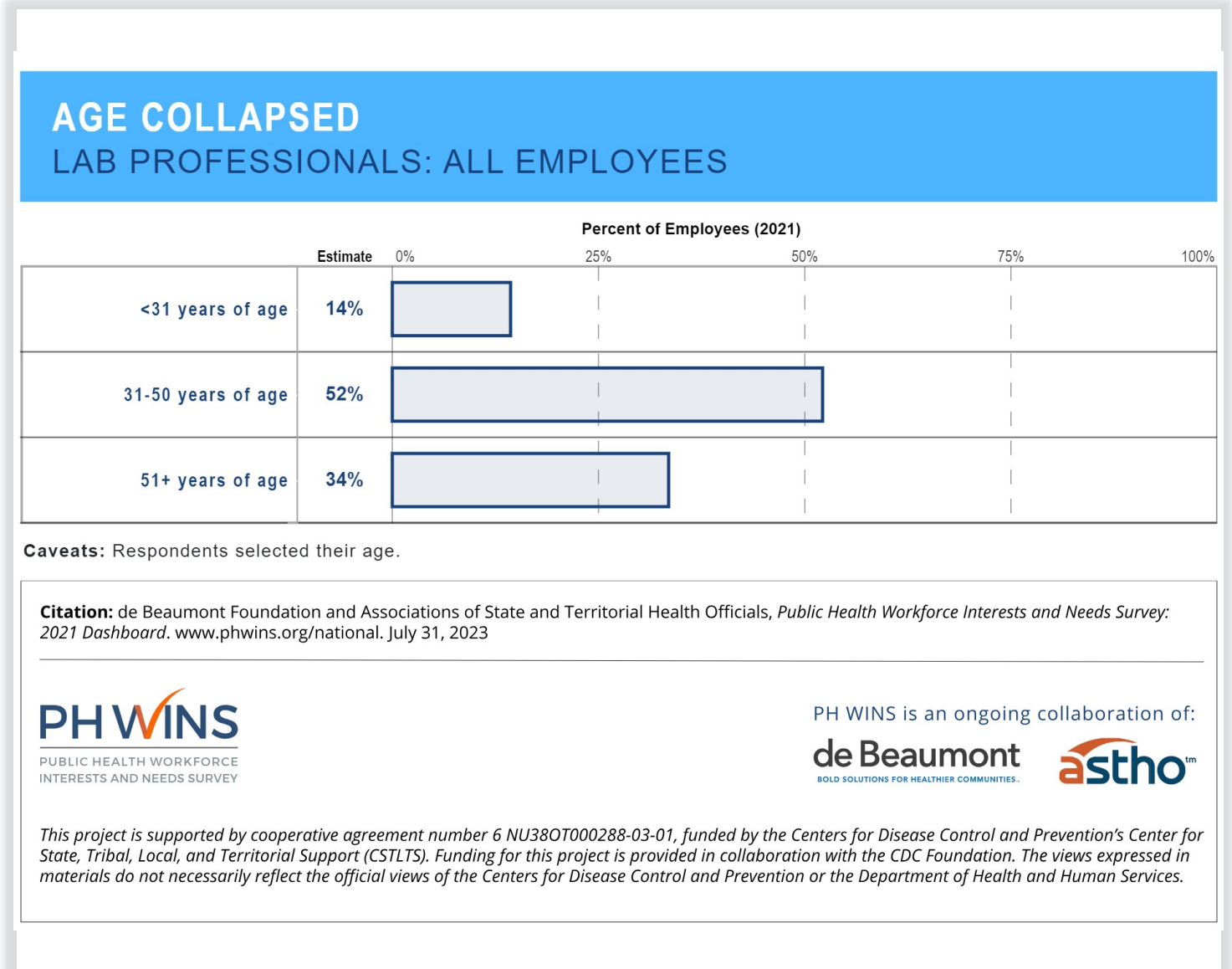
- Conducted by the de Beaumont Foundation and the Association of State and Territorial Health Officials (ASTHO) between September 2021 and January 2022.
- The survey provides data on workforce demographics, job characteristics, training needs, intent to stay or leave, professional engagement and satisfaction, 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

Age

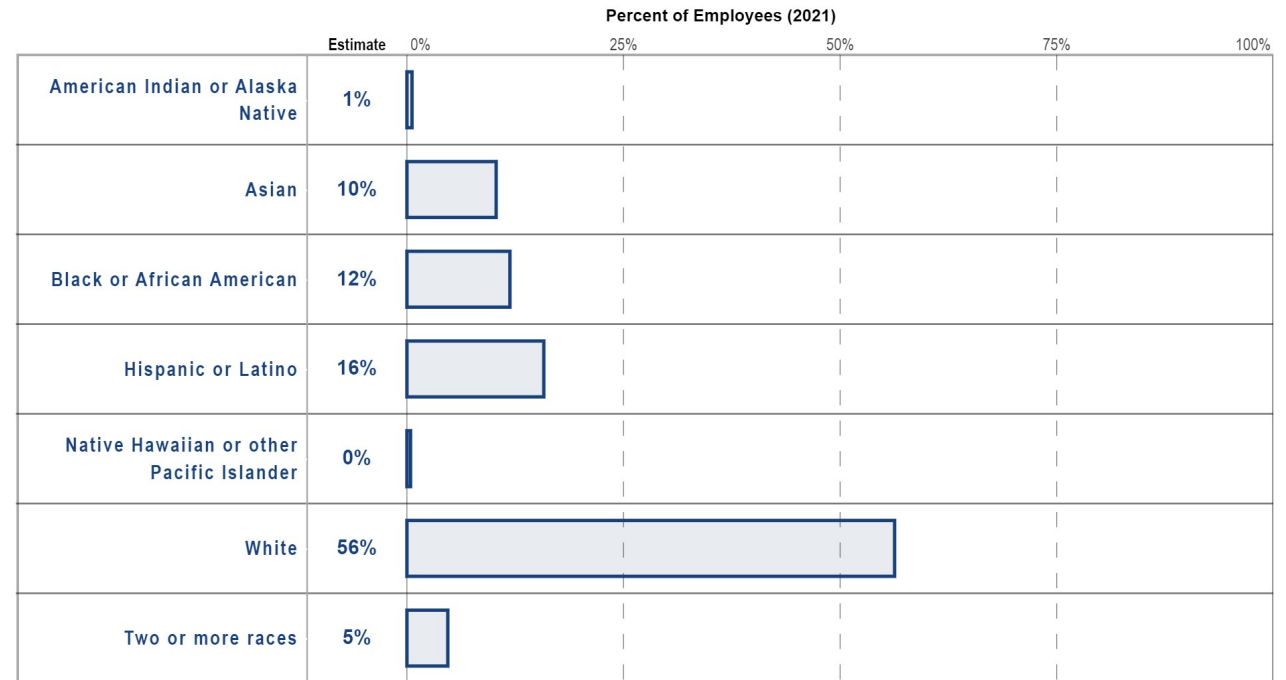
- **52%** of laboratory professionals are between the **ages of 31 and 50 years.**



Race & Ethnicity

- **56%** of laboratory professionals self-identified as White.

RACE & ETHNICITY LAB PROFESSIONALS: ALL EMPLOYEES



Caveats: Respondents selected whether they identify as Hispanic or Latino and then selected the racial category/categories with which they most identify.

Citation: de Beaumont Foundation and Associations 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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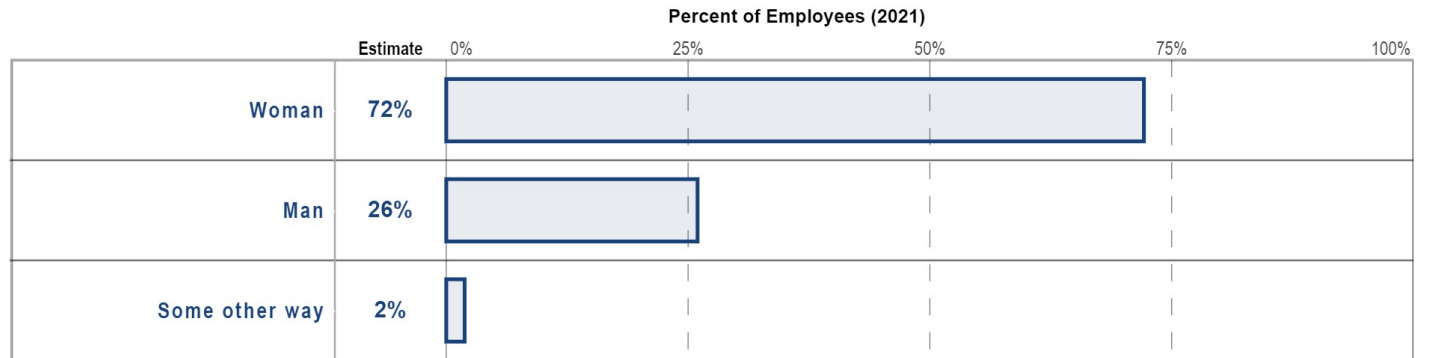


This project is supported by cooperative agreement number 6 NU38OT000288-03-01, funded by the Centers for Disease Control and Prevention's Center for State, Tribal, Local, and Territorial Support (CSTLTS). Funding for this project is provided in collaboration with the CDC Foundation. The views expressed in materials do not necessarily reflect the official views of the Centers for Disease Control and Prevention or the Department of Health and Human Services.

Gender

- **72%** of laboratory professionals self-identified as a woman.

GENDER LAB PROFESSIONALS: ALL EMPLOYEES



Caveats: Respondents selected whether they identify as a man, woman, or some other way.

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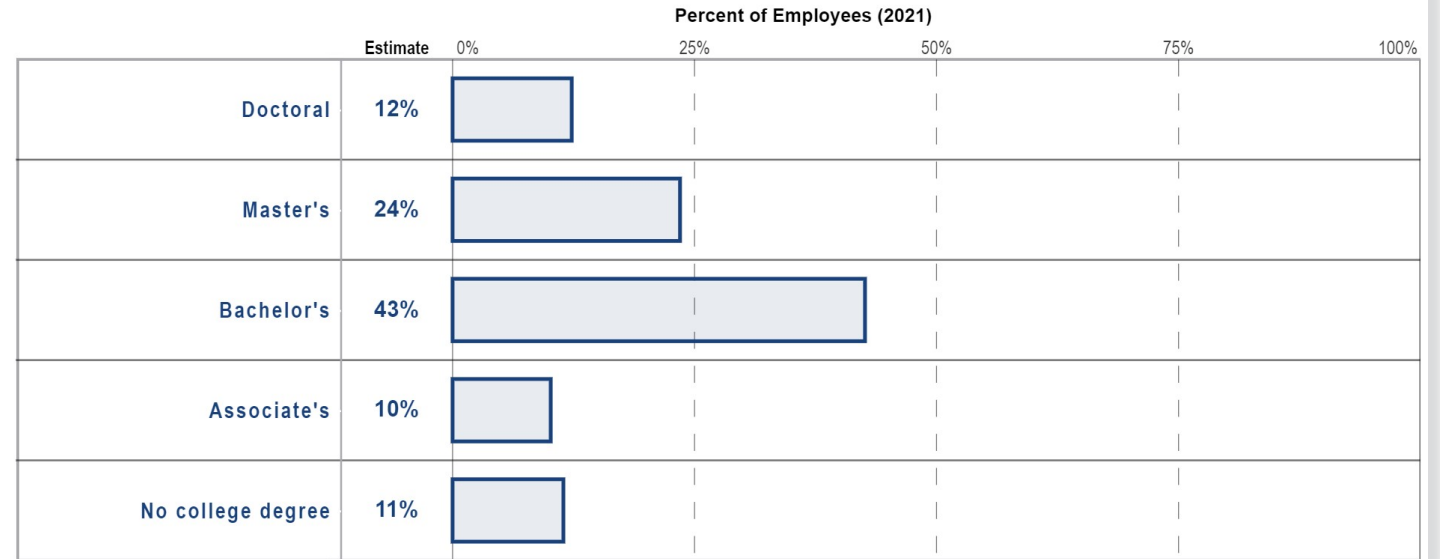


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Educational Attainment

- **36%** of laboratory professionals **have earned an advanced degree.**
 - 24% - Master's
 - 12% - Doctoral
- **9%** have a specialized degree in public health.

EDUCATIONAL ATTAINMENT LAB PROFESSIONALS: ALL EMPLOYEES



Caveats: Respondents selected degrees they have completed and data was analyzed to reflect the highest degree completed.

Citation: de Beaumont Foundation and Associations 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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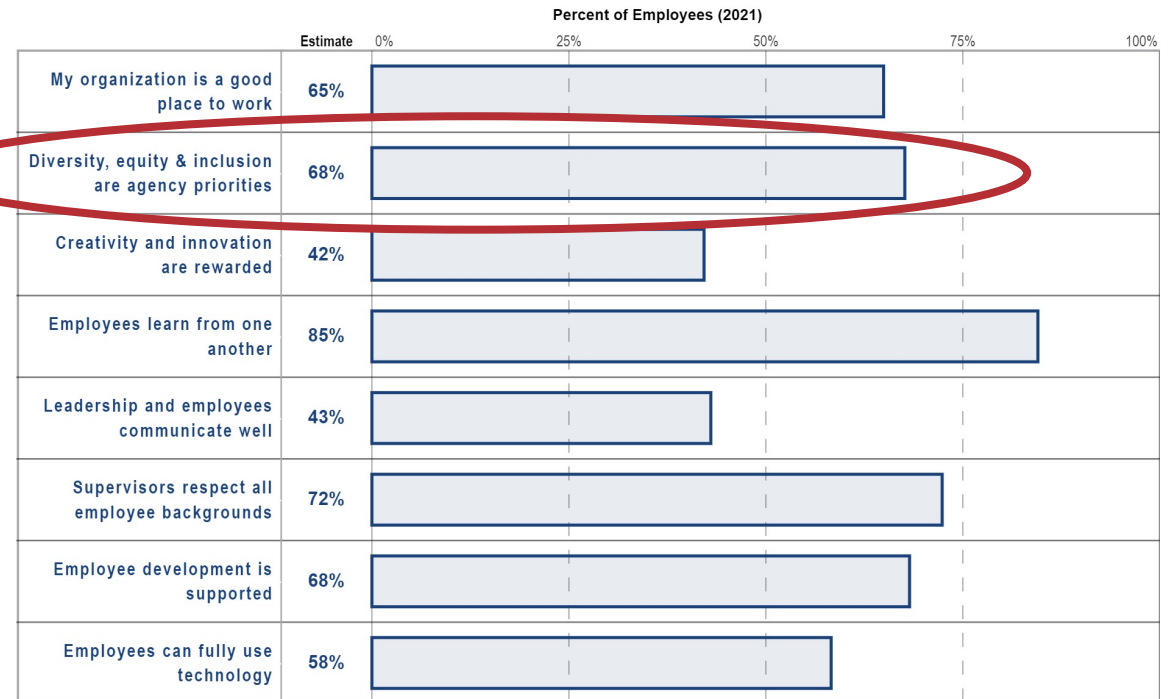


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Perceptions About Organization

- **68%** of laboratory professionals perceive DEI as agency priorities
- **72%** of supervisors respect all employee backgrounds

PERCEPTIONS ABOUT ORGANIZATION LAB PROFESSIONALS: ALL EMPLOYEES



Caveats: This graph represents the percentage of the workforce who agreed or strongly agreed with the statements shown. Full statements can be found on the survey instrument.

Citation: de Beaumont Foundation and Associations 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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INTERESTS AND NEEDS SURVEY

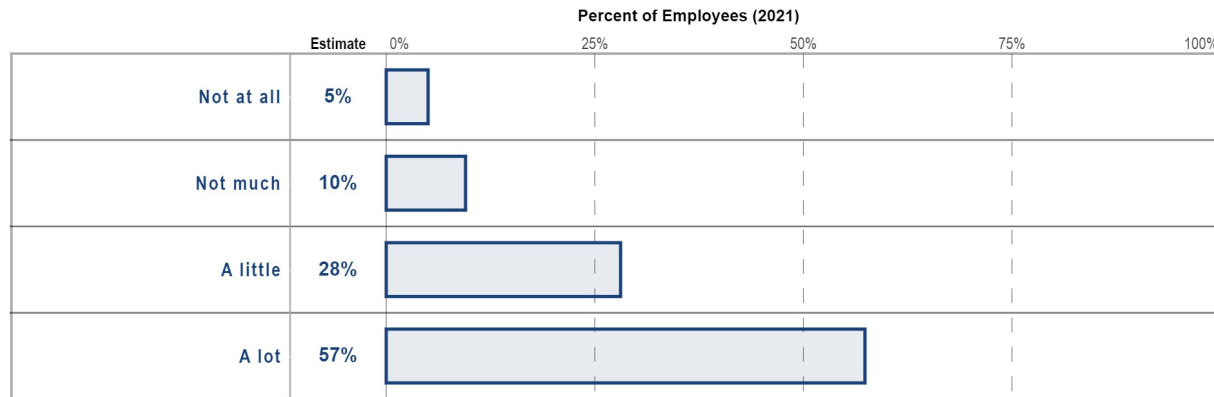
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Health Equity

AWARENESS: HEALTH EQUITY LAB PROFESSIONALS: ALL EMPLOYEES



Caveats: Respondents were asked to rate their level of awareness of this concept. This was a new question for PH WINS 2021.

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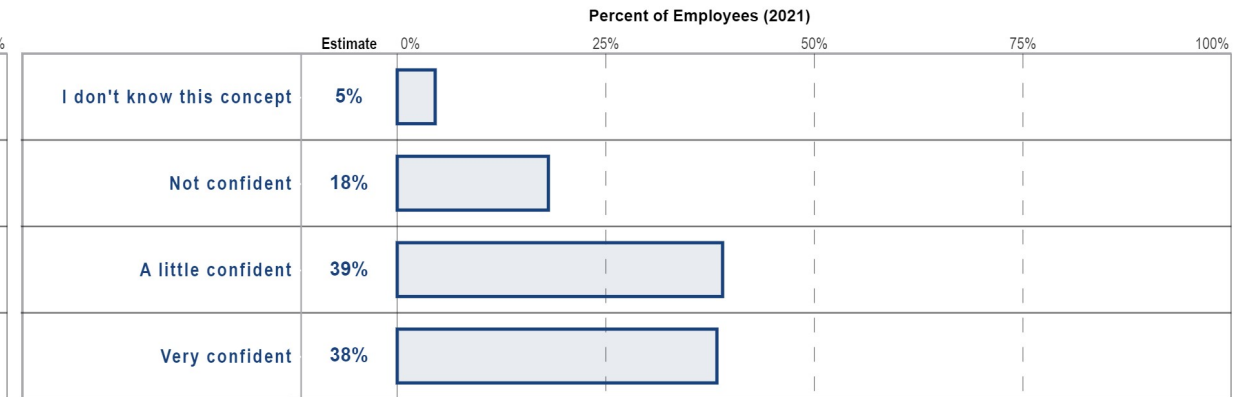


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CONFIDENCE: HEALTH EQUITY LAB PROFESSIONALS: ALL EMPLOYEES



Caveats: Respondents were asked to rate how confident they were in applying this concept to their work. This was a new question for PH WINS 2021.

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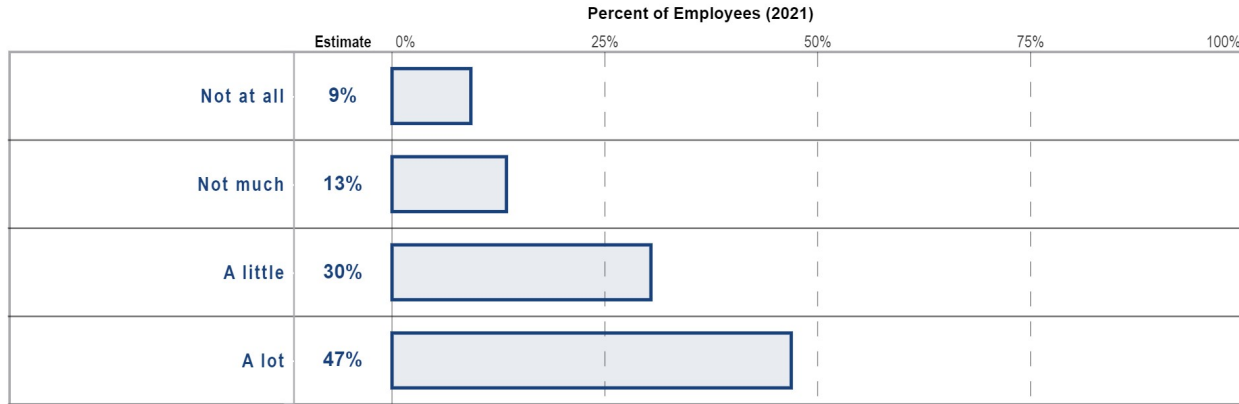
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Social Determinants of Health (SDOH)

AWARENESS: SOCIAL DETERMINANTS OF HEALTH LAB PROFESSIONALS: ALL EMPLOYEES



Caveats: Respondents were asked to rate their level of awareness of this concept. This was a new question for PH WINS 2021.

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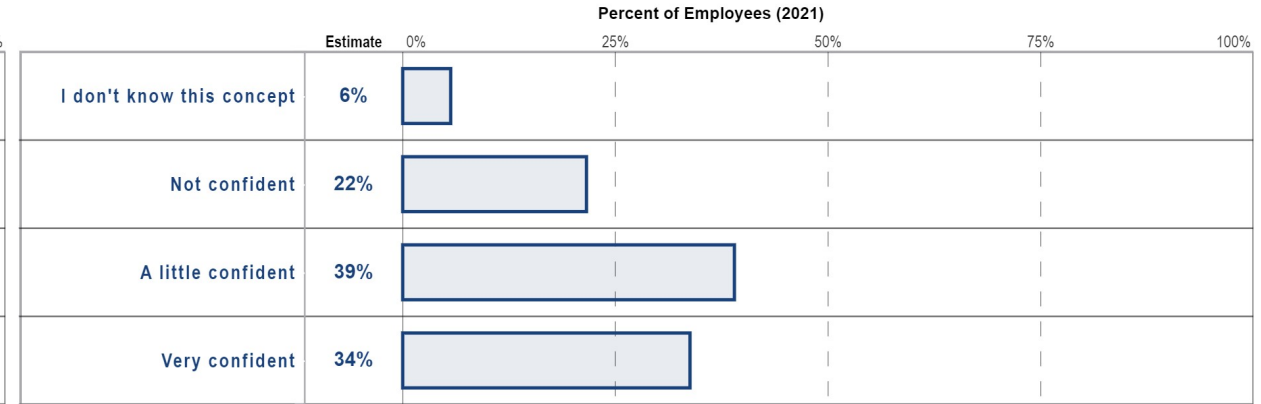


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CONFIDENCE: SOCIAL DETERMINANTS OF HEALTH LAB PROFESSIONALS: ALL EMPLOYEES



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It starts with the individual...



As an individual



As a laboratory
workforce



As an organization



As a community



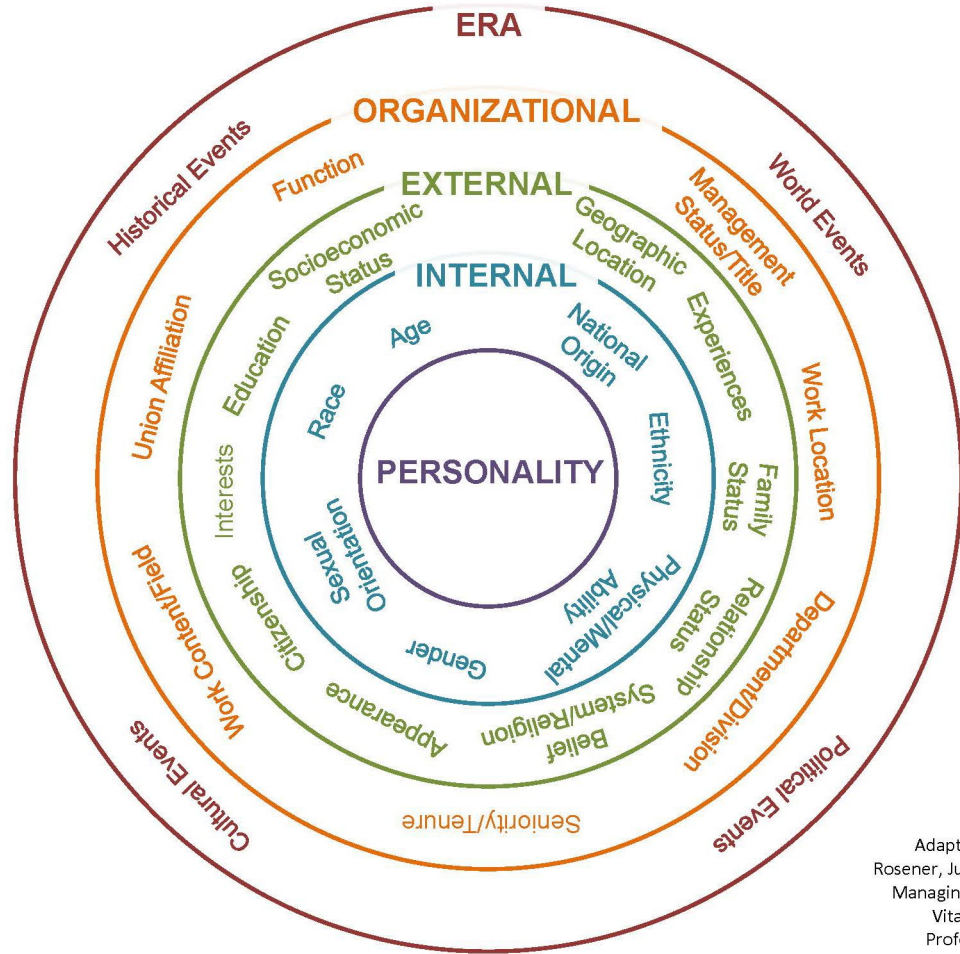
Dimensions of Diversity

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



Adapted from: Loden, Marily & Rosener, Judy, "Workforce America! Managing Employee Diversity as a Vital Resource," McGraw-Hill Professional Publishing, 1990.

Dimensions of Me

Certified
Blended Cali-bred
Caregiver
Leader Married Remote
Nationality 40s Mother Degreed
Woman Black Years
Sister MLS
English Daughter First-Gen
Educator Southerner



Role of DEIAB in Workforce Development

Advancement of Health Equity

Healthy People 2030

- Healthy People 2030 includes social determinants of health (SDOH) among its leading health indicators.
- One of the five overarching goals from Healthy People 2030 specifically relates to SDOH
 - To create social, physical, and economic environments that promote attaining the full potential for health and well-being for all.



Centers for Disease Control and Prevention. Social Determinants of Health. 9 Aug. 2022, www.cdc.gov/publichealthgateway/sdoh/index.html.



Centers for Disease Control and Prevention. Social Determinants of Health. 9 Aug. 2022, www.cdc.gov/publichealthgateway/sdoh/index.html.



“

People of color often face challenges in accessing equitable healthcare. Disparities in healthcare pose very real moral and ethical social justice dilemmas for society, and prevent efforts to improve the nation's health and manage escalating healthcare costs. A diverse healthcare workforce is necessary as a means to help care for an increasingly diverse patient population.

”

Wilbur, K. et al. (2020). Developing workforce diversity in the health professions: A social justice perspective. Health Professions Education.

Pathway to Practice

Benefits of a Diverse Workforce

- According to the US Department of Health and Human Services (HHS) Office of Minority Health:
 - Improved access to high-quality care for underserved populations
 - Larger pool of trained professionals from underrepresented communities.
 - Greater patient satisfaction
 - Improved patient-provider relationships, increased trust and communication
 - Increased likelihood of patients accepting and receiving evidence-based medical care
 - Improved health

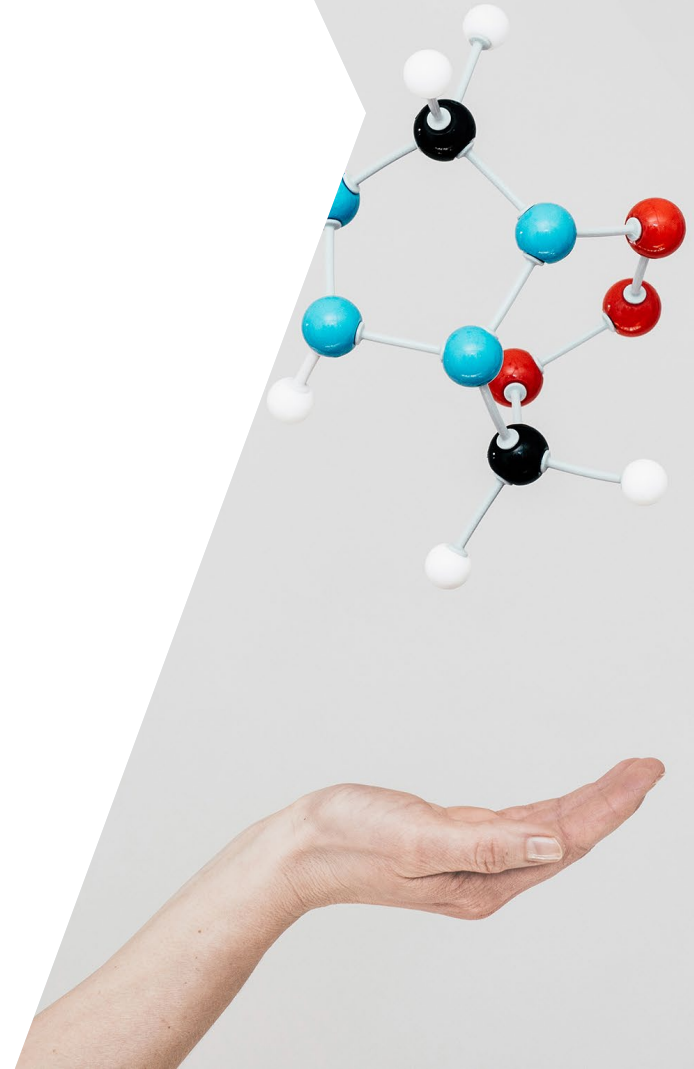
Source: U.S. Department of Health and Human Services Office of Minority Health. *Reflecting America's Population Diversifying a Competent Health Care Workforce for the 21st Century*. 2011.

<https://minorityhealth.hhs.gov/Assets/pdf/Checked/1/FinalACMHWorforceReport.pdf>



Advancing Health Equity

- Our workforce generates the data used to demonstrate impact on health equity
- Become actively engaged in advocacy and policymaking within the health sciences.
- Examine the role of laboratory testing practices in systemic issues directly impacting underrepresented populations
- Develop strategies to reduce health disparities
- Improve access to appropriate laboratory testing



Role in Health Equity and Healthcare Disparities

- As laboratory professionals, we cannot leave equity for someone else to worry about
 - **This is part of our scope of practice**
- Improve coordination of laboratory services across healthcare and public health systems
- Increase diverse representation in the workforce as a part of our pathway building efforts – reflective of our communities
- Integrate cultural competency and health equity indicators into our performance metrics





Commitment to DEIAB

Training and Education for Laboratory Professionals

Establishing a Culture of DEIAB

- What is your commitment to DEIAB?
- Does your commitment align with your organizational partners?
- What is the vision of DEIAB for your team?
- Do you have continuing education or professional development opportunities that are accessible by your team?
- Have you created objectives, goals, values, and or statements related to DEIAB?
 - **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.

Recruitment and Retention

- **Recruitment Process**

- Job advertisements and posts
- Job descriptions
- Interview questions
- Use of inclusive language

- **Onboarding Materials**

- Equitable compensation
- Dress code requirements
- Competency assessments
- Language in SOPs and handbooks

- **Retention**

- Performance reviews
- Benefits and compensation
- Scheduling options
- Mentorship
- Recognition Programs

- **Professional Development**

- Training and workforce initiatives
- Career advancement opportunities
- Competency-based Training

Inclusive Recruitment Practices in Workforce

- Diversity and inclusion are crucial for workforce development and the improvement of public health.
- In a strategy to strengthen and develop the workforce, the CDC's Division of Scientific Education and Professional Development (DSEPD) advocated for the need for to increase diversity, equity and inclusion in public health.
- By employing [better] inclusive recruitment practices, this will expand opportunities to recruit more qualified individuals from diverse backgrounds into medical and public health laboratory career paths.
 - Review best practices for mitigating bias and discrimination within the recruitment process

Recognition and Visibility for DEIAB Efforts

- APHL’s “Career Pathways in Public Health Laboratory Science” program was named a recipient of the **2023 INSIGHT Into Diversity Inspiring Programs in STEM Award!**
- This year’s honorees were noted as *“an inspiration to all of us who are working so diligently to make a difference in the lives of all individuals from underrepresented groups.”*
- Recognized in the September 2023 STEM issue of INSIGHT Into Diversity



Additional Strategies to Implement DEIAB

- Increase your own understanding
- Review organizational mission, vision, goals and policies
- Engage in active listening
- Write a statement or practice about your approaches to DEIAB → include the team!
- Communicate value of DEIAB with team
 - Improves productivity
 - Diversity of thought (e.g., problem solving, decision making)
 - Enhance recruitment and retention



Summary



As a workforce, we need to reimagine DEIAB and act.



Recognize that creating an inclusive work environment is an ongoing developmental process for individuals and professional organizations.



Commit to building awareness, increasing knowledge and improving effective communication across the team.



Develop a plan for the integration of DEIAB by employing best practices

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Thank You!

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Instagram: [hello.i.am.thatlabchick](https://www.instagram.com/hello.i.am.thatlabchick)

Twitter: [@thatlabchick](https://twitter.com/thatlabchick)