

DIVERSITY, EQUITY AND INCLUSION AT PUBLIC HEALTH LABORATORIES

A diverse, equitable and inclusive public health laboratory (PHL) workforce is required to attract qualified talent, achieve lasting change and meet the needs of the communities we serve. Getting there can be challenging, but learning about diversity, equity and inclusion (DE&I), its impact on the PHL workforce and strategies you can implement to improve DE&I at your laboratory are important first steps!

Scan to learn more and be the change.



aphl.org/DEI

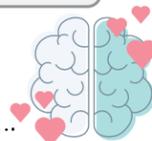


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DEI-References

THE IMPORTANCE OF DE&I AT PHLs

77% of the public health workforce feels it is important to address the needs of diverse populations in a culturally-sensitive manner.⁴

Better Serve Your Community. A workforce that reflects the diversity of the communities it serves can better address health equity issues.⁵



Support Social and Workplace Justice.

Improved social equity helps to mitigate disproportionate harm, addresses historical disinvestment and exclusion, and promotes integration at all levels of public health infrastructure and service.⁶

Improve Mental Health of Staff.

Mental health and DE&I are closely connected. Stressors from lack of representation, microaggressions, implicit bias and other factors have a real impact on psychological safety at work.^{7,8}



Mitigation of implicit bias is critical to the success of diversity initiatives.

KEY DE&I TERMS AND CONCEPTS

ALLY & ADVOCATE

Someone who stands up in support for people from underrepresented or marginalized groups.

Ally: Works to support people outside of their own group.²⁷

Advocate: Speaks up for themselves and members of their own identity group.¹

GENDER

A personal identity expressed through behavior, roles, expectations and activities within society. Gender is a spectrum that includes the male/female binary and a variety of non-binary identities.¹

SEX

Biological sex characteristics, most often expressed as male or female, but which also includes an array of biological intersex variations.¹

MICROAFFIRMATION

Small acts or gestures of inclusion, caring and opening doors to opportunity to help others succeed.³⁰



ETHNICITY

A group that reflects a person's social and cultural identity, which can be based on nationality, language, culture, religion, history, geographic origin, and more.^{1,29}



RACE

A group that a person identifies with, usually on the basis of physical characteristics, and can also include cultural and social attributes.^{1,29}

DISCRIMINATION

Unequal treatment based on race or ethnicity, gender, social class, sexual orientation, disability, religion or other categories.²⁹

DEFINING DE&I

DIVERSITY

The collective shared human differences, abilities, experiences, perspectives and group characteristics among a group of people. A key indicator in work force development.^{1,2}

EQUITY

Opportunities and access to achieve, contribute and advance are distributed fairly, creating an environment that allows people to attain their full potential.³

INCLUSION

Leverages diversity to create fair, healthy and high-performing organizations/communities in which everyone can thrive.³

Dimensions of diversity: race, ethnicity, culture, gender, sexual orientation, social and economic classification, age, disability, religion and more.³

Equity is not the same as equality.

Inclusion is a universal human right! Everyone deserves a chance to fully participate.



TOP STRATEGIES TO IMPROVE DE&I IN PHLs



EDUCATE YOURSELF

Read, watch and listen.^{12,15}

Seek out reading lists,⁹ videos/documentaries¹³ and podcasts¹⁴ on DE&I topics such as ableism¹¹ and anti-racism.¹⁰

Understand and address implicit bias.

Recognize¹⁶ and identify¹⁷ your biases. Combat them by practicing microaffirmations of marginalized groups.¹⁸

Learn to engage in respectful dialogue.

Listen actively, embrace friction and be open to different perspectives.¹⁹

Learn about gender pronouns and how to use them respectfully.

Pay attention when others indicate their personal pronouns—and share yours!³³

RECOGNIZE AND INTERRUPT MICROAGGRESSIONS

Understand the impact of microaggressions.

The negative effects of these small and sometimes unconscious offenses can be severe and long-lasting, especially in the workplace.²⁰⁻²²

Learn to recognize common microaggressions and how to respond.²³



BECOME AN ALLY OR ADVOCATE

Be the change.

Doing no additional harm, practicing inclusive language and actions, and being the change you would like to see can help influence change in others.^{25,26}

Listen to marginalized people.

Don't make assumptions. Seek out voices from marginalized communities to help understand where needs for allyship and advocacy exist.³⁴

Use your privilege to support justice.

Recognize your privilege and use it to amplify underrepresented voices.²⁶

PRACTICE INCLUSIVE LEADERSHIP



Make DE&I a team effort.

Explore your team's differences in a safe and respectful environment.^{35,36}

Empower underrepresented groups.

Promote leadership and growth opportunities via formal or informal mentorship.³⁸

Evaluate your organization.

See how your organization scores in the five key areas needed for a diverse and inclusive workplace culture: transparency, awareness, inspiring and involving, building for the future and systematic positive inclusion.³⁷

Ask "Whose perspective are we missing?"

Different educational, cultural and social viewpoints boost our collective intelligence, help generate innovative ideas and enhance group performance.³⁹

