



Cultivating Inclusive Well-Being at Department of Laboratory Medicine and Pathology (DLMP)

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INTRODUCTION

Our initiative integrates Equity, Inclusion, and Diversity (EID) efforts within the framework of well-being, recognizing the profound interconnectedness of inclusivity and holistic wellness. By fostering an inclusive environment, we aim to support the well-being of all individuals within DLMP.

DESCRIPTION

Empowering Inclusion through well-being initiatives serves as a cornerstone in fostering a supportive and inclusive environment within our department (DLMP). One pivotal aspect of this initiative is the holistic assessment and action, where we prioritize understanding the needs and experiences of our staff members through a comprehensive staff survey, we engage in an inclusive dialogue, gathering valuable insights that guide us in crafting an action and educational plan for holistic improvement. By addressing the concerns and aspirations of our diverse workforce, we endeavor to create meaningful change that resonates throughout our organization.

Another integral component of our empowering inclusion through well-being Initiatives is the EID potluck: Nourishing diversity. During lab week in 2023, we seize the opportunity to celebrate the rich tapestry of cultures present within our department by organizing a potluck event during lab week 2023. Through this communal gathering, we not only indulge in the flavors of various cuisines but also engage in meaningful conversations that foster cultural exchange and understanding. By encouraging personal and cultural representation through food, we create an inclusive space

where everyone feels valued and appreciated, ultimately contributing to their overall well-being [1].

Furthermore, our commitment to empowering Inclusion extends to the realm of communication through the EID newsletter: Connecting and Informing. Through regular dissemination of updates on events, holidays, and well-being initiatives, we strive to strengthen community bonds and enhance awareness within our department. These informative newsletters serve as a platform for sharing resources, celebrating achievements, and fostering a sense of belonging among our staff members. By staying connected and informed, we empower individuals to actively participate in shaping our inclusive culture [2].

In our pursuit of furthering inclusive well-being, we recognize the importance of accessibility and anonymity in promoting equity and diversity. To this end, we are establishing an online resource hub, providing easily accessible well-being resources on our intranet platform. This initiative aims to break down barriers to access and ensure that everyone has the support they need to thrive. Additionally, we are implementing an anonymous feedback platform, valuing diverse perspectives, and facilitating continuous improvement. By creating avenues for open and honest feedback, we demonstrate our commitment to creating a supportive and inclusive environment where every voice is heard and respected [3,4].

CONCLUSION

Empowering inclusion through well-being initiatives embodies our collective commitment to fostering a culture of inclusion, equity, and diversity within our department. Through holistic assessment, cultural celebrations, informative communication, and accessible resources, we strive to

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empower individuals to thrive and contribute their unique talents and perspectives. As we continue this journey, we remain steadfast in our dedication to creating a workplace where everyone feels valued, respected, and supported in achieving their full potential.

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