

PATHOLOGY & LABORATORY MEDICINE

The Pathology and Laboratory Medicine Department continued accelerating their vision and mission to work together on a **DEI-central foundation** to increase the number of faculty, trainee physicians, and students, who have been and are under-represented in this particular field, in medicine and science in general.

With over 300 members in the department, **this group represents cultures from around the globe**. This encourages the leadership team to ensure they champion a workforce that celebrates the diversity of their department and **incorporates DEI into their everyday work**. Examples of this include celebrating members who continue to do exceptional work within the Pathology Department:



Aishatu Isah Ladu, MD, MPH, Assistant Professor of Pathology & Laboratory Medicine, is the first woman of African descent to join the faculty and is an active participant in quality care for patients, resident education and scholarly work in breast cancer research.

Dennis Jones, PhD, Assistant Professor, began in late 2018. He recently received the Breast Cancer Research Foundation-American Association for Cancer Research Career Development Award to Promote Diversity and Inclusion as well as the Karin Grunebaum Cancer Research Foundation Faculty Research Fellowship to support his cancer research program.



Reggie Thomasson, MD, Assistant Professor and Medical Director of Blood Bank and Transfusion Medicine, and Associate Residency training Program Director, was elected the Diversity Advocate in the Pathology Department. Building on focused awareness around the recruiting and promotion process of underrepresented groups. In 2022, 50% of the entering Pathology residents came from underrepresented in medicine (URiM) groups.

Elizabeth R. Duffy, MS, Assistant Professor, led a stated vision and goal to create opportunities for students who are historically underrepresented in science and medicine. Over the past several years the program has had successful outcomes bringing diversity to the department's student body.



Yachana Kataria, PhD, Assistant Professor and Medical Director for Clinical Chemistry, helped lead the implementation of the Chronic Kidney Disease Epidemiology Collaboration (CKD-EPI) 2021 equation at BMC. How kidney function is measured guides medical decisions. The race correction factor led to decreased access and poor quality of care among historically underserved Black patients. Utilizing race in an algorithms does not account for diversity within communities of color and ultimately impedes care of patients with kidney disease.

Furthermore, as a population health researcher, Dr. Kataria is also helping understand the **socio-environmental, racial, and ethnic disparities** in monoclonal gammopathy, identifying circumstances where abnormal proteins are found in the blood. As a co-investigator, the most recent findings of the group suggest that **prevalence in Black people is much higher** than what would be the expected prevalence.



This subsequently prompts the team to better understand the factors to help inform opportunities for **risk reduction in high risk populations**.

