Th D part nt of Surg ry Stat nt on Racis, Dispariti s, and our Co it nt to Div rsity

 $YZZYWfg`cZk \]WX`k Y`gYY`]b`fh\Y`\YU`fh`cZci f`dUfi]Ybfg''`K Y`Wtbfi]bi Y`fc`gYY`fh\Y`]a dUWfcZi fVUb`j]c`YbWf`UbX`cZX]gdUf]fi]Yg`]b UWWfgg`fc`WUfY'''`H\]g`\Ug`VYYb`\][\`][\`h\Y`a cgh`fYWfbfm`]b`fh\Y`X]gdfcdcffi]cbUfh' YZZYWfg`cZ 7CJ =8!% `]b`fh\Y`6`U_UbX <]gdUb]WWta a i b]fi]Yg`cZ A]`k Ui _YY''` K Y`UfY`Wta a]fffYX`fc`k cf_]b[`fc`]a dfcj Y`fh\YgY`X]gdUf]fi]Yg`k]fh\`ci f`Wta a i b]fm dUffbYfg`U\Wcgg`Gci fh\YUgh`K]g\Wbg]b`fh\fci [f i fffb)$

fYg]XYbhgžZY``ck gžUXj UbW'X`dfUWhW'dfcj]XYfgžUbX`ghUZZ'`K Y`fYWt[b]nY`h\Y`VYbYZ]hhc`ci f`XYdUfha Ybh'UbX`hc`ci f`dUh]Ybhg h\Uh h\Y`]bWi g]cb`cZ hfUX]hjcbU``m`a Uf[]bU`]nYX`[fci dg`UbX`jc]W'g`Vf]b[g`hc`h\Y`hUV`Y''`Cj Yf`h\Y``Ugh ZYk`mYUfgž h\Y 8YdUfha Ybh'\UgʻhU_Yb`U'bi a VYf`cZa YUgi fYg`hc`UXXfYgg`V]UgʻUbX`]a dfcj Y`Yei]hmUbX`X]j Yfg]hm'Gca Y`cZh\YgY`a YUgi fYg]bWi XY.

- - : UW `hmfYhYbh]cb" : 8Yj Y`cda Ybh`cZ U`A Ybhcfg\]d`7ca a]hhYY`Zcf`5gg]ghUbh`DfcZYggcfg`hc`]bWl XY`ZU]f`UbX`hfUbgdUfYbh dfcWfggYg`Zcf`dfcZYgg]cbU`XYj Y`cda Ybhždfca ch]cbžUbX`hYbi fY"
 - ‡) "lm

h\Y`I b]j Yfg]lmcZA]W\][Ub"`H\Y`U]a `cZh\YgY`gYgg]cbg`]g`hc`i bXYfghUbX`\ck `V]Ug`UbX`dfY^ X]W`WUb`]bZi YbW`\ck `k Y WUfY`Zcf`dUh]Ybhgž]bhYfUWik]h\`YUW\`ch\Yfž'UbX`YXi WUhY`ci f``YUfbYfg"

K Y`fYU`]nY`h\Uh`h\]g`a Umbch`VY`Ybci [\"`\#i]g`h\Y`VY[]bb]b[`cZU`Wbh]bi ci g`dfcWfgg`h\Uh`k]``fYei]fY`]bdi h`UbX`ZYYXVUW_Zfca 'Yj YfncbY`]b`h\Y`XYdUfha YbhžUg`k Y``YUfb`Zfca 'YUW\`ch\Yf`UbX`Zfca 'ci f`a]ghJ_YgžUg`k Y```Ug`Zfca 'ci f`gi WWfggYg"Æ

>c]b'i g']b'VYWta]b['UVMjjY'`]ghYbYfg'UbX``YUfbYfg'cZh\Y'gcVJU`']b' ghJWfg']b'ci f'gcVJYm'UbX']b'VYVta]b['U`]Yg'UbX UXj cWUhYg'Zcf'W\Ub[Y''K Y'k]``\Uj Y'U`]ghcZfYgci fWfg'Uj U]`UV`Y'Zcf'h\cgY'k\c'UfY']bhYfYghYX''Æ

H\Ub_'nci 'Zcf'nci f'Wbhjbi YX'Wa a]ha Ybh'hc'ci f'UWXYa]\#YXi WhjcbU'z'UbX'W]b]\W\`a]gg]cbg'UbX'Zcf'h\Y'XYX]\Whjcb'nci Vf]b['Yj YfmXUmhc'h\Y'WlfY'cZci f'dUhjYbhg"