

The Honorable Virginia Foxx  
Chairwoman  
Committee on Education & the Workforce  
U.S. House of Representatives  
2176 Rayburn House Office Building  
Washington, DC 20515

Dear Representative Foxx:

The Association for Academic Pathology (AAPath, formerly the Association of Pathology Chairs) is a non-profit organization that represents the leadership teams of over 160 academic departments of pathology and laboratory medicine nationwide. AAPath supports the patient care mission of their academic health systems, in addition to the research and education missions of their medical schools. AAPath enables our members and their departments to meet unique needs and ever-changing challenges in academic medicine through education, leadership training, data gathering and sharing, networking and advocacy.

We read with concern the Embracing Anti-Discrimination, Unbiased Curriculum and Advancing Truth in Education (EDUCATE) Act, [House Resolution 7725](#), which prevents medical schools from receiving Federal funds, if they adopt policies and requirements relating to diversity, equity and inclusion (DEI). The bill has 43 cosponsors, as of May 12, 2024, and amends the [Higher Education Act of 1965](#).

Cultivating a diverse workforce and encouraging all people to join our specialty is critical to addressing the current national shortage of pathologists and laboratory professionals<sup>1, 2</sup>. Additionally, a diverse medical workforce has been shown to improve communication and financial performance<sup>3</sup> in health systems.

Many studies have demonstrated that better patient care is provided when patients relate to their health care professionals<sup>4</sup>. Important examples in our specialty include:

- The recent change to remove race-based reference ranges from equations for glomerular filtration rate (eGFR)<sup>5</sup>.
- Medical directorship of blood banks/transfusion services that provide lifesaving blood products to trauma and cancer patients victims; both conditions are disproportionately affected among minorities.
- Attracting talented forensic pathologists who investigate death and the social and public health consequences of our inner cities where many minorities reside. This subspecialty is experiencing substantial shortages with major impacts to our communities, both urban and rural, especially since the COVID pandemic and amid the ongoing opioid crisis<sup>6, 7</sup>.

There are direct benefits to the health of Americans in developing a diverse population of medical students and future practitioners. Some consciousness of thought and policies are necessary to ensure an inclusive medical workforce, and equity in healthcare depends on diversity among researchers and practitioners<sup>8</sup>. For example, women's health issues receive less funding and result in fewer treatments, because there are disproportionately fewer women engaged in medical research. Gender, racial and ethnic differences exist in healthcare and are better addressed when diversity in the workforce is encouraged and supported through policymaking

In addition to the substantial health care implications described above, we note with considerable concern that the EDUCATE Act punishes colleges and universities from addressing the rising and disruptive anti-Semitism on college campuses since Federal funding would be withdrawn from schools promoting "*that any sex, race, ethnicity, religion, color, or national origin makes an individual a member of oppressed or oppressor categories*". The

EDUCATE Act is therefore inconsistent with the religious freedom on which our country was founded and the general principles of community held by many universities and their medical schools, which is critical to creating a safe and supportive academic culture that fosters education, the discovery of new knowledge, and the safe environment necessary for the delivery of health care to all people. Advocates against anti-Semitism and hatred of any kind on college and university campuses<sup>9</sup> should share our profound concern.

We encourage you and other members of Congress to oppose this bill, so that academic pathologists – and all faculty and staff training future physicians and delivering care in academic medical centers throughout the U.S. – can improve health and transform the lives of all people in our nation.

Sincerely,

Michael Laposata, MD, President  
Association for Academic Pathology  
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Wilmington, DE 19801

<sup>1</sup> Pathologists Shortage in United States of America (USA) - How Academic Centers and Private Laboratories Can Play an Effective Role in Recruiting Qualified Future Pathology Residents from Pool of United States (US) and International Medical Graduates (IMGs). *American Journal of Clinical Pathology*. November 29, 2023. <https://doi.org/10.1093/ajcp/ajcp150.146>

<sup>2</sup> International Medical Graduates and the Shortage of US Pathologists: Challenges and Opportunities. *Archives of Pathology & Laboratory Medicine*. October 3, 2023. <https://doi.org/10.5858/arpa.2023-0290-EP>

<sup>3</sup> Race, Gender, and Partnership in the Patient-Physician Relationship: *Journal of the American Medical Association (JAMA)*. August 11, 1999. <https://doi.org/10.1001/jama.282.6.583>

<sup>4</sup> Diversity improves performance and outcomes. *Journal of the National Medical Association*. September 23, 2019. <https://doi.org/10.1016/j.jnma.2019.01.006>

<sup>5</sup> A Unifying Approach for GFR Estimation: Recommendations of the NKF-ASN Task Force on Reassessing the Inclusion of Race in Diagnosing Kidney Disease. *American Journal of Kidney Diseases*. <https://doi.org/10.1053/j.ajkd.2021.08.003>

<sup>6</sup> Report to Congress: Needs Assessment of Forensic Laboratories and Medical Examiner/Coroner Offices. U.S. Department of Justice. May 27, 2020. <https://www.justice.gov/olp/page/file/1228306/dl>

<sup>7</sup> Stopping the Shortage 'Cycle': Ways to Fortify the Forensic Pathology Workforce. *Forensic Magazine*. February 22, 2023. <https://www.forensicmag.com/3425-Featured-Article-List/594687-Stopping-the-Shortage-Cycle-Ways-to-Fortify-the-Forensic-Pathologist-Workforce/#:~:text=According%20to%20the%20National%20Association,rising%20caseloads%20across%20every%20state>

<sup>8</sup> Closing Gender-Based Disease Disparities Starts in the Lab: Women must have a seat at the table in deciding what type of research to pursue. *MedPage Today*. April 27, 2024. [https://www.medpagetoday.com/opinion/second-opinions/109858?xid=nl\\_mpt\\_DHE\\_2024-04-28&eun=q1613250d0r&utm\\_source=Sailthru&utm\\_medium=email&utm\\_campaign=Daily%20Headlines%20Evening%202024-04-28&utm\\_term=NL\\_Daily\\_DHE\\_dual-gmail-definition](https://www.medpagetoday.com/opinion/second-opinions/109858?xid=nl_mpt_DHE_2024-04-28&eun=q1613250d0r&utm_source=Sailthru&utm_medium=email&utm_campaign=Daily%20Headlines%20Evening%202024-04-28&utm_term=NL_Daily_DHE_dual-gmail-definition)

<sup>9</sup> Virginia Foxx's Focus on Antisemitism on College Campuses Has Raised Her Profile. *The New York Times*. May 8, 2024. <https://www.nytimes.com/2024/05/08/us/virginia-foxx-antisemitism.html>