## 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`fkY`\YU`fk`cZci f`dUfi]Ybfg''`K Y`Wbfi]bi Y`fc`gYY`fkY`]a dUWfcZi fVUb`j ]c`YbWf`UbX`cZX]gdUf]fi]Yg`]b UWWfgg`fc`WUfY''' H\]g`\Ug`VYYb`\][\`][\`][\fkX`a cgfi fYWfbfm]b`fkY`X]gdfcdcffi]cbUff'YZZYWfg`cZ 7CJ =8!% `]b`fkY`6`U\\_`UbX <]gdUb]WWba a i b]fi]Yg`cZ A ]`k Ui _YY''' K Y`UfY`Wba a ]fffYX`fc`k cf_]b[`fc`]a dfcj Y`fkYgY`X]gdUf]fi]Yg`k]fk`ci f`Wba a i b]fm dUffbYfg`U\Wcgg`Gci fkYUgh`K ]g\Wbg]b`fk\fci [f i fffb$ 

fYg]XYbhgžZY``ck gžUXj UbWYX'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]Wfg'Vf]b[g'hc'h\Y'HJV'Y'' Cj Yf'h\Y'`Ugh ZYk 'mYUfgž h\Y 8YdUfha Ybh'\Ug'hJ\_Yb'U'bi a VYf'cZa YUgi fYg'hc'UXXfYgg'V]Ug'UbX']a dfcj Y'Yei ]lm'UbX'X]j Yfg]lm'Gca Y'cZh\YgY'a YUgi fYg ]bWi XY.

- \*\*\* The harmonia of the control of t
  - : UW `hmfYhYbh]cb" 8Yj Y`cda Ybh`cZ U`A Ybhcfg\]d`7ca a ]hhYY`Zcf`5gg]ghUbh`DfcZYggcfg`hc`]bWi XY`ZU]f`UbX`hfUbgdUfYbh dfcWfggYg`Zcf`dfcZYgg]cbU`XYj Y`cda Ybhždfca ch]cbžUbX`hYbi fY"
  - \$\dagger\*"|m

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\`Wb`]bZi YbW\`\ck `k Y WufY`Zcf`dUh]Ybhgž]bhYfUWik ]h\`YUW\`ch\YfžUbX`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 UXjcWUhYg'Zcf'W\Ub[Y''KYk]``\UjY'U']ghcZfYgci fWfg'UjU]'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'UWUXYa ]WYYXi WUhjcbU'z'UbX'W]b]WU'a ]gg]cbg'UbX'Zcf'h\Y'XYX]WUhjcb'nci Vf]b['Yj YfmXUmhc'h\Y'WUfY'cZci f'dUhjYbhg"