What Can We Do in Our Daily Oncology Practice to Increase DEI?

FLASCO 2023 Cancer Disparities & Health Equity Summit

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Disclosures

• Nothing to declare
Health equity is a priority for the practice throughout the continuum of cancer care... Developing awareness of conscious and unconscious biases of all practice team members should be a focus of the practice and resources made available to assess & drive change where appropriate.

~ASCO Certified Global Statement
## Goal for Practices

<table>
<thead>
<tr>
<th>Quality</th>
<th>Ensure equitable access to high-quality care</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research</td>
<td>Ensure equitable research</td>
</tr>
<tr>
<td>Systems</td>
<td>Address structural barriers</td>
</tr>
<tr>
<td>Awareness</td>
<td>Increase awareness and action.</td>
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</tbody>
</table>

Source: Published in: Manali I. Patel; Ana Maria Lopez; William Blackstock; Katherine Reeder-Hayes; E. Allyn Moushey; Jonathan Phillips; William Tap; *Journal of Clinical Oncology* 2020 383439-3448.DOI: 10.1200/JCO.20.00642
Equity in Action: Leadership

- Diverse
- Committed

**Awareness**
- Leadership Commitment
- Lacks Diversity

**Tactical/Integrated**
- Resources (Varied)
- Leadership Engagement/Representation (Varied)
- Communication (Varied)

**Leading**
- Resources provided as “mission critical”
Equity in Action: Strategy

- **Central to Strategy**
- **Dedicated Resources**

### Awareness
- EDI implicit in core values; may be stated
- No resources

### Tactical/Integrated
- EDI looks more like compliance
- Limited to celebrating/observance
- No/limited dedicated resources and staff

### Leading
- EDI is imperative
- Focus on compliance and EDI
- Dedicated board committees and staff with authority and visibility
Equity in Action: Cultural Sensitivity

✓ Competent
✓ Engaged

Awareness
- Cultural competency discussed
- Awareness varies

Tactical/Integrated
- Ongoing training, education and communication
- Multiple languages
- Core services reflect diversity and cultural differences

Leading
- Cultural Sensitivity
- Training, services, engagement designed with community in mind and includes community feedback
- PROs reflect race, ethnicity and language of community
- Interventions responsive to feedback
Equity in Action: Data

✓ Collection
✓ Management

Awareness
- Data may be collected and/or not effectively used
- Equity measures used in Community Health Needs Assessments

Tactical/Integrated
- Data for all organizational initiatives may be collected
- No standard analysis
- Varied incorporation in reporting/communication
- Progress tracked, visible and communicated

Leading
- Data collected, stratified and appropriately used
- Goals are clear, communicated, and accountability tied to organizational/leadership performance
- Analysis of data guides action to eliminate disparities
- Progress regularly monitored by board and community
Equity in Action!

- **Intervention**
  - Limited interventions
  - Reactive
  - Selective action

- **Promotion**
  - Equity work integrated and includes engagement across departments and communities
  - Interventions developed at departmental levels
  - Treatment plans tailored to populations
  - Proactively addresses SDOH

- **Leading**
  - Accountability; performance/payment-based assessment
  - Interventions demonstrate impact
  - Targets regularly updated
  - EDI part of annual plan organization-wide

Start Where You Are

• Awareness
• Understanding
• Planning
• Methodology
• Surveys/Feedback
• Continuous Improvement
References


• CHARTIS, Health Equity It’s Time to Move the Needle Toward Health Equity and Social Justice, https://www.chartis.com/insights/health-equity