

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

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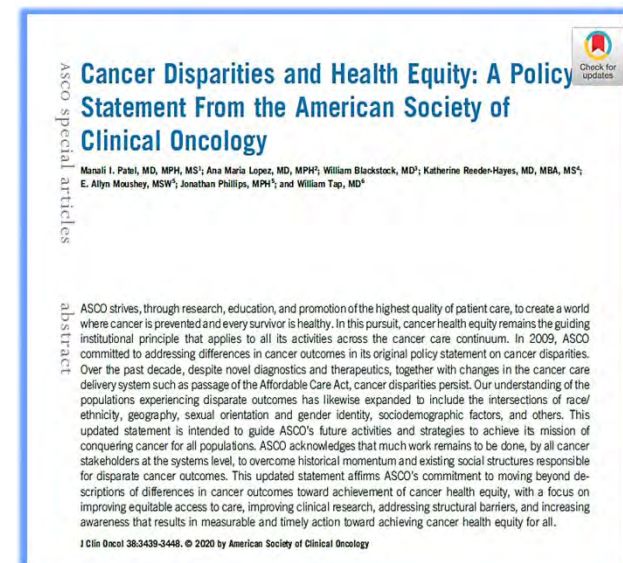
AMERICAN SOCIETY OF CLINICAL ONCOLOGY
ASSOCIATION FOR CLINICAL ONCOLOGY
KNOWLEDGE CONQUERS CANCER

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.

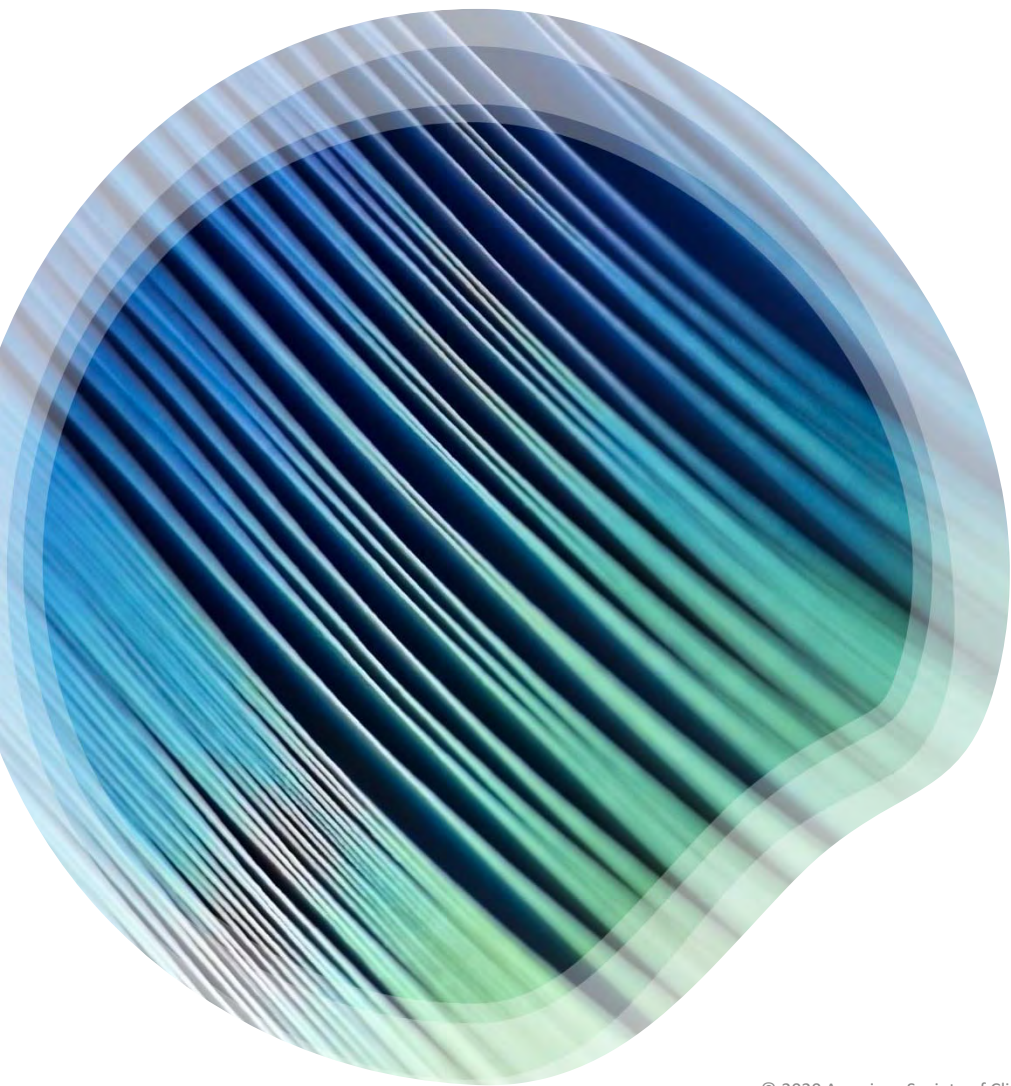
~ASCO Certified Global Statement

Goal for Practices

Quality	Ensure equitable access to high-quality care
Research	Ensure equitable research
Systems	Address structural barriers
Awareness	Increase awareness and action.



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 38:3439-3448. DOI: 10.1200/JCO.20.00642



Equity in Action: Leadership

- ✓ **Diverse**
- ✓ **Committed**

Awareness

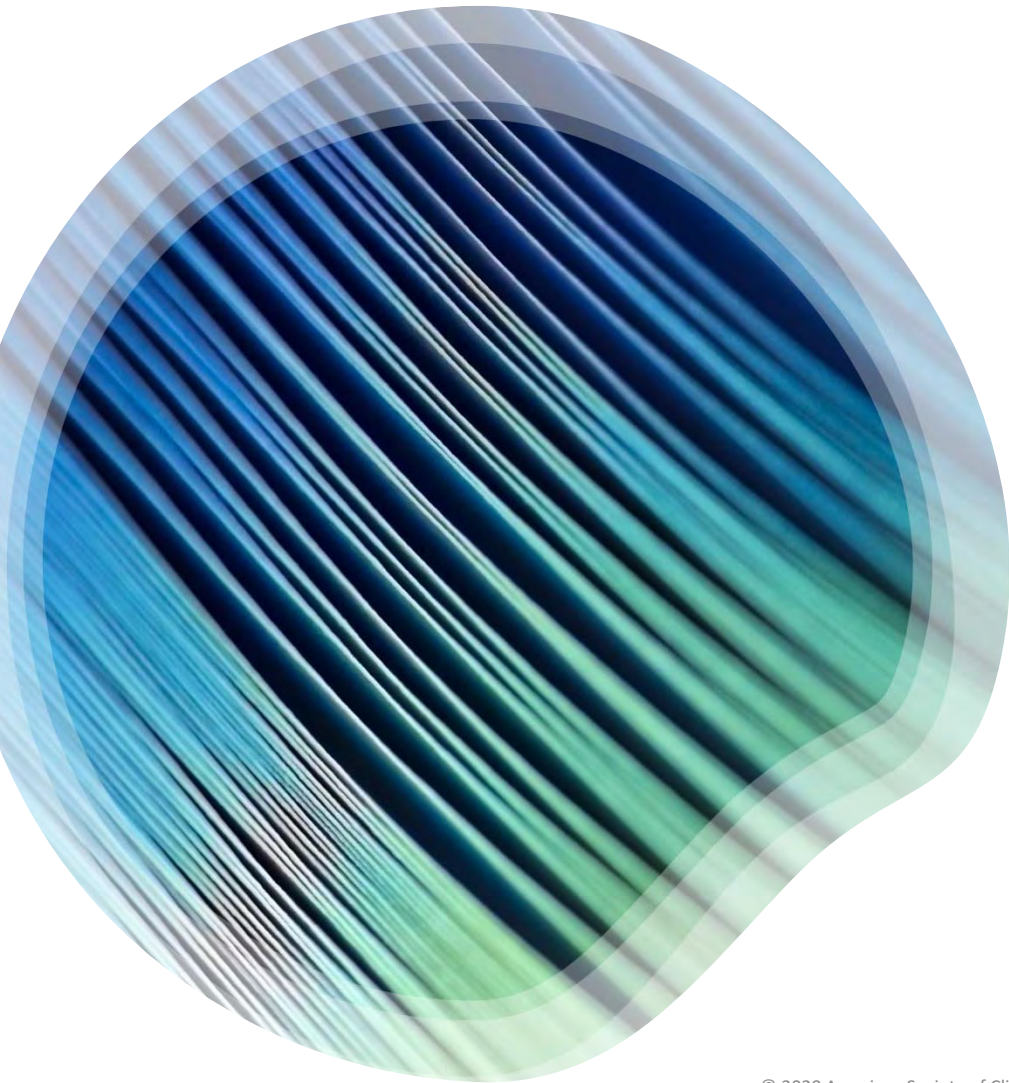
- Leadership Commitment
- Lacks Diversity

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

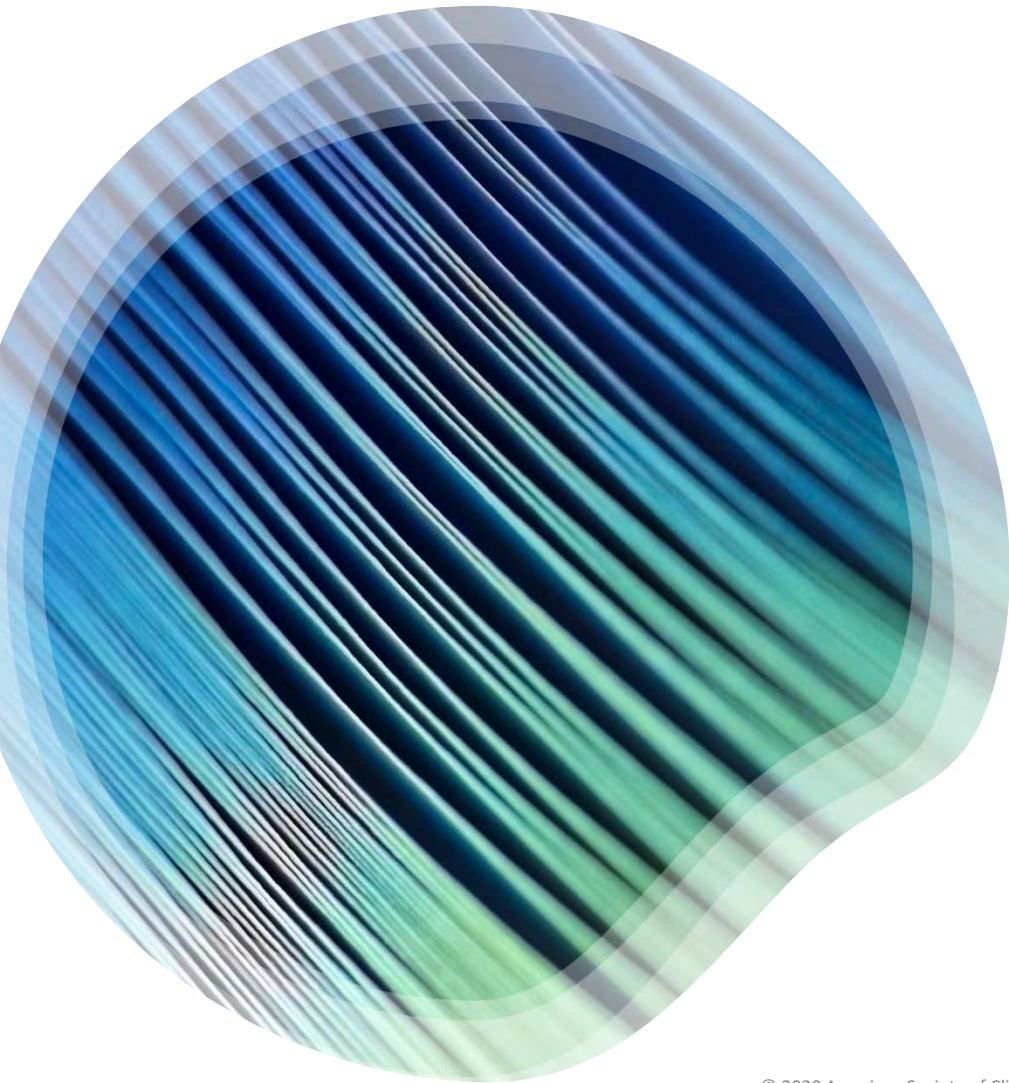
- EDI implicit in core values; may be stated
- No resources

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

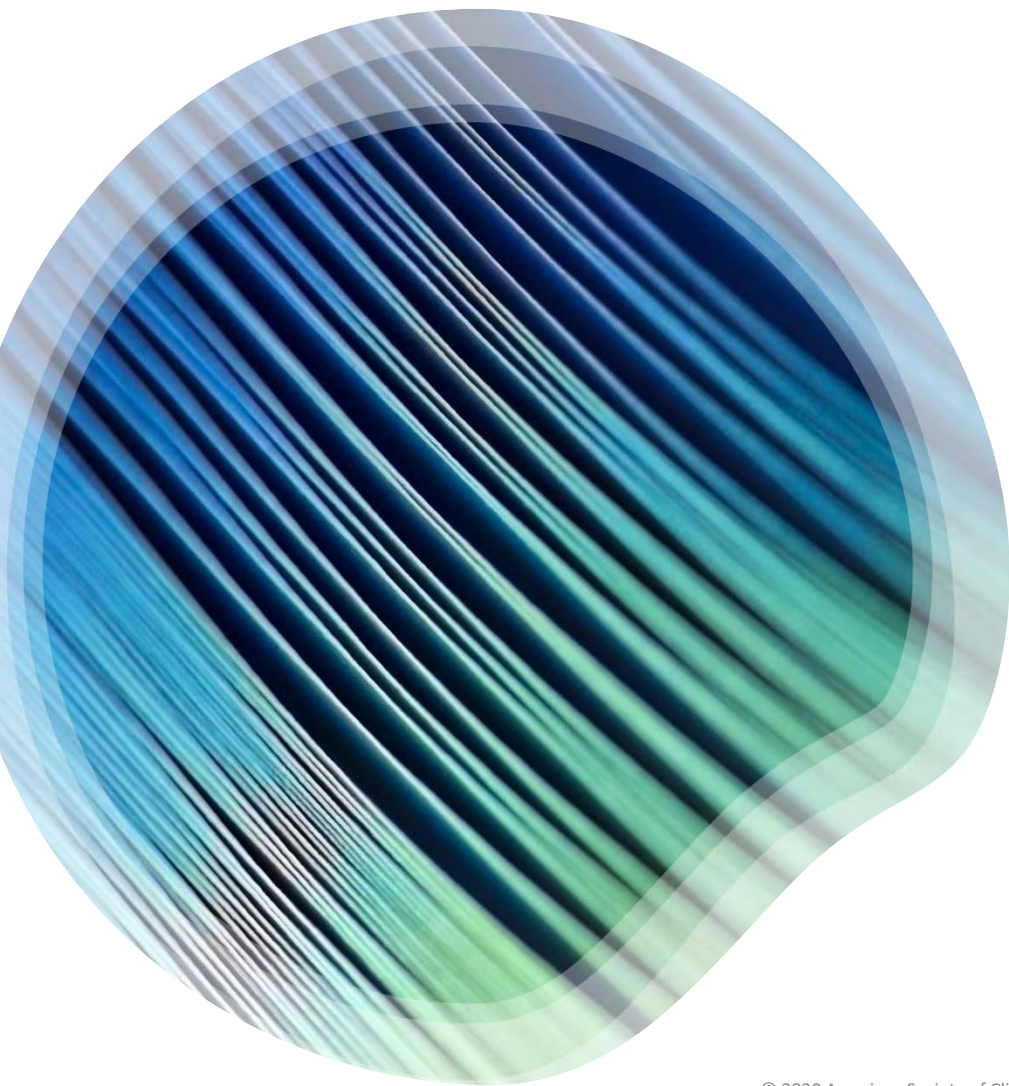
- Cultural competency discussed
- Awareness varies

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

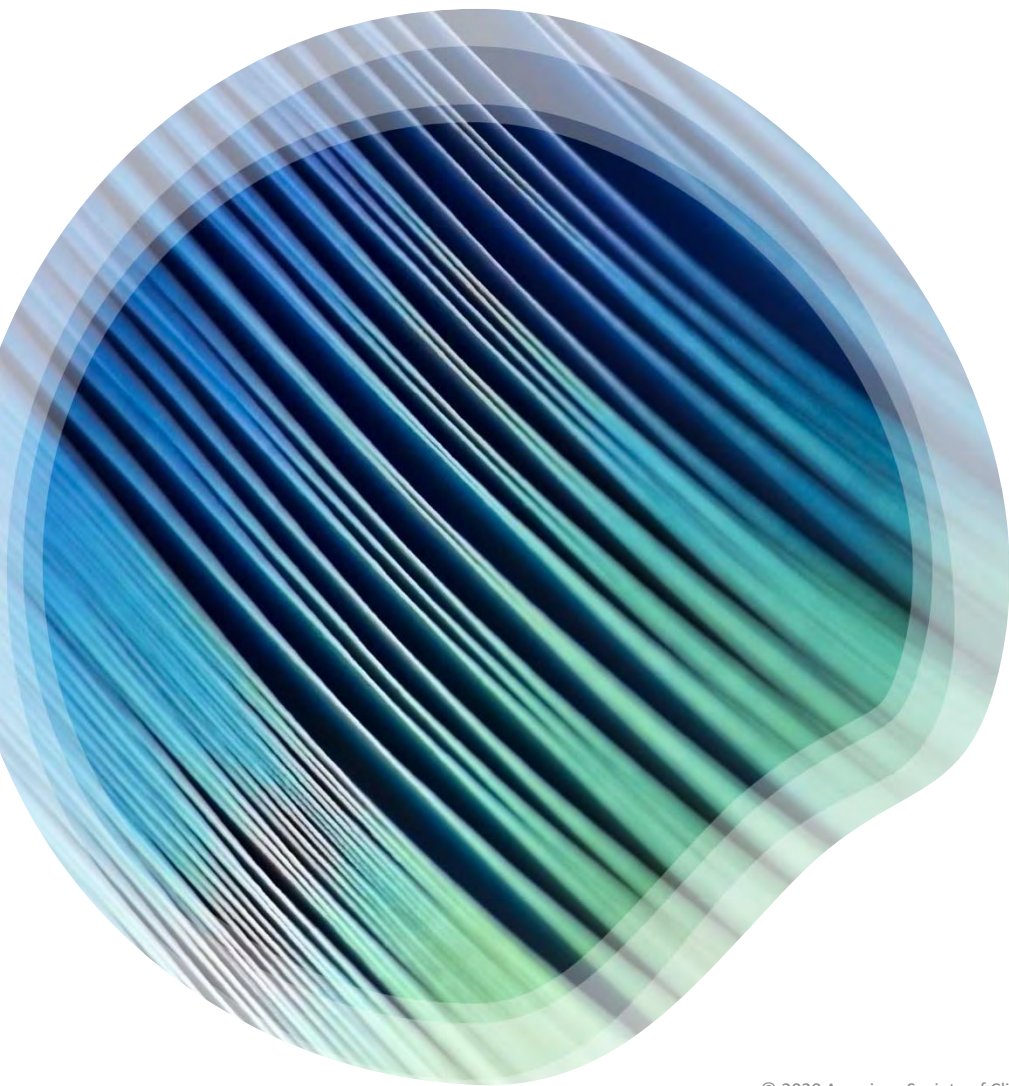
- Data may be collected and/or not effectively used
- Equity measures used in Community Health Needs Assessments

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**
- ✓ **Promotion**

Awareness

- Limited interventions
- Reactive
- Selective action

Tactical/Integrated

- 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

- AHA, Institute for Diversity and Health Equity, The Six Levers of Transformation, <https://equity.aha.org/the-six-levers-of-transformation>
- Advisory Board, Maturity Model for Reducing Health Disparities, <https://www.advisory.com/topics/social-determinants-of-health/2020/12/maturity-model-for-reducing-health-disparities>
- CHARTIS, Health Equity It's Time to Move the Needle Toward Health Equity and Social Justice, <https://www.chartis.com/insights/health-equity>
- Institute for Healthcare Improvement, Achieving Health Equity: A Guide for Health Care Organizations, <https://www.ihp.org/resources/Pages/IHIWhitePapers/Achieving-Health-Equity.aspx>