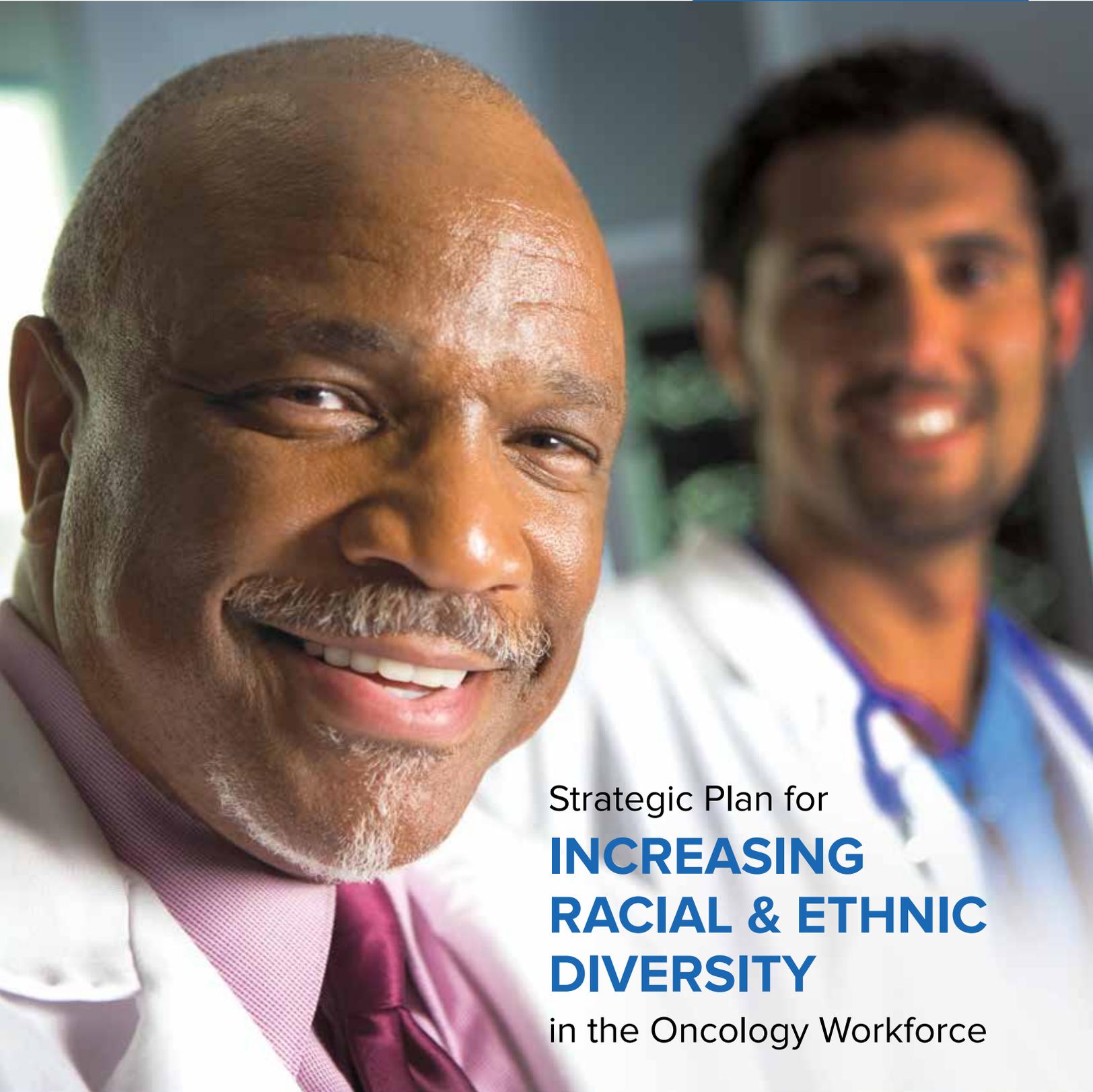




American Society of Clinical Oncology



Strategic Plan for

**INCREASING
RACIAL & ETHNIC
DIVERSITY**

in the Oncology Workforce

ASCO Strategic Plan for INCREASING RACIAL & ETHNIC DIVERSITY in the Oncology Workforce

INTRODUCTION

As the U.S. population becomes more diverse, increasing the racial and ethnic diversity of healthcare providers is essential to ensure high-quality cancer care is delivered to our burgeoning minority communities in a manner that honors their values. Developing a physician workforce that reflects the diversity in the United States will improve attitudes and awareness towards minorities in healthcare institutions, bring increased intercultural responsiveness, and engender trust and comfort in patients, particularly in communities that have traditionally been underserved. A diverse oncology workforce will help expand healthcare access, foster research and discovery in minority populations, and influence policy makers to meet the needs of a growing heterogeneous population.

ASCO developed a three-year strategic plan to establish short-term goals to enhance existing programs and create new opportunities that will move us closer to the vision of achieving an oncology workforce that reflects the demographics of the U.S. population it serves.

Improving quality cancer care in the United States requires the recruitment of oncology professionals from diverse backgrounds.

CURRENT STATE & TRENDS IN RACIAL/ETHNIC DIVERSITY IN ONCOLOGY

The National Academy of Medicine (formerly called the Institute of Medicine) has long recognized the need to diversify the physician workforce as a way to improve health disparities. Physicians from backgrounds that are underrepresented in medicine (URM)* are even more poorly represented in oncologic subspecialties when compared to other areas of medicine.^[1]

In an effort to assess the current trends in the oncology workforce, the American Society of Clinical Oncology (ASCO) has compiled data evaluating the race and ethnicity of trainees, practicing physicians, and its own members. The proportion of Black/African American and Hispanic/Latino oncology fellows is consistently lower than many of the other internal medicine subspecialty fellowships.^[2]

BARRIERS TO DIVERSIFICATION

While the distribution of medical students is not reflective of the racial/ethnic demographics of the U.S. population, the number of URM trainees in oncology is still lower than one might expect.^[3] Several factors may be negatively impacting the selection of oncology as a medical specialty for trainees. These factors include limited exposure to oncologic specialties during medical school and the fact that oncology training for medical students is often focused on the inpatient setting, giving students an uneven view of the specialty.^[4]

* For the purposes of this strategic plan, races and ethnicities that have been identified as URM include but are not limited to: American Indian/Alaska Native, Black/African American, Hispanic/Latino, and Native Hawaiian/Other Pacific Islander^[5]



“With this strategic plan, ASCO is strengthening its commitment to provide meaningful opportunities for medical students, residents, fellows, and practicing oncologists from underrepresented racial and ethnic minorities to participate and shape our priorities and activities. As a professional medical society, we can do much more to support the recruitment, training, and retention of oncologists from diverse backgrounds, particularly those who are underrepresented in oncology. This is a critically important step in that direction.”

—ASCO President (2016-2017) Daniel F. Hayes, MD, FACP, FASCO

ASCO WORKFORCE DIVERSITY EFFORTS AND GOALS

For the last several years, ASCO has engaged in efforts designed to support and promote diversity in the oncology workforce, primarily through its Diversity in Oncology Initiative (DOI). Developed by ASCO’s Health Disparities Committee and funded through the Conquer Cancer Foundation of ASCO, the DOI consists of award opportunities for medical students and residents who self-identify as URM:



Medical Student Rotation, which provides clinical or clinical research oncology rotations and mentoring opportunities, whereby award recipients are paired with a clinical oncologist who provides ongoing academic and career guidance.



The Resident Travel Award provides financial support for URM residents to attend the ASCO Annual Meeting, which allows residents to learn about the latest developments in cancer research and network with oncologists from all around the world.

ASCO Supporting and Promoting Diversity: A Snapshot



\$1.1 million

in funding



136

recipients from
90 institutions



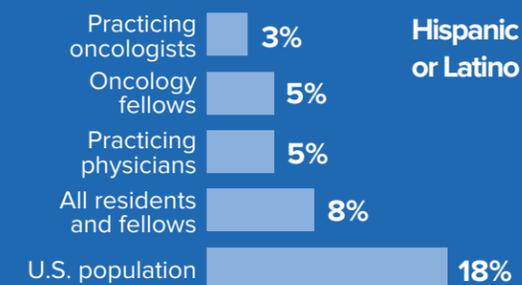
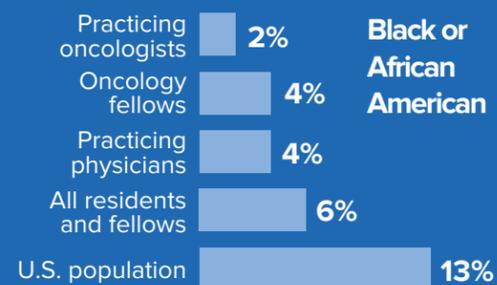
105

DOI awardees
became ASCO
members



Many awardees
have become active
volunteers, serving on
ASCO committees

U.S. ONCOLOGY WORKFORCE NOT REFLECTIVE OF U.S. RACIAL/ETHNIC DEMOGRAPHICS^[6,7,8,9]



Adapted from the *Journal of Clinical Oncology*

ASCO STRATEGIC PLAN FOR INCREASING RACIAL & ETHNIC DIVERSITY IN THE ONCOLOGY WORKFORCE (2017 - 2020)

MISSION



To promote the development of an oncology workforce that is racially and ethnically diverse, culturally competent, and equipped to care for disparate populations.

VISION



To achieve an oncology workforce that reflects the demographics of the U.S. population it serves, exemplifies inclusion and diversity, and provides culturally competent, high-quality, and compassionate care.



GOALS, OBJECTIVES, & TACTICS

1 ESTABLISH A LONGITUDINAL PATHWAY FOR INCREASING WORKFORCE DIVERSITY



OBJECTIVE 1

Improve and expand mentoring opportunities for early medical school trainees

Tactics: Improve and increase awareness of ASCO's Diversity in Oncology Initiative (DOI) by:

- Increasing the number and type of mentoring opportunities available for underrepresented in medicine (URM) trainees
- Expanding the mentor pool for medical students who are URM
- Strengthening relationships with traditionally Black Medical Colleges/Universities and other medical schools and student organizations



OBJECTIVE 2

Develop additional peer-leadership and mentoring opportunities for residents and fellows

Tactics:

- Enhance mentoring opportunities for DOI Resident Travel Award (RTA) recipients
- Create new mentoring and leadership opportunities for URM fellows



OBJECTIVE 3

Research, assess, and prioritize policy solutions to increase the proportion of physicians who are URM in the oncology workforce

Tactics:

- Conduct an assessment of existing ASCO programs and their applicability to and engagement with diverse populations
- Review committee responsibilities and authorities on regular basis to make sure that an objective involving diversity is included

2 ENHANCE ASCO LEADERSHIP DIVERSITY



OBJECTIVE 1

Increase racial/ethnic diversity among ASCO leadership development programs, committees, and the ASCO Board of Directors

Tactics:

- Promote the availability of leadership opportunities to ASCO members who are URM
- Expand pool of nominees for Board membership, committee appointments, the ASCO Leadership Development Program, and ASCO Annual Meeting faculty



OBJECTIVE 2

Support Career Development

Tactic:

- Establish new programs for oncologists and trainees who are URM, such as workshops to raise awareness of grant opportunities available for URM researchers; career assistance to trainees and physicians who are URM; and networking opportunities with leaders who are URM

3 INTEGRATE A FOCUS ON DIVERSITY ACROSS ASCO PROGRAMS & POLICIES



OBJECTIVE 1

Integrate diversity into overall ASCO's workforce strategic plan

Tactic:

- Provide recommendations to ASCO's Workforce Advisory Group to address diversity in ASCO's workforce strategic plan when it is being updated in 2018



OBJECTIVE 2

Ensure each ASCO committee includes a focus on diversity and health equity in its work where appropriate

Tactics:

- Conduct an assessment of existing ASCO programs and their applicability to and engagement with diverse populations
- Review committee responsibilities and authorities on regular basis to make sure that an objective involving diversity is included



OBJECTIVE 3

Integrate greater focus on health equity and diversity into ASCO's education and professional development programs

Tactics:

- Integrate an increased focus on health equity into ASCO's Annual Meeting
- Harness ASCO University to improve the availability of training related to diversity and health equity
- Ensure that all marketing and visual imagery displayed by ASCO online, at Annual Meeting, or in other venues are inclusive and reflect diversity



“A more diverse oncology workforce will help ensure access to high-quality care and greater opportunities to participate in life-extending clinical research for minority patients with cancer, both of which are needed to address the persistent disparities in treatment options and health outcomes. This strategic plan will be a clear guidepost for ongoing ASCO efforts to develop a physician workforce that reflects the diversity of the patient population we serve.”

— Karen Winkfield, MD, PhD
Chair of ASCO’s Health Disparities Committee (2016-2017)



NEXT STEPS

To begin the implementation of the *ASCO Strategic Plan to Increase Racial & Ethnic Diversity in the Oncology Workforce (2017-2020)*, ASCO has convened a work group comprised of members of ASCO’s Health Disparities Committee, Professional Development Committee, and Workforce Advisory Group. Members of this work group along with ASCO staff will be responsible for overseeing the implementation of this strategic plan, determining measurable outcomes, and assigning roles and responsibilities. Progress will be reviewed annually and reported to ASCO’s Board of Directors, Health Disparities Committee, Professional Development Committee, and Workforce Advisory Group as well as other appropriate bodies identified by the work group.

STRATEGIC PLAN DEVELOPMENT

ASCO’s Workforce Diversity Strategic Plan 2017-2020 was developed by ASCO’s Health Disparities Committee, in partnership with representatives from the Professional Committee and the Workforce Advisory Group, along with other ASCO stakeholders. The plan was reviewed and approved by the ASCO Board on December 14, 2016.

The full-text version of the *ASCO Strategic Plan for Increasing Racial and Ethnic Diversity in the Oncology Workforce* was published in the *Journal of Clinical Oncology* and can be found at: <http://ascopubs.org/doi/full/10.1200/JCO.2017.73.1372>. This pamphlet is adapted from the full plan.

AUTHORS

Karen M. Winkfield, Christopher R. Flowers, Jyoti D. Patel, Gladys Rodriguez, Patricia Robinson, Amit Agarwal, Lori Pierce, Otis W. Brawley, Edith P. Mitchell, Kimberly T. Head-Smith, Dana S. Wollins, and Daniel F. Hayes

ACKNOWLEDGMENTS

Laura Castillo-Page, Brandon Blue, Pascal Jean-Pierre, Christopher Lathan, Wortia McCaskill-Stevens, and Colin D. Weekes

REFERENCES

¹Smedley B, Stith A, Nelson A. *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*. National Academies Press; Washington, DC: 2002.

²ASCO Key Trends in Tracking Supply of and Demand for Oncologists 2015.

³ASCO State of Cancer Care in America Report 2016

⁴Mattes, M.D., Patel, K.R., Burt, L.M. et al. A Nationwide Medical Student Assessment of Oncology Education. *J Canc Educ*. 2016 Dec;31(4):679-686.

⁵Underrepresented in Medicine Definition, AAMC <https://www.aamc.org/initiatives/urm/>

⁶United States Census. <https://www.census.gov/quickfacts/table/PST045216/00>

⁷American Society of Clinical Oncology: The state of cancer care in America, 2015: A report by the American Society of Clinical Oncology. *J Oncol Pract* 11:79-113, 2015

⁸Association of American Medical Colleges: Diversity in the Physician Workforce: Facts and Figures 2014. <http://aamcdiversityfactsandfigures.org>

⁹Brotherton SE, Etzel SI: Graduate medical education, 2015-2016. *JAMA* 316:2291-2310, 2016



American Society of Clinical Oncology

2318 Mill Road, Suite 800 | Alexandria, VA 22314

www.asco.org

Founded in 1964, the American Society of Clinical Oncology (ASCO) is committed to making a world of difference in cancer care. As the world's leading organization of its kind, ASCO represents more than 40,000 oncology professionals who care for people living with cancer. Through research, education, and promotion of the highest-quality patient care, ASCO works to conquer cancer and create a world where cancer is prevented or cured, and every survivor is healthy. ASCO is supported by its affiliate organization, the Conquer Cancer Foundation. Learn more at www.ASCO.org, explore patient education resources at www.Cancer.Net, and follow us on Facebook, Twitter, LinkedIn, and YouTube. Visit ascoaction.asco.org for the latest cancer policy developments.



Visit asco.org/diversity for more information on ASCO's Diversity in Oncology Initiative.