



ROSWELL PARK COMPREHENSIVE CANCER CENTER'S COMMITMENT TO ADVANCING DIVERSITY, EQUITY, INCLUSION AND ACCESS

Roswell Park Comprehensive Cancer Center has implemented policies and procedures to ensure that all employees, patients and partners are treated with respect and fairness regardless of their race, gender or other characteristics unique to who they are.

Here is a small sampling of Roswell Park's commitments to **DIVERSITY, EQUITY, INCLUSION** and **ACCESS** both within and outside our center.

Cancer Prevention & Early Detection

Ensuring Access in Communities with Greatest Needs

Our **Community Outreach and Engagement team** continues to change the course of access to cancer services among unrepresented communities. Team members share information at community partner organizations in medically underserved communities tailored to the needs of specific populations through focused, multilingual programs.

THESE INCLUDE:

- + **Cancer Education.** Working with community members to increase cancer prevention, screening and prevention.
- + **Cancer Screening.** We work to reduce barriers with state of the art cancer screening to catch cancer earlier and improve outcomes.
- + **Roswell AIR** partners with communities to reduce barriers to lung-cancer screening among underserved communities.
- + **Critical lung cancer screening.** Only 6% of eligible New Yorkers are screened for lung cancer, resulting in too many lung cancer patients already with advanced and difficult-to-treat disease at time of diagnosis. Outfitted with advanced screening technology, Roswell Park's screening mobile van funded by the State brings life-saving lung cancer screening to New Yorkers who need it most, especially medically underserved, diverse populations and first responders like firefighters.
- + **Patient navigators.** Culturally experienced health care team members guide patients, family members and physicians through the health care system to ensure that their needs are being met.

Investing in Indigenous Health

Reducing the cancer burden on Indigenous peoples everywhere

- + Over the last five years, Roswell Park has built the largest center dedicated to Indigenous cancer research and services in the East, a center globally recognized on topics of Indigenous health equity.

IN PAST FIVE YEARS ALONE, Roswell Park reached more than 63,000 COMMUNITY MEMBERS

through **evidence-based efforts** for people with higher risk of cancer who may not interact with prevention and early detection resources without this continued, purposeful outreach. With national studies revealing significant drops in cancer screenings and higher incidences of later-stage cancers due to large numbers of individuals not accessing life-saving screenings during the pandemic. Roswell Park's commitment to cancer prevention and early detection has proven **critical to detecting cancers at their earliest stages for the most vulnerable individuals and families.**

Roswell Park built a **model for patient navigation in underserved communities.**

Roswell Park built a **model for patient navigation** employing a growing team of patient navigators working with community partners to support high-risk individuals in accessing screening and early detection appointments.

PATIENT NAVIGATORS

guide each patient and loved ones through their cancer journey, including coordinating screening, diagnosis, treatment and follow-up care and in communicating with providers to ensure those facing a cancer diagnosis have the information needed to make decisions about their health care and access to resources and support they need.

Roswell Park employees volunteer their time and money to help those in need throughout our community through the **Roswell CARES** (COMMUNITY ALLIANCE to REACH, EMPOWER and SUSTAIN) program.

Employees sponsor events throughout the year gathering food and toys for families, building beds for children who don't have a place to sleep and stocking community refrigerators for those in need of daily sustenance, as well as other initiatives that can benefit from the support of the Roswell Park workforce.

Partnerships: Expanding Opportunities with Diverse Organizations

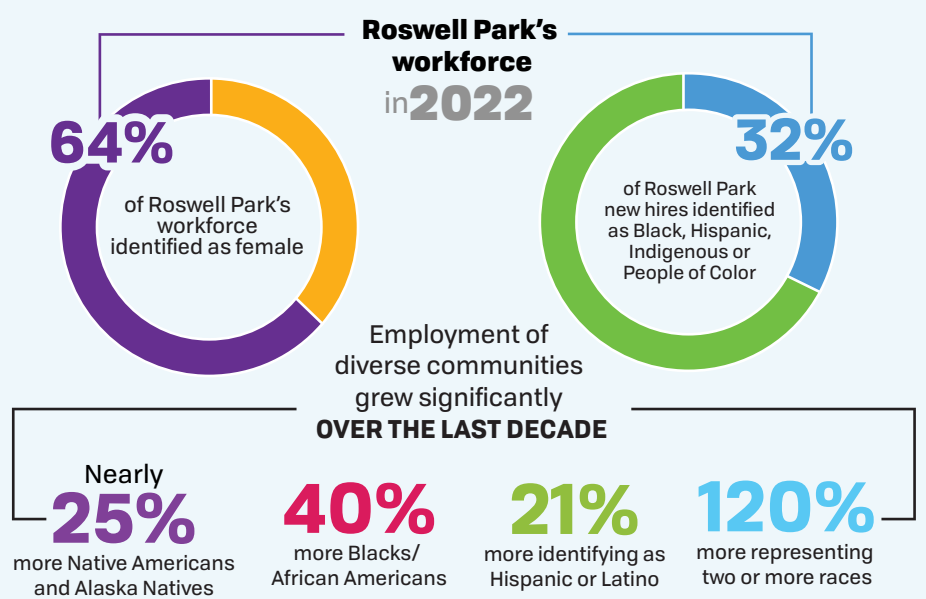


Job seekers continue to access opportunities through job fairs and career-readiness programs. Career-advancement programs for current employees continually expand, with focused efforts in environmental services, nursing, food services and other areas.

Recruitment

Committed to Hiring Diverse Communities

Roswell Park's workforce continues to represent the local community.



AMONG CURRENT ROSWELL PARK MANAGERS,

52% identify as women and 17.5% that are historically underrepresented

exceeding representation of **minoritized backgrounds** in our local community as a whole.

Training and Supporting the Workforce

Fostering Diversity, Equity and Inclusion

- + Roswell Park continues to expand the diversity, equity and inclusion trainings required for employees, with additional required learning for supervisors and clinical providers.
- + To engage our workforce and foster an inclusive environment, our 12 staff-led Employee Network Resource Groups (ENRGs) have direct management access to raise issues on behalf of employees, share resources and celebrate cultures. Groups include African American, Hispanic, Indigenous, LGBTQIA2S+, Veterans, working parents and others.

Diversity Efforts Recognized

Multiple Designations and Honors for Workplace Diversity



Roswell Park frequently is honored for its rigorous, inclusive efforts and robust policies and procedures. Forbes named Roswell Park among New York State's best employers, based on an anonymous worker survey about workplace culture, benefits and inclusion. Another recent example: the Human Rights Campaign named Roswell Park a Healthcare Equality Index Leader for promoting equitable and inclusive care for LGBTQ+ patients and their families.



Year after year, Roswell Park consistently exceeds New York State goals for awarding contracts to minority- and women-owned businesses, with an A rating for inclusive contracting from New York State as just one example.



Training Future Workforce

Pathways for diverse students at every level

Roswell Park is committed to increasing the number of historically underrepresented individuals in biomedical careers. Our partnerships include communities and organizations such as the Haudenosaunee Nations, school and university systems, HBCUs and community-based educational programs. Through these efforts we are addressing the needs of our broader community.

Leading Research to Eliminate Cancer

Global Groundbreaking Efforts

Roswell Park continues its 125-year history of being at the forefront of scientific discoveries that ultimately changed the course of cancer screening, prevention and treatment. These include its groundbreaking efforts in developing the world's first chemotherapy research program and pioneering the PSA prostate cancer screening test, photodynamic therapy, treatment for colorectal cancer and much more.

Learn more at RoswellPark.org/diversity.