



A Message to Our Community

Since its inception, our nation has faced the scourge of bigotry, inequity, racism, and senseless acts of violence.

Since its founding in 1898, Roswell Park Comprehensive Cancer Center has not been immune to the injustices to our neighbors, employees, and friends. While we have made great progress in the war on cancer, recent racially motivated violence in Buffalo and other communities across the nation are stark reminders that racism, prejudice, and inequity continue to cast their long shadow impacting the well-being of far too many communities.

Some time ago, the entire Roswell Park team embarked on a journey to help us understand and identify how we, as an organization, can advance in our efforts related to equity, a journey we continue

to pursue and support. We reaffirm our commitment to continuously pursue internal evaluations on our diversity, equity and inclusion structure, policies and procedures; with the goal of implementing improvements wherever and whenever needed. We have and will continue to work with diligence in the spirit of continuous improvement to always create a diverse, inclusive and equitable organization for our staff and the entire community that surrounds us.

Roswell Park alone cannot correct centuries of injustice, but it can take decisive action to stand against racism and injustice. We are reaffirming our commitment to our community of employees, students, and faculty members that we will continue to work hard to provide everyone with a healthy,

equitable and inclusive environment for work, learning and healing. We will fight racism when we see it in our organization, our industry and in our daily lives.

At Roswell Park Comprehensive Cancer Center, we take great pride in being one of the country's first three facilities to receive the prestigious National Cancer Institute designation. For nearly 125 years, we have been a leader in cancer diagnosis and treatment modalities, including establishing the world's first chemotherapy research program, pioneering the prostate specific antigen (PSA) test, developing photodynamic therapy, significantly contributing to the landmark Human Genome Project, and providing the first comprehensive immune profile for treatment options.

ROSWELL PARK IS:

- ▶ Hiring a senior executive leader highly skilled in corporate diversity, equity and inclusion to lead our efforts.
- ▶ Continuing to examine our hiring and promotion policies to enhance diversity and opportunity across our workforce, including in leadership positions.
- ▶ Taking a national leadership role in encouraging more Blacks/African Americans to pursue careers in the medical profession. According to last available data from the Association of American Medical Colleges, in 2019 only 6.2% of medical school graduates were Black/African American. And according to the American Society of Clinical Oncologists, in 2022 only 2.3% of practicing oncologists identified as either Black or African American.
- ▶ Focusing on diversity in our workforce, viewing the continuing impact of racism through a historical lens and redefining the role of the Office of Diversity.
- ▶ Continuing to affiliate with and provide support for schools that maintain graduate minority student programs, as well as investing in the systematic study of pipeline programs for health-related careers.

We know that we and our entire community need to do more to achieve greater racial justice and reconciliation—and that this is felt by all members of the Roswell Park family.

Roswell Park is committed to instituting change to support diversity, equity and inclusion, being active listeners and not shying away from difficult conversations. We will continue to identify and address diversity and inclusiveness, advance the values of equal opportunity and accountability for each person's actions in every instance—and in doing so build a sustainable future for all we serve.

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Chairman, Board of Directors
Roswell Park Comprehensive Cancer Center

Candace S. Johnson, PhD
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Scan the QR Code or visit RoswellPark.org/CommunityReport to see how far Roswell Park's community engagement extends in our 2021 community annual report