



DIVERSITY

AT ROSWELL PARK CANCER INSTITUTE

DID YOU KNOW?

Diverse Workforce

Roswell Park has achieved an increasingly diverse workforce through conscientious and proactive efforts, and we exceed both internal and external goals for workplace diversity. We remain dedicated to building and retaining a diverse workforce and to helping increase job opportunities for all Western New Yorkers.

→ Community Career Development Workshops

"I utilized Roswell Park's resume-writing services and then applied for the IT Help Desk position. I am proud to say I obtained an interview and got the job!" -Bertina Ferguson

→ 21% of new hires in 2015 who were people of color

→ 2015 was the 5th year in a row RPCI has increased the percentage of minority hires

→ 37% of Institute-wide qualifying expenditures in 2015 were awarded to certified Minority- and Women-Owned Business Enterprises

→ Approximately 50% of minority new hires in 2015 who came to us through outreach programs, including job fairs and job-training events in underserved communities

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The number of new employees Roswell Park hired in 2014 after they completed our community career development workshop, which helps with resume and interview skills.

Roswell Park Cancer Institute is deeply committed to diversity and inclusion, and we are proud of the people, programs and processes that have enabled us to meet and exceed our goals. Here are just a few ways we are helping change the community!

Community Outreach and Education

As an ethical and progressive institution, RPCI directs partnerships, educational programs and employee volunteer efforts to benefit the local communities we serve. Community relations are central to RPCI's vision, values and mission.

- **Buffalo/Niagara Witness Project** A church- and community-based program to increase awareness of breast and cervical cancer in black women
- **Minorities Allied for the Need to Understand Prostate Cancer (MAN UP)** A prostate cancer education program for men of color
- **Esperanza y Vida** A program to increase breast and cervical cancer screening in Latinas
- **Community Connections Newsletter** An informative newsletter mailed quarterly to more than 7,700 people in targeted minority communities throughout the WNY region
- **Diversity & Inclusion Luncheons** Employees are invited to attend free celebrations and lunches for various holidays, including: Chinese New Year, Festival of Light, Martin Luther King, Jr./Black History Month and Hispanic Heritage Month
- **Roswell Park/Howard University Program** This program enables Honors Biology Sophomores to deeply explore an interest in cancer research under the mentorship of researchers at RPCI
- **Tapestry Charter School Learning Expedition** Roswell Park has worked with Tapestry Charter School, a school with a high minority population, for the past three years to help the students meet their goal of spreading cancer awareness in their communities
- **Health Sciences Charter School** RPCI provides work-based learning internships to minority students, as well as frequent faculty and staff on-site visits for career development
- **The Eva M. Noles Scholarship**
- **Interfaith Recognitions** RPCI has recognized the Muslim, Hindu, Jewish and Christian traditions through luncheons, prayer services and worship, as well as education for employees



Clinical Outreach

Roswell Park's diverse team of physicians and researchers understands the importance of solving cancer health disparities. As part of RPCI's overall mission, our faculty is dedicated to reducing cancer cases among minority and underserved populations—not only in the Western New York community, but nationally and internationally as well.

- **\$86,000+ award to create a program educating Native Americans about the dangers of obesity**

Rodney Haring, PhD, MSW, recently received an \$86,000+ award to create a program educating Native Americans about the dangers of obesity and the importance of maintaining healthy lifestyles.



“The project has a high relevance to not only Native Americans, but other populations that are highly affected by obesity and cancer, such as African American and Hispanic workforces.”

– Rodney Haring, PhD, MSW

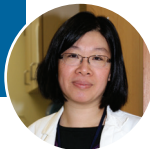


“This is largely uncharted territory. We see a real opportunity to gain insights that will positively impact women with breast cancer.”

– Chi Chen Hong, PhD

- **\$5.7 million grant to investigate breast cancer in African-American women by examining obesity**

Roswell Park and Rutgers Cancer Institute of New Jersey received a \$5.7 million grant from the National Institutes of Health to investigate breast cancer in African American women by examining obesity.



- **For the first time, citizens of Nigeria have access to modern cancer care**

Dr. Chukwumere Nwogu established an affiliation between RPCI and Lakeshore Cancer Center in Lagos, Nigeria



“Too many Nigerians are having their cancers diagnosed only at late stages, severely limiting treatment options and leading to poor outcomes. But when you can respond to a pressing need by mobilizing support from your network, you can really make a difference.”

– Chumy Nwogu, MD, PhD

- **International collaboration with the Center for Molecular Immunology (CIM) in Havana, Cuba**



- **Clinical research workshop for minority physicians**

For the third straight year, RPCI, with support from Eli Lilly Oncology, is holding a workshop to train and educate participants about enhancing clinical research in underserved populations.



“Lung cancer patients, especially those at high risk, have good reason to be excited about Roswell Park's partnership with the CIM.”

– Kelvin Lee, MD



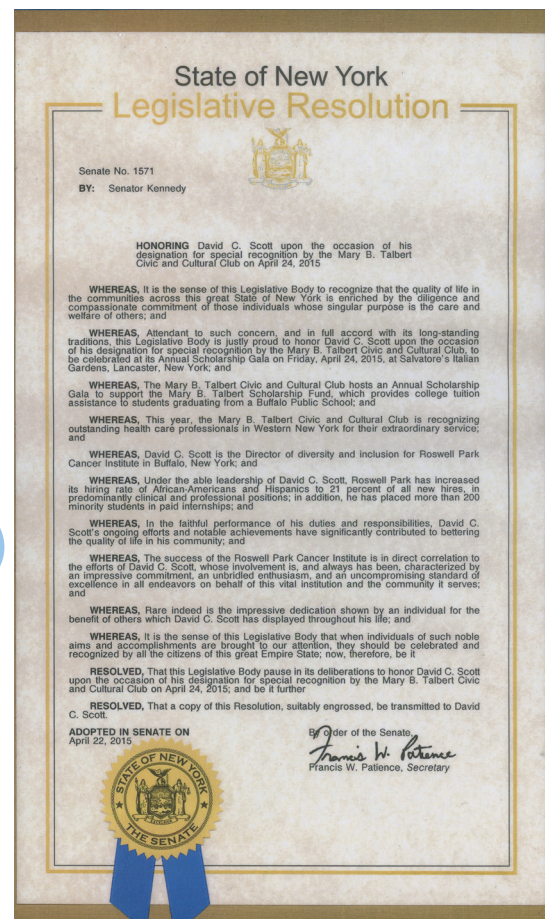
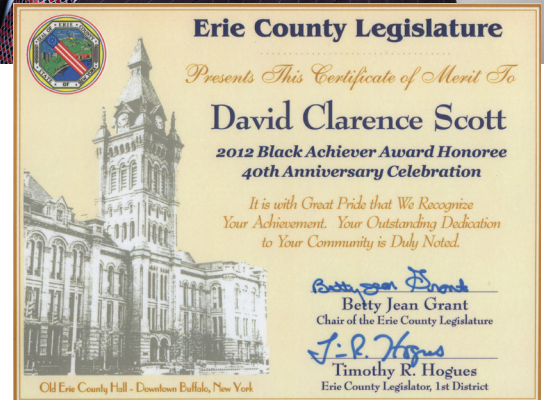
David Scott
Director of the Roswell Park
Office of Diversity and Inclusion



David Scott: A Champion of Diversity

We're thrilled to have the leadership and expertise of David Scott, Director of the Roswell Park Office of Diversity and Inclusion. During David's tenure at Roswell Park, he has consistently made our employees proud to work for such an inclusive institution. Take a look at some of his accomplishments!

- He has helped more than **200 minority high school and college students** secure paid internships at RPCI
- During David's leadership in 2014, **21%** of all new hires were African American or Hispanic
- **Recipient of the "Friend of the EOC"** award from the Educational Opportunity Center (EOC) at the University at Buffalo in May 2015
- Recognized in April 2015 by the Mary B. Talbert Civic and Cultural Club for **"Taking Care of Community,"** and received a State of New York Legislative Resolution for this accomplishment
- **2012 Black Achiever Award Honoree**, given by 1490 Enterprises Inc., and received a certificate of merit from the Erie County Legislature
- David serves the Buffalo community as chair of the Health Sciences Charter School Internship Advisory Board, secretary to the Pride Center of WNY/ Evergreen Health Services Board of Directors and is a member of the UB Educational Opportunity Center Advisory Board
- David was honored in December 2014 with the **Men of Integrity Diversity Leadership** award from Utopian Euphoria
- Represented RPCI at numerous events, including upcoming Pride Center of WNY "Out for Business" networking event
- Selected to speak at a National Diversity Conference in 2015



Our Videos Tell Our Story

Get Up and Make Something Happen



Our differences are our strength. At Roswell Park Cancer Institute, employees from various backgrounds, cultures, lifestyles and beliefs “get up” every day with one mission in mind: to understand, prevent and cure cancer.

<https://youtu.be/33tYpsm0bBM>

Keeping the Dream Alive: Roswell Park Celebrates Black History



Roswell Park employees join together to honor those who struggled and sacrificed everything during the Civil Rights Movement in the hope that one day they would be free. “Keeping the Dream Alive” reminds us of that struggle. If you dream, you can achieve.

<https://youtu.be/8rAiYVJOa8E>

**For more information, visit
www.RoswellPark.org/Diversity**



Elm & Carlton Streets | Buffalo, New York 14263
www.RoswellPark.org
1-877-ASK-RPCI (1-877-275-7724)

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