Summary of Recent Diversity, Equity & Inclusion Activities

**WNY and Workforce:** Roswell Park pulls most of our roughly 3,700 employees from the 8 counties of Western New York. Roswell Park is the only National Cancer Institute Designated (NCI) Cancer Center in Upstate New York.

Demographics of the area: 82.9% White, 9.8% African American, 4.8% Hispanic/Latino, 0.7% Native American, 2.4% Asian, 4.1% Other

Roswell Park continues to strive for a more diverse workforce, that exceeds the diversity of the region. Below are 2022 numbers (across roughly 3,700 employees).

<table>
<thead>
<tr>
<th>% Diverse (Race/Ethnicity) Employees 2022</th>
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<tbody>
<tr>
<td>Race</td>
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<tr>
<td>American Indian/Alaska Native</td>
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In our most recent calendar year, **32.13%** of new hires identified as BIPOC+. Today, 64% of Roswell Park’s workforce identifies as female.
Workforce Diversity Improvement and Career Development - Roswell Park Management has worked to actively identify careers at Roswell where there was a lack of a career ladder. In each of these cases, employees now have more opportunities for leadership without switching careers, and better pay. These are also careers at Roswell Park that do not always require a bachelors or associates degree, removing educational barriers for outstanding leaders. These are also careers at Roswell Park that, in some cases, are represented at a higher rate by BIPOC+ and women.

- **New Career Ladders and Opportunities:** Environmental Services, Patient Access, Patient Care Technician, Surgical Technician, Research and Clinical Laboratory Technician, and Administrative Support.

New Diverse Recruits

Craig Pridgen - Organizational Development Advisor  
Petrina Hill-Cheaton - Deputy Chief Academic Officer  
Jennifer Hamilton - Senior Diversity, Equity and Inclusion Administrator  
Tameka Brooks - Community Outreach and Engagement  
Nikia Clark - Manager, Community Relations  
Tiffany Anderson - Roswell Park Cancer Care Network  
Ellen E. Grant, PhD – Executive Director of Corporate Social Responsibility and Community Education  
Julia Adele Devonish, MD, PhD – Assistant Professor, Dept of Medicine

FY22 DE&I Organizational Goals and Setting the Tone from the Top: For the third year, diversity organizational goals for all executives have been implemented, inclusive of the following performance indicators: Improvement in minority employee hires, diversity training for supervisors, exceeding MWBE contractor spending goals, completion of corporate social responsibility initiatives, and hosting job fairs across the region in underserved and underrepresented communities. These goals are reviewed by the Board and CEO.

Roswell Park Management had 7 Board-approved DE&I goals for FY22. Each goal was achieved or exceeded with the results presented to the Board.

<table>
<thead>
<tr>
<th>Organizational Goal</th>
<th>Result</th>
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<tr>
<td>Continue to implement the goals of the Diversity Action Committee of the Institute</td>
<td>Committee met monthly, oversaw all staff level DE&amp;I Initiatives, and ensured each staff ENRG committee had resources and support</td>
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<tr>
<td>Roswell Park to attain the LGBTQ friendly designation</td>
<td>Achieved</td>
</tr>
<tr>
<td>Roswell Park becomes a Top Performer, getting a well-earned LGBTQ friendly designation</td>
<td>Achieved</td>
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</table>
Completion of a minimum of five projects under the CSR programs with at least two targeting minority and/or underserved populations
Achieved, more on CSR in this document

Increase spending with the Buffalo Purchasing Initiative for Roswell Park’s involvement to meeting at least 80% of targeted spend with MWBE organizations
Achieved higher than target, more in this document

Increase the hiring of minority employees over FY’21 numbers by 3%
Increased hiring of minorities reflected by an 8.9% increase in the FY22 total employee minority population over FY21 totals

Provide diversity training to 50% of management confidential employees
Provided diversity training to 90% of management confidential employees. This is on top of mandatory DE&I training for all of Roswell’s staff.

Employee Network Resource Groups (ENRGs)—Roswell Park actively promotes ENRG groups to all staff. These groups are staff led designed to foster an inclusive workplace at Roswell Park. These groups have direct access to management and regularly raise issues on behalf of employees. This month the LGBTQIA2S+ group raised issues around how the media addresses Monkeypox, and stigma it promotes about the LGBTQ+ community. Management and the Communications Department worked to get out a factual message with resource links to the entire Roswell community. The message was signed off on by members of the ENRG team.

Job Fairs and Community Workforce Education – Roswell Park participates in job fairs across the region and country. Below are some of the job fairs we participate in and / or host to specifically reach out to underserved populations. Job fairs include:

- Big Gay Sing Celebration/Health and Job Fair (annually since 2017)
- Diversity Job Fair with ACCES-VR for job seekers with disabilities (semi-annually since 2016)
- Out-of-State Diversity Job Fairs (beginning in 2018)
- Native American Community Services Health and Job Fair (2017-2019)
- Belle Center Job Fair (annually since 2019)
- WUFO Power 96.5 Black Job Fair (annually since 2020)
- Pride Center of WNY Out For Business Professional Networking Event (semi-annually since 2013)
- Buffalo Employment Training Center career development and resume writing workshops (monthly since 2013)
  - Hired approximately 20 employees from this program each year
- Men of Merit Mentorship Program (partnership began in 2016)
- Department of Labor resume writing and career development workshops targeting job seekers from underserved communities (2019, 2020)
- Belle Center bilingual resume writing workshops (2020)

Building the Pipeline: Roswell Park believes that more diversity in medicine, research, management, and the healthcare workforce requires introductions and interventions as early as possible. These initiatives range from educational initiatives, to employment opportunities, to promoting a healthy environment for children to learn and grow. Below are a few of the many ways Roswell Park is reaching out to youth, our community, and building the pipeline:

- **Summer Youth Employment**: Each year Roswell Park hires 100 inner city youth for the summer. We work with Buffalo City Hall on recruitment, but Roswell Park pays 100% of the young WNYers paycheck. Our summer youth work across campus in labs, clinical spaces, facilities, beautification projects in nearby neighborhoods, and with partner organizations close to their homes.
- **NIH funded NARCH Grant Partnership**: 14 Indigenous high school and college students from the Akwesasne tribe of upstate New York participated in educational and experiential learning focused on cancer science through classes and lab activities
- **Education to Employment Nursing Pipeline**: Partnership with Trocaire College to provide path for underserved and diverse individuals from education to employment with Roswell Park in nursing and radiology professions
- **Our Stories Program**: We delivered, in collaboration with Buffalo Public Schools, five weeks of culturally relevant summer internship learning based on the book the Immortal Life of Henrietta Lacks by Rebecca Skloot. The book provided backdrop for a curriculum that explored health disparities, cancer, clinical trials, racial implication of science and health and more in-depth topics presented by experts to 15 minority Buffalo Public High School Students.
- **Buffalo Prep Partnership**: Buffalo Prep, an academically focused minority student program with 30 years of experience, allowed us to introduce 130+ of their 5th through 7th grade students to Roswell Pak as a research and academic institution. The students experienced the Roswell campus, were lead in activities by our Masters and Doctoral students and were taught cancer related concepts and laboratory techniques.
• **Summer Experiential Programs:** High School, College and professional students (Nursing and Physician’s Assistant students) are introduced to laboratory research while being part of real world cancer research. The programs vary in length from 7 to 10 weeks and impact the future plans of the alumni. Between 2018 and 2021 we hosted 112 students in the program and 20% have been from underrepresented minoritized backgrounds. Fifteen alumni have returned for additional training or educational opportunities at Roswell, roughly 25% of those who returned were URM. Finally, 6 of the Experiential Program Alumni have entered our Graduate Programs.

**Community Outreach and Engagement:** Roswell Park employs a large Community Outreach and Engagement Team (COE Team) who attend events and conduct outreach in areas and populations where there are known health disparities and health equity issues. Since 2018, the COE Team has reached 14,000+ community members through Evidence Based Interventions. These are higher risk WNYers who would not have interacted with prevention and early detection without purposeful intervention “meeting people where they are.” Coming out of COVID, the COE Team is on track to exceed 300 community outreach events in calendar year 2022 (past years and team members below).
**Roswell Park’s Center for Indigenous Cancer Research:** Roswell Park has the largest and most well-resourced team focused on Indigenous Cancer Health Disparities and Equity in the eastern half of the United States, and it is not close. We employ navigators who work across the Haudenosaunee and Seneca Nation. Our researchers conduct projects across historic sovereign nations and international borders. Our team’s prominence is recognized by private industry, with Bristol Myers Squibb Foundation awarding our Center for Indigenous Cancer Research $3.3 million to increase cancer screening in native and rural communities.

Roswell Park believes in land acknowledgment, that we are located on the ancestral home and territory of the Haudenosaunee people, and we fly the Haudenosaunee flag each October for the entire month in honor of Indigenous People’s Day and to raise awareness for Native American health equity.

**Partnership with Federally Qualified Health Centers:** Roswell Park employs patient navigators at each Federally Qualified Health Center (FQHC) in Western New York. These navigators educate and work with a largely Medicaid population to get them in for eligible screenings wherever is convenient and comfortable for the patient. The goal is to increase screening in WNY, not to direct care to Roswell. This is a unique program we run that builds trust throughout the population while driving the public health mission.

**Vaccines and Bilingual Outreach:** Roswell Park served as a vaccination site between December 2020 and July 2021. We vaccinated between 1,500 and 2,500 people a week, including patients, front line workers, eligible age groups, but with a special emphasis on disparate populations and those who have long been victims of healthcare access inequity. 20% of each day’s vaccinations were scheduled by our Community Outreach and Engagement Team, working with organizations like our refugee resettlement agency partners, local churches with largely Black congregations, Sovereign Native Nation partners, and nonprofits that serve our BIPOC+ community. Our Esperanza y Vida program conducted outreach in Spanish, working with partners like the Hispanic Heritage Council, Hispanics United, the Belle Center, and the Olivia Center. We also worked through our existing Community Advisory Board and groups we run on campus like the Witness Project on equitable access and outreach. Our volunteer community advisory board is below:
A Recognized Leader for LGBTQIA2S+ Care: Roswell Park is a recognized leader in LGBTQIA2S+ (LGBTQ+) care. In our last application with the Human Rights Campaign, which grades a healthcare institution like Roswell Park across roughly 70 different criteria, Roswell Park received a perfect score. Roswell was graded on Patient Non-Discrimination, Equal Visitation, Employment Non-Discrimination, Training, Patient Services and Support, Employee Benefits and Policies, Transgender Inclusive Health Insurance, and Patient and Community Engagement.

We raise the Inclusive Pride Flag on June 1 each year. 2022’s Pride Activities at Roswell included pronoun pin making for every employee, new education and training on the use of pronouns in the healthcare setting, and additional events throughout the year.

Juneteenth: Roswell Park celebrates Juneteenth each year with a daylong celebration in our Park and the flag flying throughout most of June. This year was an especially impactful year to celebrate, reflect, and participate in activities like the parade in the aftermath of the racist Jefferson Avenue Tops terrorist attack. Roswell Park celebrates Juneteenth as a full holiday rather than an operational holiday.

Supporting MWBE Businesses and Leading that Effort in WNY: Since 2018, New York State has graded all agencies and authorities on their MWBE programs. The grade is based on timeliness of reporting, compliance with regulations and effectiveness of the program. Roswell Park received a B- in 2018, B in 2019, A- in 2020, A+ in 2021.

Roswell Park is one of the founding members of the Buffalo Purchasing Initiative, where a group of organizations in Buffalo come together in an effort to put a focus on spending with minority-owned businesses. Roswell Park received the Best of Buffalo Purchasing Initiative Award for Best Overall Performance this past year.
Roswell Park has contracted with over 250 certified MWBEs since 2018, hosted meetings with community leaders to discuss and bring down barriers to entry contracting with Roswell Park, and, as a result, assisted 40 organizations with successfully completing the MWBE Certification process via one-on-one help and facilitated workshops.

Roswell spent a total of $43,427,378 with certified MWBEs from 2018 to 2020. New York State’s MWBE spend goal is 30%. Roswell Park has exceeded the New York State goal every year since 2014. Below is the data for each of our past 4 years:

- 2018 - 38.4%
- 2019 - 42%
- 2020 - 32.9%
- 2021 – 35.9%

**Diversity in Medical Research Studies and Clinical Trials:** Increasing diversity and representation in clinical trials and medical research studies is a national priority and will have an immeasurable impact on trust and efficacy in medicine. Additionally, access to clinical trials improves patient outcomes. Minority enrollment in clinical trials and research studies is indicative of patient trust in the medical facility in which they are receiving care.

Around the country, minorities and BIPOC+ continue to be underrepresented in Medical Research Studies. This is not the case at Roswell Park. Roswell Park enrolls African American and Latinx patients in clinical trials and research at a greater percentage than representation in the catchment WNY.

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**Cancer Center Leadership Around the Nation:** Around the nation, BIPOC+ and women are incredibly underrepresented in cancer center director leadership. According to data compiled across 59 reporting cancer centers in America, 76% were led by leaders who identify as White, 7% Hispanic, 5% Black, 10% Asian/Pacific Islander, and 2% Other.

Looking at the gender disparities in cancer center directors can be even more staggering, with 86% of center directors identifying as male and 14% identifying as female.
Roswell Park bucks the national trend with a President and CEO who identifies as female in a field that statistically is still dominated by men who are predominantly white. Dr. Johnson is also the only female President and CEO / Cancer Center Director of a freestanding cancer center in the country.

**Corporate Social Responsibility Program:** Roswell Park developed the Community Alliance to Reach, Empower and Sustain initiative, better known as the CARES Program, to support and strengthen our connection with the people and organizations of the Buffalo community. Buffalo is called the City of Good Neighbors and Roswell Park Comprehensive Cancer Center considers being a good neighbor and citizen to be an important responsibility. Through this program Roswell has been able to serve the many diverse communities of Buffalo, including but not limited to the Fruit Belt, the East Buffalo, and the West Buffalo neighborhoods. Below is a list of projects that fall under our CARES program.


- **Volunteer Work** - Mt. Aaron Housing Complex project management assistance and drawing review (2020), Fruit Belt Clean-A-Thon (annually since at least 2011), True Bethel Community Center volunteer work (2020), Mt. Aaron Community Center volunteer work (2020), Fruit of the City volunteer work (2020), Buffalo Fire Department physicals and head-to-toe screenings (2020), Habitat for Humanity volunteer work (2020), Community Day at Old First Ward Community Center (2020)
• **Donations Collected from Employees or from Roswell Park**
  - Mt. Aaron Holiday Gift Giving (annually since 2018)
  - Fruit Belt Coalition Christmas in the City toy donation (2019)
  - Food Drives (several times per year since 2019)—FeedMore WNY, Meals on Wheels, WUFO Power 96.5, Resource Council of WNY, neighborhood affected by the Tops shooting
  - Toys for Tots donation (annually since 2018)
  - Computer Recycling Program to the Community (annually since 2019)
  - Hand Sanitizer Community Distribution Program to The Teachers Desk, City Mission, Buffalo Fire Department, Mt. Aaron Community Center, Cornerstone, Buffalo Collegiate Charter School, The Belle Center, Holy Cross Community Center, Health Sciences Charter School (2020)
  - Electronics (televisions, computers) donations to The Belle Center, Mt. Aaron Community Center, Pucho Olivencia Center, Old First Community Center, Seneca Babcock Community Center, Family Help Center (2018-2021)
  - Back to School Book bag donation (2019-2021)—Mt. Aaron Community Center, WUFO Power 96.5, Buffalo Black Nurses Rock, 5 Buffalo Police Districts
  - Los Tainos Citizen Center Donation (2020)
  - Buffalo City Mission sweat suit drive (2022)
  - Sleep in Heavenly Peace donation (2022)

• **Additional Community Outreach/ Partnerships** - Hosted Richmond Speaking Contest, a public speaking contest for Buffalo Public Schools students (2019), Hosted SUNY Fredonia STEP Program career exploration event (2019), Muslim Community Outreach collaboration (2019), Hosted mentoring day with Western New York Consortium for students with disabilities (2019), Hosted tour for the Urban League’s Culinary program for students interested in food service work, Hosted tour for Hutch Tech Bio-Medical Students program (2020)

• **Additional Diversity Awards & Recognition from Community Partners** - Lighthouse Partnership Award from Fruit Belt Coalition (2018), Appreciation award for advocating for individuals with disabilities from WNY Employment Consortium (2018), Designated as one of “America’s Best Employers for Diversity” by Forbes Magazine (2019), Hispanic Community Service Award for community collaboration, Community Service Award from The Latino Community for commitment to Grease Pole Festival (2022)

**Cultural Celebration Events** – While many employees do not interact with ENRG groups or corporate social responsibility initiatives, it is still important they feel included and seen by on campus. Below is a list of celebration events we hold throughout campus:

- Black History Month Celebration (annually since 2009)
- Hispanic Heritage Celebration (annually since 2013)
- Veterans Celebration (annually since 2012)
- Jewish Holiday Celebration (2019)
- Indigenous People’s Day Celebration (annually since 2020)
- National Disability Employment Awareness (annually since 2020)
- Irish History Month celebration (2020)
- Italian, German, & Polish History month display (2020)
- Pride Month Celebration (annually since 2015)
- Festival of Light (Hanukkah, Kwanzaa, Christmas, Diwali, Bodhi Day) (annually 2016-2019)
- Eid Celebration (2014, 2019)
- Lunar New Year Celebration (annually 2016-2019)
- Various parades and booths (Pride Parade, Puerto Rican Day, India Day Parade, Dyngus Day, St. Patrick’s Day, Buffalo Without Borders event)