

ASCO[®]

AMERICAN SOCIETY OF CLINICAL ONCOLOGY
KNOWLEDGE CONQUERS CANCER

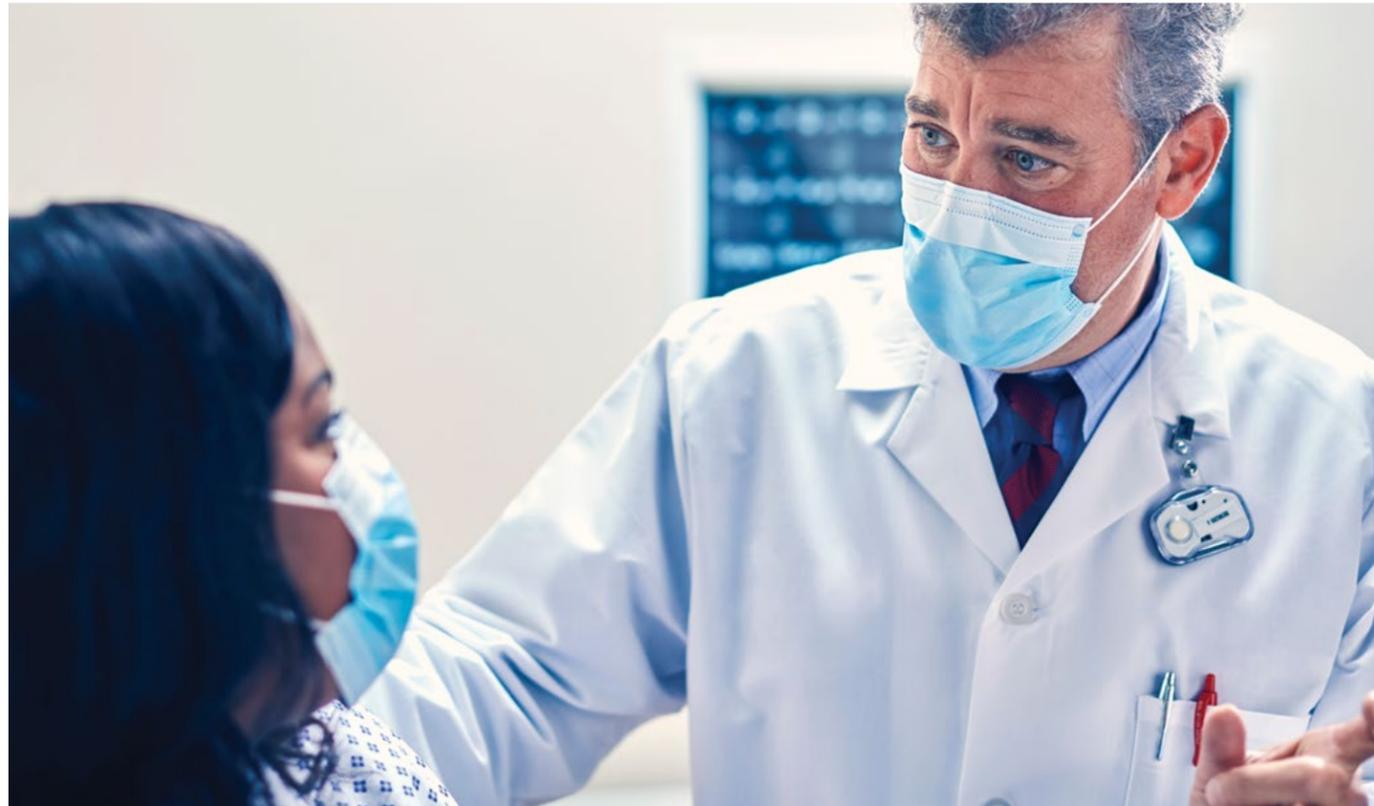
ASCO's Equity, Diversity, and Inclusion Action Plan

**A Legacy of Commitment,
A Future of Promise for
All Individuals with Cancer**



Visit asco.org/equity to learn more.

ALL PATIENTS, NO MATTER WHO THEY ARE OR WHERE THEY LIVE, DESERVE THE HIGHEST QUALITY CANCER CARE.



Since our founding more than 50 years ago, the American Society of Clinical Oncology (ASCO) has been committed to advancing health equity in cancer care. Our mission – conquering cancer through research, education, and promotion of the highest quality, equitable patient care – explicitly reflects our longstanding commitment to equity.

To deliver on this enduring commitment, the ASCO Board of Directors approved the ASCO Equity, Diversity, and Inclusion (EDI) Action Plan, which details our strategic priority activities in each of our mission pillars: Research, Education, and Quality.

The goal of this action plan is to infuse equity into everything we do at ASCO so that we can have a greater impact and move closer to truly equitable patient care.

In developing this plan, the Board carefully considered where ASCO, an oncology specialty society, could have the greatest impact. This plan focuses on the tangible steps that ASCO can take to move the needle and create substantial change.

ASCO will use this plan to guide our work for the next three to five years and hold ourselves accountable for continuing progress into the future.

Our North Star

“We have an opportunity to capitalize on the momentum of the moment and hold ourselves accountable, taking purposeful steps to create a world where every patient, every day, everywhere, has access to the highest quality cancer care. I firmly believe success is within our reach.”

- Lori J. Pierce, MD, FASTRO, FASCO, Chair of the Board,
 2020-2021 ASCO President

Where We Want to Go

As a result of our work, we aim to move closer to a world where:

- Clinical trials will more accurately represent the population of patients with cancer, clinical trials will be routinely offered as a treatment option, and all patients will have equitable access to clinical trials.
- The oncology workforce will better reflect the diversity of the population and will be well-equipped to deliver high-quality, equitable care for every patient.
- There will be fewer barriers to accessing cancer care, and practices will have the resources needed to advocate for patients and sustainably deliver high-quality, equitable care to all patients.

A Snapshot – Where We Are Today:



CANCER CLINICAL TRIALS¹

Hispanic/Latinx people make up:

- **2.6%** of participants in cancer clinical trials
- **18.1%** of U.S. population²

Black people make up:

- **6%** of participants in cancer clinical trials
- **13.4%** of U.S. population



U.S. ONCOLOGY WORKFORCE³

- **0.1%** American Indian or Alaska Native
- **3.0%** Black or African American
- **4.7%** Hispanic or Latinx
- **34.4%** Female



PROVIDER PREPAREDNESS⁴

- **60%** feel responsible for addressing health disparities
- **33%** feel prepared to address disparities



References:

- ¹ Clinical trial participation rates: Duma N, Vera Aguilera J, Paludo J, et al. Representation of Minorities and Women in Oncology Clinical Trials: Review of the Past 14 Years. *J Oncol Pract.* 2018 Jan;14(1):e1-e10.
- ² US population: United States Census: www.census.gov/quickfacts/fact/table/US/LFE046217
- ³ DOI: 10.1200/OP.20.00577 *JCO Oncology Practice* 17, no. 1 (January 01, 2021) 30-30.
- ⁴ 2021 ASCO Member Survey on Health Equity Awareness and Perceptions. <https://www.asco.org/sites/new-www.asco.org/files/content-files/about-asco/documents/2021-ASCO-Domestic-Member-Equity-Survey-Summary.pdf>

ASCO EDI ACTION PLAN

Research 

Education 

Quality 

WHAT WE WANT TO FIX

Certain groups are underrepresented in clinical cancer research.

The oncology workforce is insufficient in low-resource settings and does not adequately understand how EDI issues affect patients and the professionals who care for them.

Resources are limited and unevenly distributed, leaving practices without sufficient support to deliver high-quality, equitable care across diverse populations.

HOW WE PLAN TO FIX IT

- Promote improvements in trial eligibility to ensure trials include more underrepresented populations
- Enhance recruitment of underrepresented patients in clinical trials, including through a site assessment tool and inherent bias training program for the oncology research community
- Design ASCO-sponsored research to ensure it reflects ASCO's EDI mission

- Build diverse pipeline of oncology professionals and leaders by increasing participation in ASCO professional development programs by UIM* members or members from low- and middle- income countries (LMIC)
- Increase diversity of ASCO volunteers and leadership by recruiting women and UIM members to serve in ASCO leadership roles
- Increase awareness of EDI issues and opportunities by developing and delivering equity-related educational content to members

- Equip practices to address social needs of their patients by creating and sharing tools and resources
- Promote and protect equitable access to high-quality cancer care, especially in rural and low-resource settings, through quality improvement and capacity building initiatives
- Empower cancer care providers with evidence-based resources to advocate for patients, resources, and personnel to ensure equitable access to high-quality cancer care



Key Term:
 * **Underrepresented in Medicine (UIM)** – Refers to racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population. For the purposes of this EDI Action plan, UIM refers to people who identify as: American Indian/Alaska Native, Black/African American, Latinx/Hispanic, and Native Hawaiian/Other Pacific Islander.

JOIN US IN CREATING A FUTURE OF PROMISE FOR ALL INDIVIDUALS WITH CANCER

Learn more about equity in cancer care:

- Visit asco.org/equity for ASCO's resources on equity, diversity, and inclusion.
- Find resources for patients on [Cancer.Net](https://cancer.net). We have resources to address financial toxicity, insurance access, and more.
- Take courses about social determinants of health, cultural humility, and other aspects of EDI at education.asco.org

Take action to support ASCO's EDI Action Plan:

- Sign up make your voice heard on equity-related policy issues at asco.org/ACTNetwork
- Volunteer as a mentor at asco.org/career-development/mentorship

Join our community of engaged ASCO members interested in taking action to move closer to high-quality, equitable cancer care for every patient.

Learn more at asco.org/equity.



"With this plan, we are committing ourselves to make substantial progress towards a more equitable, diverse, and inclusive oncology community, with the ultimate goal of making cancer care more equitable for all people, worldwide."

-Everett E. Vokes, MD, FASCO, 2021-2022 ASCO President



Thank you to all of the members of the ASCO Equity, Diversity, and Inclusion Strategic Priorities Task Force for sharing their expertise to develop this EDI Action Plan.

Lori J. Pierce, MD, FASTRO, FASCO, Chair, ASCO EDI Strategic Priorities Task Force

Research workgroup:

- Gladys Rodriguez, MD
- Amy Peterson, MD
- Gilberto Lopes, MD, MBA
- Katie Reeder-Hayes, MD, MBA, MSc
- Tracey Weisberg, MD, FASCO

Quality workgroup

- Michael Jefford, MBBS, MPH, PhD
- Mariana Chavez Mac Gregor, MD, MSc
- Elizabeth Mittendorf, MD, PhD, FASCO
- William Blackstock, MD, FASCO

Education workgroup

- Elizabeth Plimack, MD, MS
- Kurt Oettel, MD
- Sanford Jeames, DHA
- Enrique Soto, MD, MSc

ASCO and Conquer Cancer®, the ASCO Foundation would like to extend a very special thank you to EDI Initiative Donors for assuring high-quality and equitable care for every patient with cancer.

ASCO[®]

AMERICAN SOCIETY OF CLINICAL ONCOLOGY
KNOWLEDGE CONQUERS CANCER

About the American Society of Clinical Oncology

Founded in 1964, the American Society of Clinical Oncology, Inc. (ASCO[®]) is committed to the principle that knowledge conquers cancer. Together with the Association for Clinical Oncology, ASCO represents nearly 45,000 oncology professionals who care for people living with cancer. Through research, education, and promotion of high quality, equitable patient care, ASCO works to conquer cancer and create a world where cancer is prevented or cured, and every survivor is healthy. Conquer Cancer, the ASCO Foundation, supports ASCO by funding groundbreaking research and education across cancer's full continuum. Learn more at www.ASCO.org, explore patient education resources at www.Cancer.Net, and follow us on Facebook, Twitter, LinkedIn, Instagram, and YouTube.

American Society of Clinical Oncology
2318 Mill Road, Suite 800
Alexandria, VA 22314 USA

asco.org