

SGO/FWC Diversity, Inclusion & Health Equity Strategy

Mission

To foster greater diversity, equity, inclusion and accountability within the Society of Gynecologic Oncology (SGO), Foundation for Women's Cancer (FWC) and the larger health care community to improve health outcomes for all patients.

Goals & Strategies

Attract, diversify and develop future generations of health care professionals and stakeholders who treat and care for gynecologic cancer patients.

- Develop policies designed to foster diversity, inclusion and health equity throughout the Society.
- Conduct annual implicit bias training for the Board of Directors, committee chairs, the Program Directors Network and staff.
- Host Diversity, Inclusion & Health Equity (DI&HE) related sessions during key SGO meetings.
- Conduct speed mentoring for students, residents, fellows and other early-career gynecologic oncology health care professionals led by the DI&HE Committee and diverse members of SGO.
- Amplify members' voices through DI&HE column in SGO Issues.
- Develop transgender patient curriculum for members in partnership with organizations dedicated to improving the lives of LGBTQIA+ cancer patients and those at risk.
- Designate Feb. 28 and March 1, the dates that bridge Black History and Women's History months, as days for formal acknowledgement of Betsey, Lucy and Anarcha, the enslaved women operated on by Dr. J. Marion Sims and other enslaved Black women who were subjected to abuse in the name of advancing science.
- Designate company holidays to recognize Martin Luther King Jr. Day and Juneteenth.
- Explore rebranding corporate and event names to foster an LGBTQIA+ inclusive environment.

Increase diversity within membership, volunteer leadership roles and staff.

- Integrate DI&HE policies as part of Board election process and actively encourage members of any eligible type, health care profession, career level, race and ethnicity, gender identity, sexual orientation, ability or geographic location to apply for board positions.
- Uphold Anti-Harassment and Anti-Discrimination Policy that serves as a guide and reminder of the professional and personal responsibilities that we have to our patients, our colleagues and our trainees.
- Apply DI&HE policy to human resources and staffing practices to ensure a staff team that is representative of the population at large.

Increase participation in content development from a diverse group of professionals.

- Integrate DI&HE policies as part of committee appointments and actively encourage members of any eligible type, health care profession, career level, race and ethnicity, gender identity, sexual orientation, ability or geographic location to apply for volunteer positions.
- Lead webinars for members focused on health equity research, LGBTQIA+ awareness or training.
- Provide resources for health services researchers or connect with speakers willing to share their roadmap.
- Collaborate with existing committees to provide more long-term mentorship programs.
- Promote known internships or sub-internship available for underrepresented minority (URM) and international trainees.
- Promote opportunities for faculty mentorship and leadership programs for women, URMs, the LGBTQIA+ and international community.
- Monitor gender and diversity equity and respect in all SGO activities.

Identify and support research and education aimed at improving health outcomes for diverse patient populations.

- Work to eliminate inequities in women's and transgender/gender non-conforming patient care.
- Promote research, publications, presentations and other types of programming that incorporate anti-racism and address systemic and institutional racism manifested through disparate outcomes.
- Coordinate with and amplify advocacy organizations and members that support communities of color.
- Collectively advocate for public policies that seek to eliminate racial and other inequities in the delivery of health care and in health outcomes, including policies addressing systemic and institutional inequities outside of health care that lead to poor health outcomes.
- Share articles focused on diversity, equality, health and gender equity, highlight related research being done by our members to SGO community.
- Share opportunities for research that fosters possible collaboration both in the U.S. and international community.
- Provide education and resources for patients regarding clinical trials in diverse communities to increase trial trust and involvement.