


XXXII CONGRESSO NAZIONALE AIRO
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AIRO2022

Radioterapia di precisione per un'oncologia innovativa e sostenibile

BOLOGNA, 25-27 NOVEMBRE
PALAZZO DEI CONGRESSI

 Associazione Italiana
Radioterapia e Oncologia clinica

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Comunicazioni orali 7

Establishing a benchmark for Diversity, Equity, Inclusion (DEI) and workforce engagement in radiation oncology in Europe – an ESTRO collaborative project

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Quality of Life Group



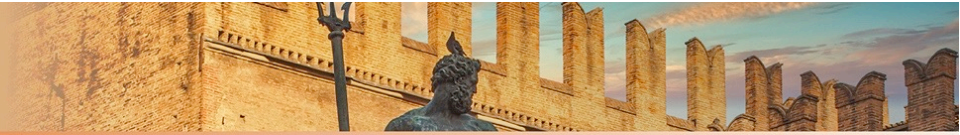
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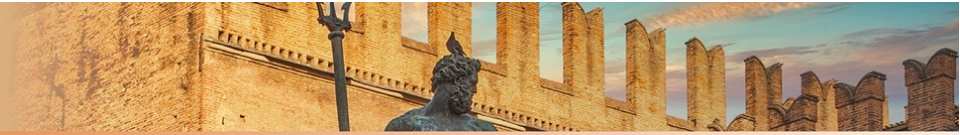


DICHIARAZIONE

Relatore: Pierfrancesco Franco

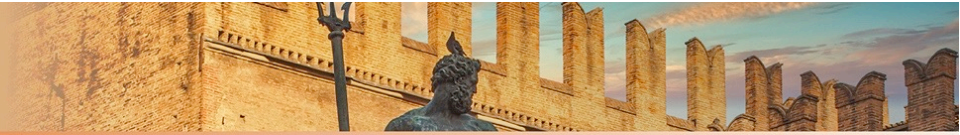
Come da nuova regolamentazione della Commissione Nazionale per la Formazione Continua del Ministero della Salute, è richiesta la trasparenza delle fonti di finanziamento e dei rapporti con soggetti portatori di interessi commerciali in campo sanitario.

- Posizione di dipendente in aziende con interessi commerciali in campo sanitario **(NIENTE DA DICHIARARE)**
- Consulenza ad aziende con interessi commerciali in campo sanitario **(NIENTE DA DICHIARARE)**
- Fondi per la ricerca da aziende con interessi commerciali in campo sanitario **(NIENTE DA DICHIARARE)**
- Partecipazione ad Advisory Board **(NIENTE DA DICHIARARE)**
- Titolarità di brevetti in compartecipazione ad aziende con interessi commerciali in campo sanitario **(NIENTE DA DICHIARARE)**
- Partecipazioni azionarie in aziende con interessi commerciali in campo sanitario **(NIENTE DA DICHIARARE)**
- Altro



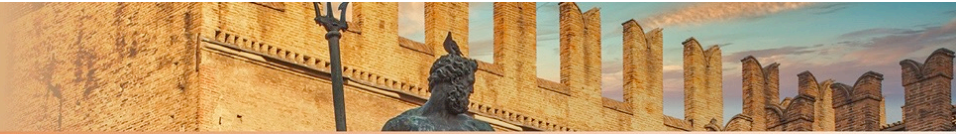
Background-1

- ✓ Diversity, Equity and Inclusion (DEI) in the medical workforce may improve patient care and innovation
- ✓ **Diversity** involves being mindful of differences such as age, gender identity, ethnicity, religion, sexual orientation, or disability status
- ✓ **Equity** means that everyone receives fair treatment and has equal access to opportunities
- ✓ **Inclusion** of diverse individuals in the workplace is achieved by providing support, access to information, a sense of belonging and job security



Background-2

- ✓ In the United States, if the oncology workforce did not reflect the diversity of the population served, hence **patient outcomes** are generally worse among underrepresented populations
- ✓ A diverse workforce would **improve patient care**
- ✓ **Unconscious bias** is less present in a diverse workforce, leading to less racial disparities in care
- ✓ **Diversity in academia** leads to higher quality of science and education
- ✓ **Innovative research** emerges from collaboration between people with different background
- ✓ Diversity in the workforce has been linked to a **better representation** of diverse groups in **clinical trials**

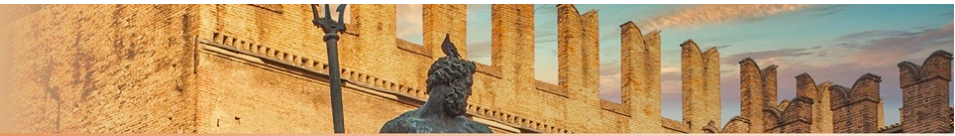


Material and methods

- ✓ Collaboration between yESTRO and NSC
- ✓ Cross-sectional study
- ✓ Internal and professional dimensions collected
- ✓ DEI and workforce engagement questionnaire by Person et al. rephrased with permission under a licensing agreement with the University of Massachusetts
- ✓ This questionnaire is a validated instrument designed for academic medical centres to assess their capacity to promote DEI, resulting in workforce engagement

Meaning for individuals	
<i>Vision/Purpose</i> Common Purpose	They experience a connection to the mission and values of the organization
Access to Opportunity	They can find support for their professional development
Equitable Reward and Recognition	The organization has equitable compensation practices and non-financial incentives
Cultural Competence	They believe the institution can make use of its diverse workforce
<i>Camaraderie</i> Trust	They are confident that the practices and procedures of the organization will allow them to bring their best to work.
Sense of Belonging	They feel connected and accepted in the organization
<i>Appreciation</i> Appreciation of Individual Attributes	They are valued and can navigate the organizational structure
Respect	They experience a culture of respect

Gasnier A et al; Radiother Oncol 2022
 Person SD et al; Acad Med 2015

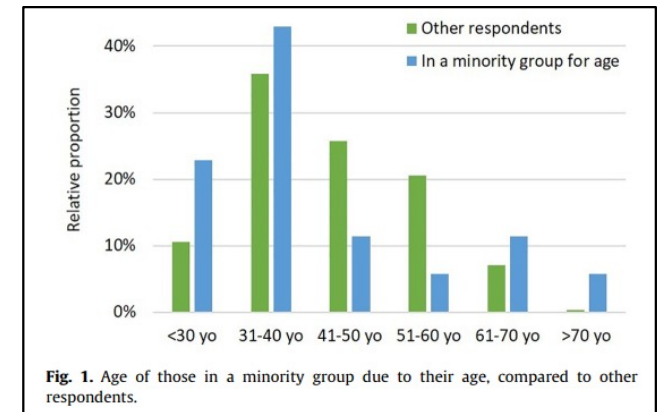


Results-1

Gender identity	Female	54.7%
	Male	44.6%
	Non-binary	0.2%
	Prefer not to answer	0.5%
Civil status	Single/divorced/widowed	24.3%
	Married/in a civil union	69.3%
	Other	5.9%
	Prefer not to answer	0.5%
Age	<30 years old	11.1%
	31-40 years old	36.1%
	41-50 years old	25.1%
	51-60 years old	19.8%
	61-70 years old	7.3%
	>70 years old	0.5%
	Prefer not to answer	0.1%
City size	Small - medium town (population ≤ 100,000)	15.3%
	Medium city (population between 100,000 and 500,000)	45.7%
	Large (population ≥ 500,000)	39.0%
Workplace size	Small (e.g., less than 3 linacs)	21.8%
	Medium (e.g., 3-5 linacs)	43.8%
	Large (e.g., more than 5 linacs)	34.4%
Professional setting*	Clinical	87.7%
	Research	32.0%
	Academic	28.7%
	Other	3.0%
Seniority level	In-training	12.6%
	Staff	29.2%
	Senior staff	29.9%
	Head/group leader	26.5%
	Other	1.8%

*Respondents could select more than one answer.

- 168 respondents (21%) felt they belonged to a minority group
- 48 respondents (5.9%) for their race/ethnicity
- 39 (4.8%) for their nationality
- 35 (4.3%) for their age
- 28 (3.4%) for their gender
- 27 (3.3%) for their sexual orientation
- 23 (2.8%) for their religion or belief
- 5 (0.6%) for their disability status
- 1 (0.1%) for their gender identity
- 29 (3.6%) for other reasons
- 51 respondents (6.3%) felt to belong to a minority group for more than one reason



Gasnier A et al; Radiother Oncol 2022



Results-2

Comparison of the scores for professionals belonging to a minority group or not (Wilcoxon signed rank test). Scores for single questions ranged from 1 to 5; if multiple questions referred to the same factor, scores were added (as indicated by the range in the second column).

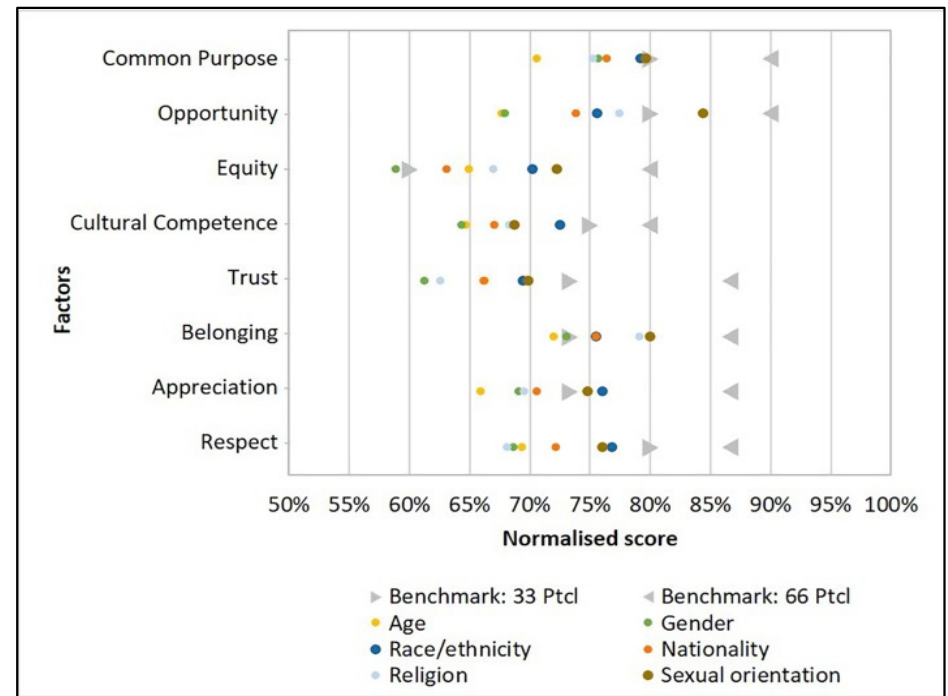
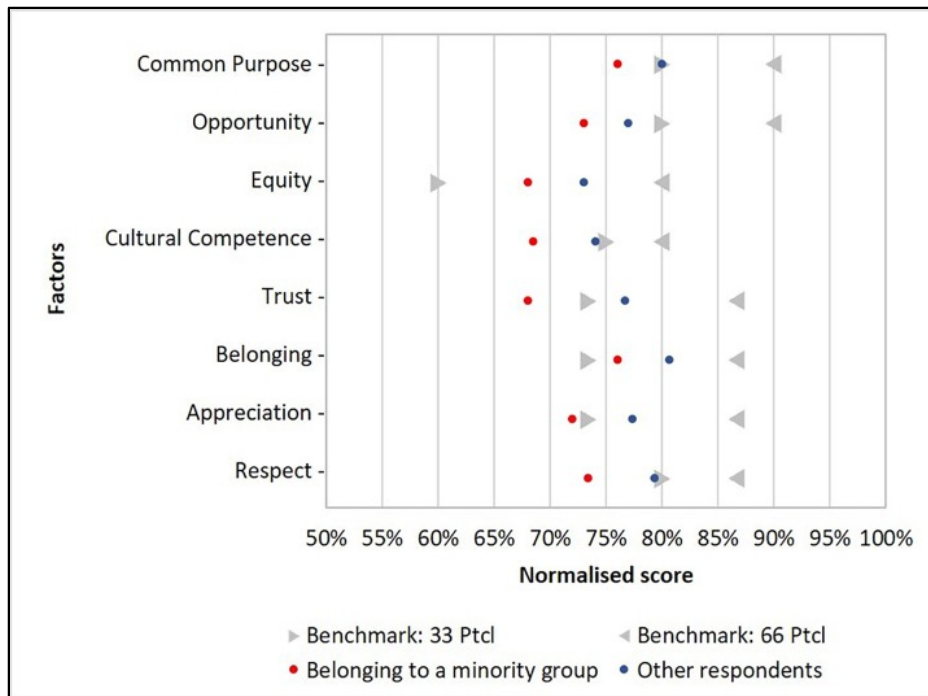
	Range	Belonging to a minority group		P-value
		No (N = 644)	Yes (N = 168)	
<i>Vision/Purpose</i>	10-50	37.8	35.5	<0.001
Common Purpose	2-10	8.0	7.6	0.005
Access to Opportunity	2-10	7.7	7.3	0.012
Equitable Reward and Recognition	2-10	7.3	6.8	0.002
Cultural Competence	4-20	14.8	13.7	<0.001
<i>Camaraderie</i>	6-30	23.6	21.6	<0.001
Trust	3-15	11.5	10.2	<0.001
Sense of Belonging	3-15	12.1	11.4	<0.001
<i>Appreciation</i>	6-30	23.6	21.7	<0.001
Appreciation of Individual Attributes	3-15	11.6	10.8	<0.001
Respect	3-15	11.9	11.0	<0.001
<i>Overall favourable score</i>	0%-100%	70.9%	58.1%	<0.001
			68.3%	

The largest difference between respondents belonging to a minority group or not was observed for the **"trust" factor**. Those belonging to a minority group felt that institutions could make better use of their diverse workforce (**"cultural competence" factor**), and that the culture of civility and positive regard for diverse perspectives could be improved (**"respect" factor**)

Gasnier A et al; Radiother Oncol 2022

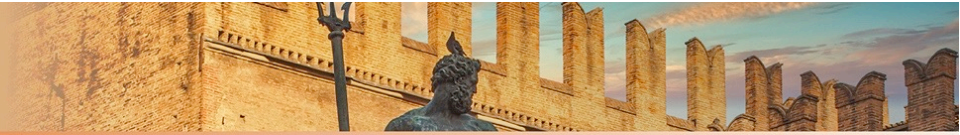


Results-3



The lowest overall favourable score was obtained for those who selected "gender" as a minority criterion (47.4%) followed by those who selected "age" (50.9%)

Gasnier A et al; Radiother Oncol 2022



Conclusion-1

- ✓ These results show that DEI and workforce engagement must be encouraged in Europe
- ✓ Institutions should develop a strong inclusive culture and encourage leaders to foster civility
- ✓ They should set policies to support individuals subject to discrimination and to encourage diversity best practices, for example by organizing unconscious bias workshops for leaders
- ✓ Hiring practices should be transparent, for example by setting criteria to standardize applicants' evaluations and mitigate bias during the hiring process



Conclusion-2

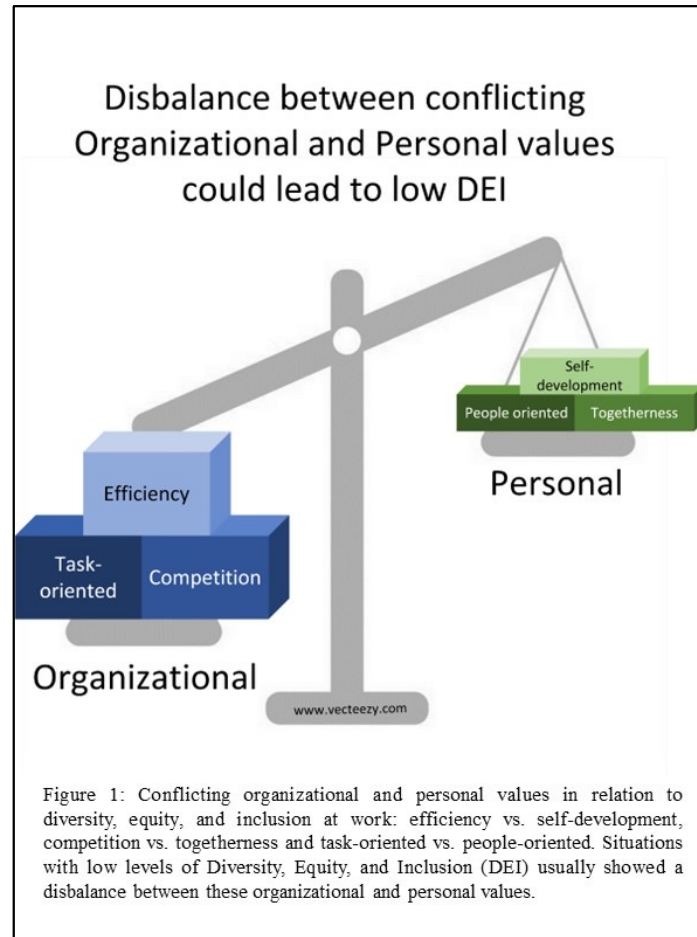
We believe that DEI should be promoted and workforce engagement increased: it would help improve the quality of both treatments and research in radiation oncology by better representing and addressing the diversity among patients, helping to move towards personalized care, by encouraging heterogeneous perspectives to guide innovation, and by improving the well-being of professionals



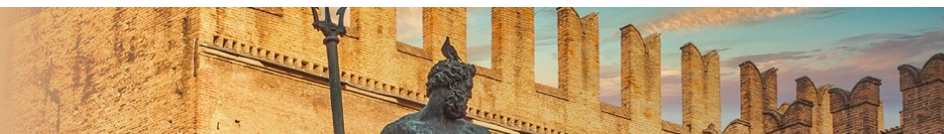
Further research

Qualitative research

Semi-structured interviews



Abravan A et al; under review



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Original Article

Establishing a benchmark of diversity, equity, inclusion and workforce engagement in radiation oncology in Europe – An ESTRO collaborative project

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Thanks for your attention

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On behalf of yESTRO and ESTRO NSC