HSCT in 2020
System Capacity Initiative

The Role of Diversity and Disparities in Building Capacity

Recommendations & Guidance for SCI Working Groups

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Stock Ownership – Cerus

Diversity & Disparities Advisory Group

"Give me your tired, your poor, your huddled masses yearning to breathe free."

America represents a grand experiment in democracy formed by an amalgam of diverse groups. Great strengths and challenges arise from our experiment.

Diversity & Disparities Advisory Group

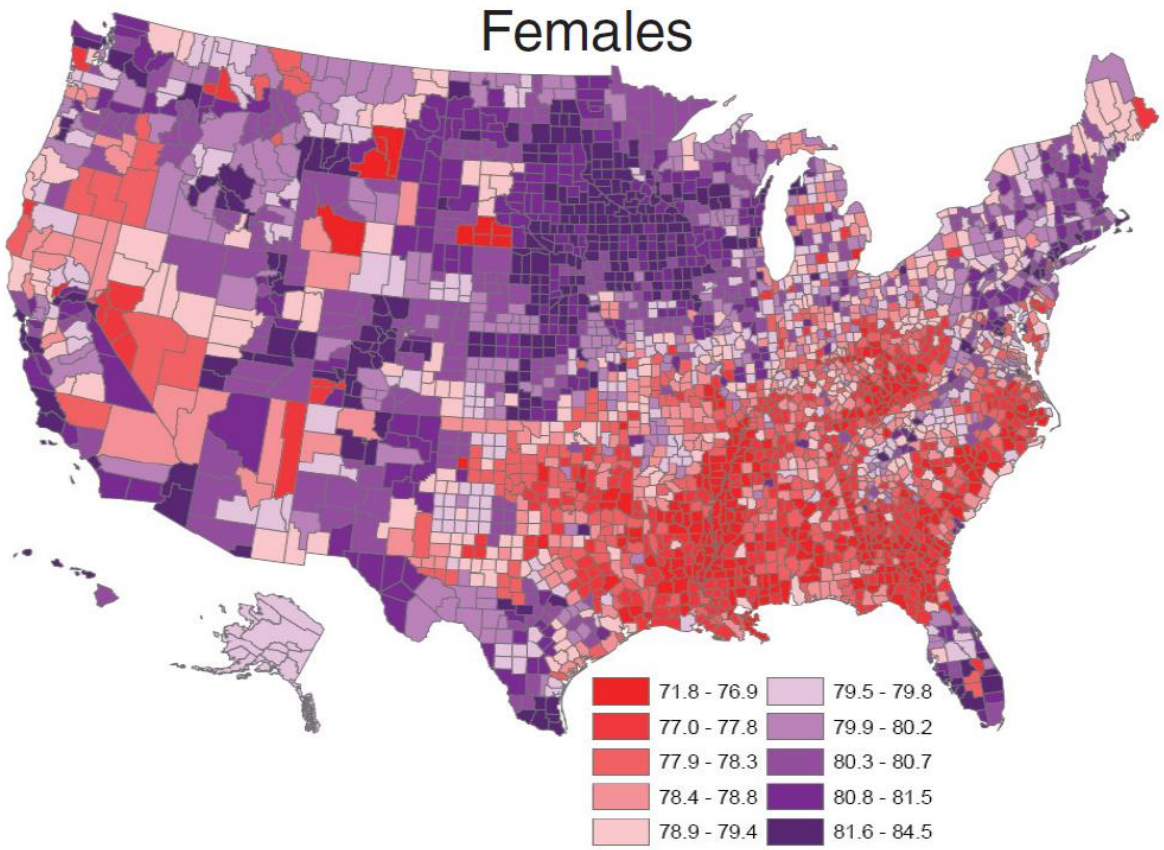
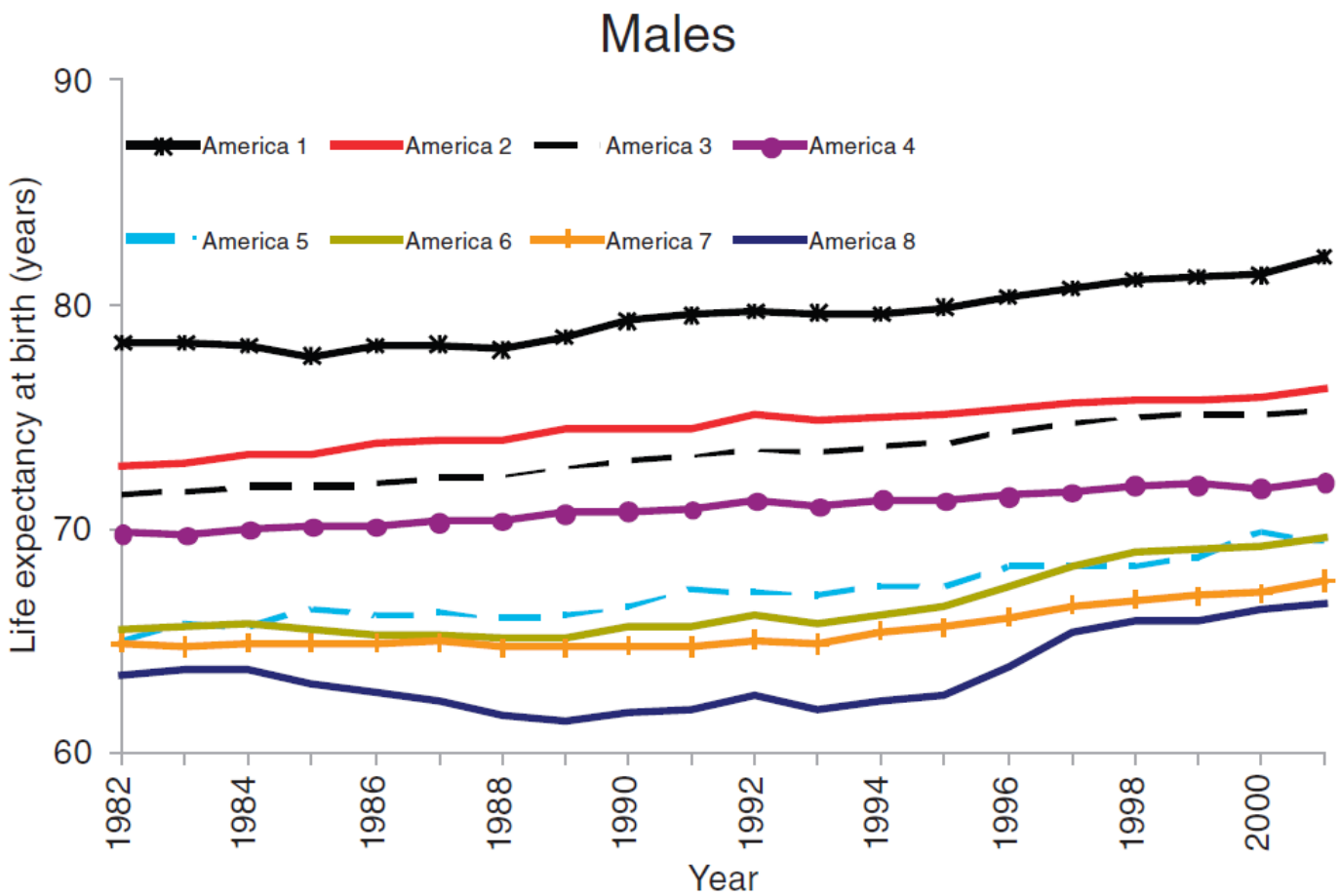


FIGURE 2-1 County life expectancy 1997–2001.

Murray CJL. PLOS Medicine 2006;3:1.

Diversity & Disparities Advisory Group



Murray CJL. PLOS Medicine 2006;3:1.

Diversity & Disparities Advisory Group

- Blacks and elderly less likely to get HCT
  - Mitchell 1997
- Blacks less likely to get HCT
  - Joshua 2007
- No gender differences re: HCT
  - Mehta 2004
- Elderly women less likely than men to get HCT
  - Hwang 2004
- Insurance key HCT driver – no racial/ethnic disparity
  - Cho 2006

The Effect of Sex & Race on BMT

Disease	Transplant Type	OR Caucasian vs AA	P	OR Female vs Male	P
All	Overall	1.40 (1.35-1.46)	<.0001	1.07 (1.05-1.1)	<.0001
	Autologous	1.24 (1.19-1.30)	<.0001	1.10 (1.06-1.13)	<.0001
	HLA identical sib	1.59 (1.46-1.74)	<.0001	1.05 (0.99-1.10)	.063
	Unrelated donor	2.20 (1.75-2.33)	<.0001	0.94 (0.88-1.01)	.11
MM	Autologous	1.72 (1.62-1.83)	<.0001	1.1 (1.05-1.15)	.0001

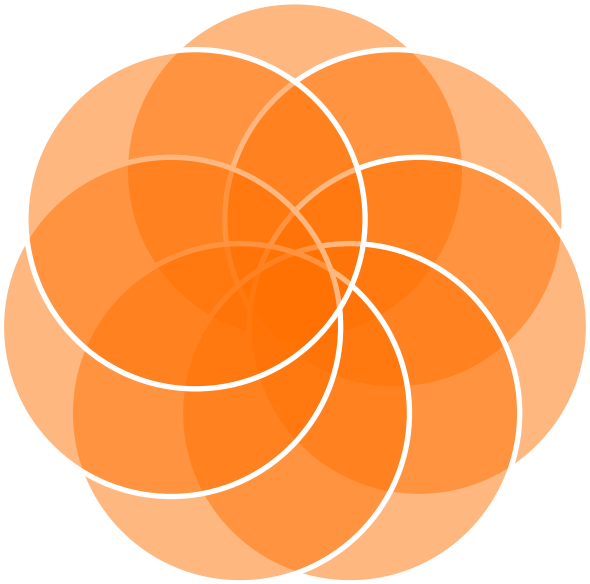
Joshua Cancer 2010; 116: 3469-3476.

Health System Complexity of Patients

Finances/Insurance

Diagnosis/
Comorbidities

Primary language



Education/literacy

Geography

Race/ethnicity

Family structure

Diversity Defined

- Diversity includes all characteristics and experiences that define each of us as individuals
  - Discourage use of solely race-based strategies
  - Utilize components such as socioeconomic status, education, language, immigration status and geography
  - Examine systems that may perpetuate bias or decrease access

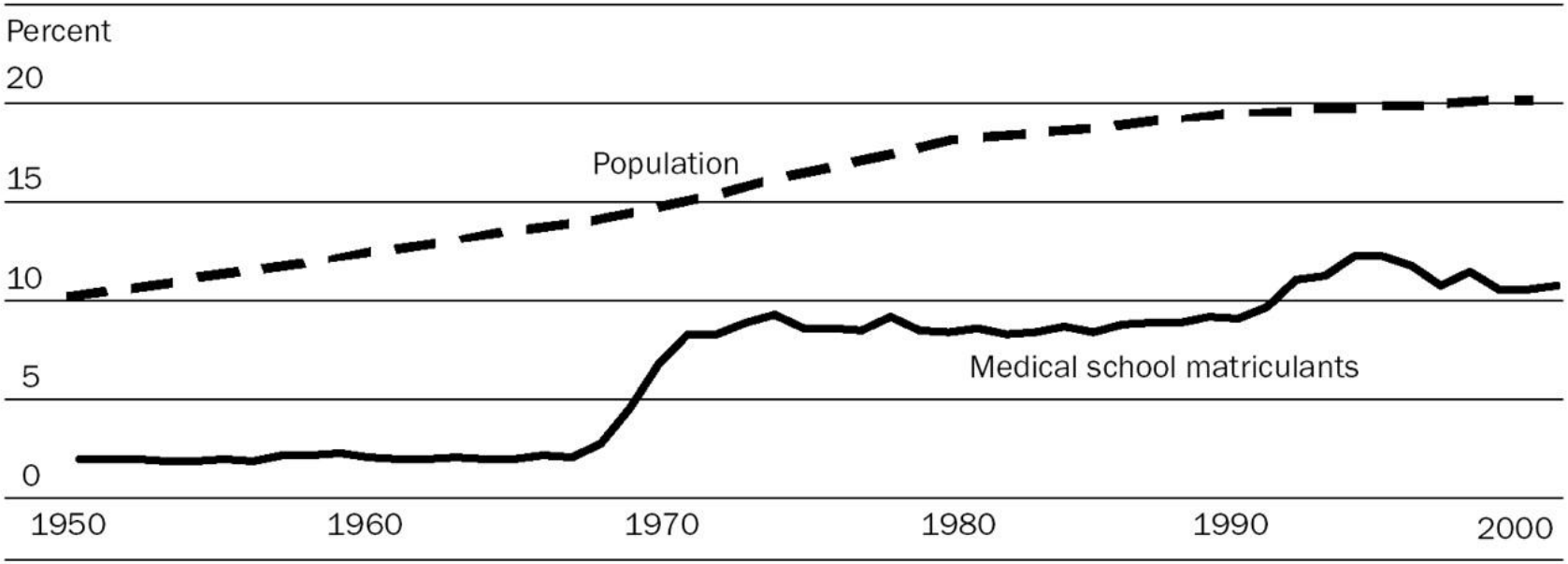
Why Include Diversity & Disparities?

- Racial and ethnic minorities tend to receive a lower quality of health care
  - May be related to underrepresentation in health care providers
  - Even when insured at the same level as whites
  - Access and quality of care disparities may be related to attitudes (conscious and subconscious) during the clinical interaction

Why Include Diversity & Disparities?

- Racial and ethnic minority healthcare clinicians are more likely to serve minority and medically underserved communities
  - Ethnic & minority psychologists served 2x the number of minority patients (24.5 vs. 11.7%)
    - Turner and Turner 1996
  - Minority patients 4x more likely to receive care by minority physicians
    - Moy and Bartman 1995

Why Include Diversity & Disparities?



SOURCES: Association of American Medical Colleges, *Minority Graduates of U.S. Medical Schools: Trends, 1950–1998* (Washington: AAMC, 2000), 25; AAMC, *AAMC Data Book: Statistical Information Related to Medical Schools and Teaching Hospitals* (Washington: AAMC, January 2001), 21; U.S. Census Bureau, Population Division, "Race and Hispanic Origin of the Population by Nativity: 1850 to 1990," Table 8, www.census.gov/population/www/documentation/twps0029/tab08.html (3 June 2002); and U.S. Census Bureau, Population Estimates Program, Population Division, "Resident Population Estimates of the United States by Sex, Race, and Hispanic Origin: April 1, 1990 to July 1, 1999, with Short-Term Projection to November 1, 2000," eire.census.gov/popest/archives/national/nation3/intfile3-1.txt (3 June 2002).

NOTE: For this comparison, "underrepresented minorities" are African Americans, Mexican Americans, Native Americans, and mainland Puerto Ricans.

Culture & Competence

- Culture
  - Shared lived experiences of people – including languages, values, customs, beliefs, mores
- Cultural groupings
  - Individuals not related by lineage, e.g., gay culture, disability community culture
- Cultural competence
  - a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations.

The Demographics of Diversity

- The emergence of the U.S. as a "majority minority" nation by 2050
- Transplant as a novel treatment option for indications in diverse patient populations
- Oncology workforce not reflective of US demographics
- Persistent gaps in care quality for specific populations
- Challenges with clinical trial recruitment and participation

Resources to Reference

- Disparities in Cancer Care
  - ASCO Policy Statement (Goss et al 2009)
- Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care
  - The Institutes of Medicine (IoM) (Smedley 2003)
- National Standards on Culturally and Linguistically Appropriate Services (CLAS)
  - U.S. Department of Health & Human Services (Office of Minority Health 2000)

ASCO Policy Statement

- Highlights ASCO's dedication to eliminating disparities in cancer care
- Key objectives:
  - Reduce insurance and economic barriers
  - Raise awareness of cancer care disparities
  - Build the supply of minority physicians
  - Increase diversity and training of workforce
  - Prioritize research on cancer care disparities
  - Support patient engagement in cancer care

CLAS Standards

- Seek to ensure that all people entering the health care system receive equitable and effective treatment in a culturally and linguistically appropriate manner.
- Organized into 3 broad categories:
  - Cultural competence
  - Linguistically appropriate services
  - Organizational support for cultural competence

Diversity Contributes to Capacity

- Novel processes that affect the way we think, interact and work
- Ensures effective delivery of services to communities with diverse needs and supports systematic approaches to eliminate transplant disparities
- Engages our national & international partners to forward our mission
- When recognized and valued, diversity enhances our effectiveness and responsiveness; It ultimately adds value and meaning to our overarching mission to create connections and save lives.

Action Items for Working Groups

- ✓ Expand diversity of the workforce
- ✓ Increase cultural competence among all professionals
- ✓ Integrate CLAS standards
- ✓ Assess where systems may perpetuate bias or pose barriers
- ✓ Identify successful policy or program models to increase access, reduce disparities or promote diversity

Questions or Comments

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