

# Promoting and Sustaining Diversity in the Oncology Workforce

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# Disclosures

Advisory/Consulting: Mirati, Regeneron, Pfizer, Janssen, BMS, Merck, DSI and AstraZeneca

Speakers Engagement: Clinical Care Options (CCO), OncLive and Physician Education Resource (PER)



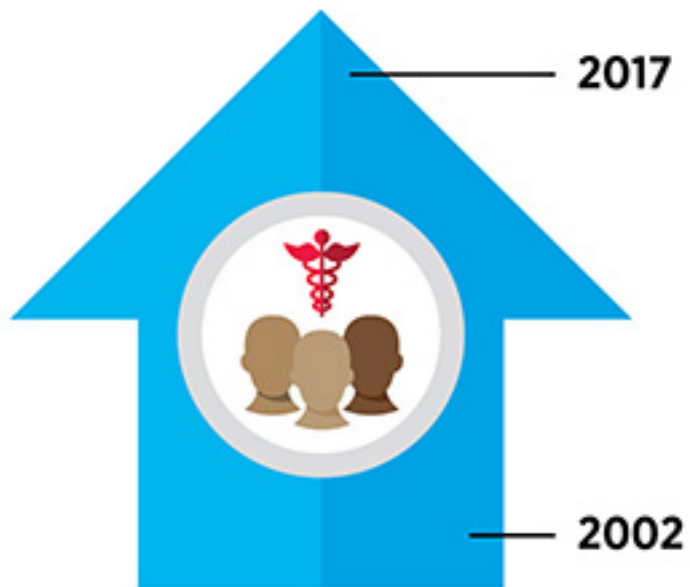
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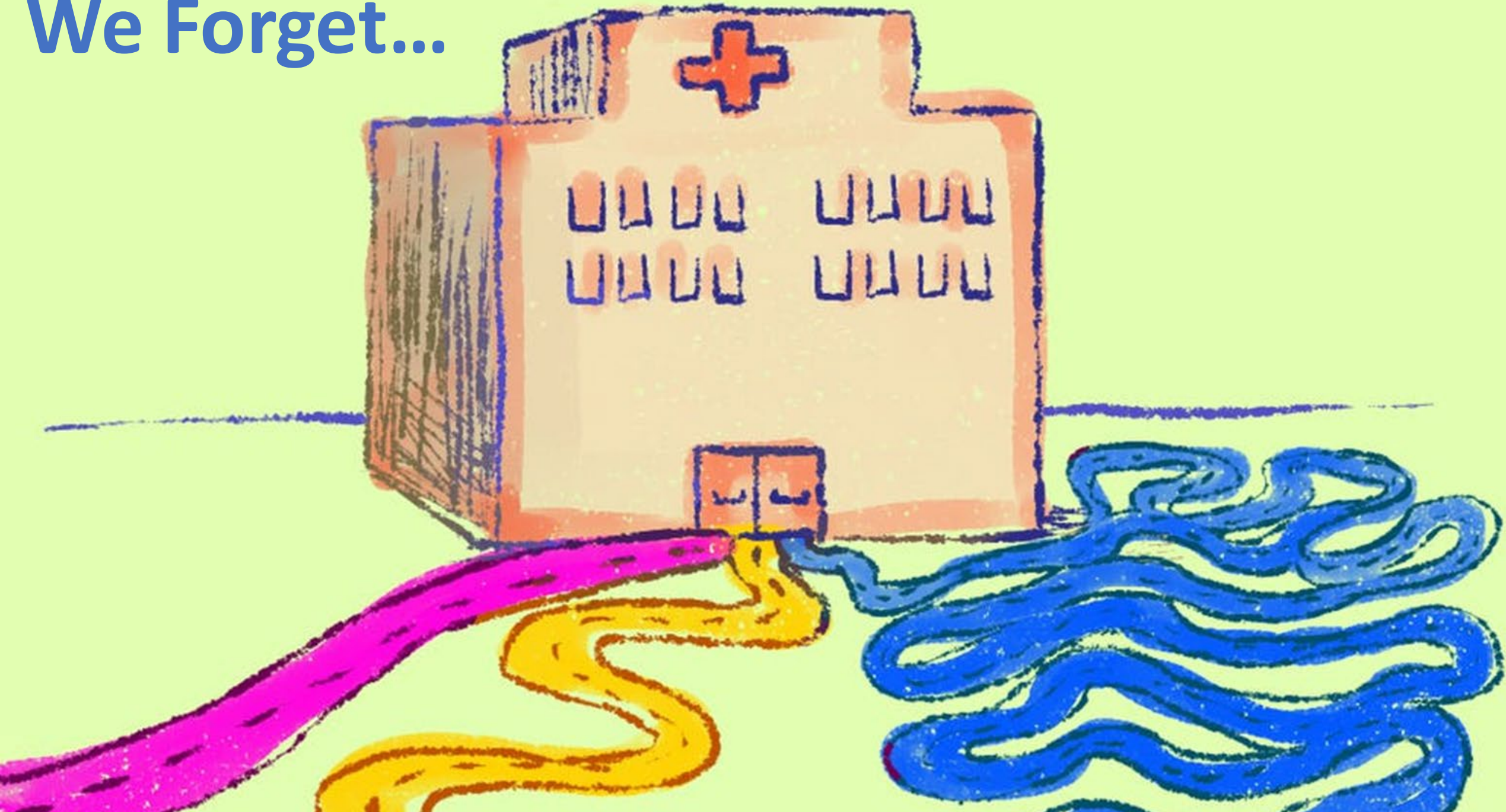
**Between 2002 and 2017, in the United States, the numbers of African American, Hispanic, and American Indian/Alaska Native medical school matriculants have increased.**

However, these minority student populations are still underrepresented relative to their corresponding proportions in the U.S. population.



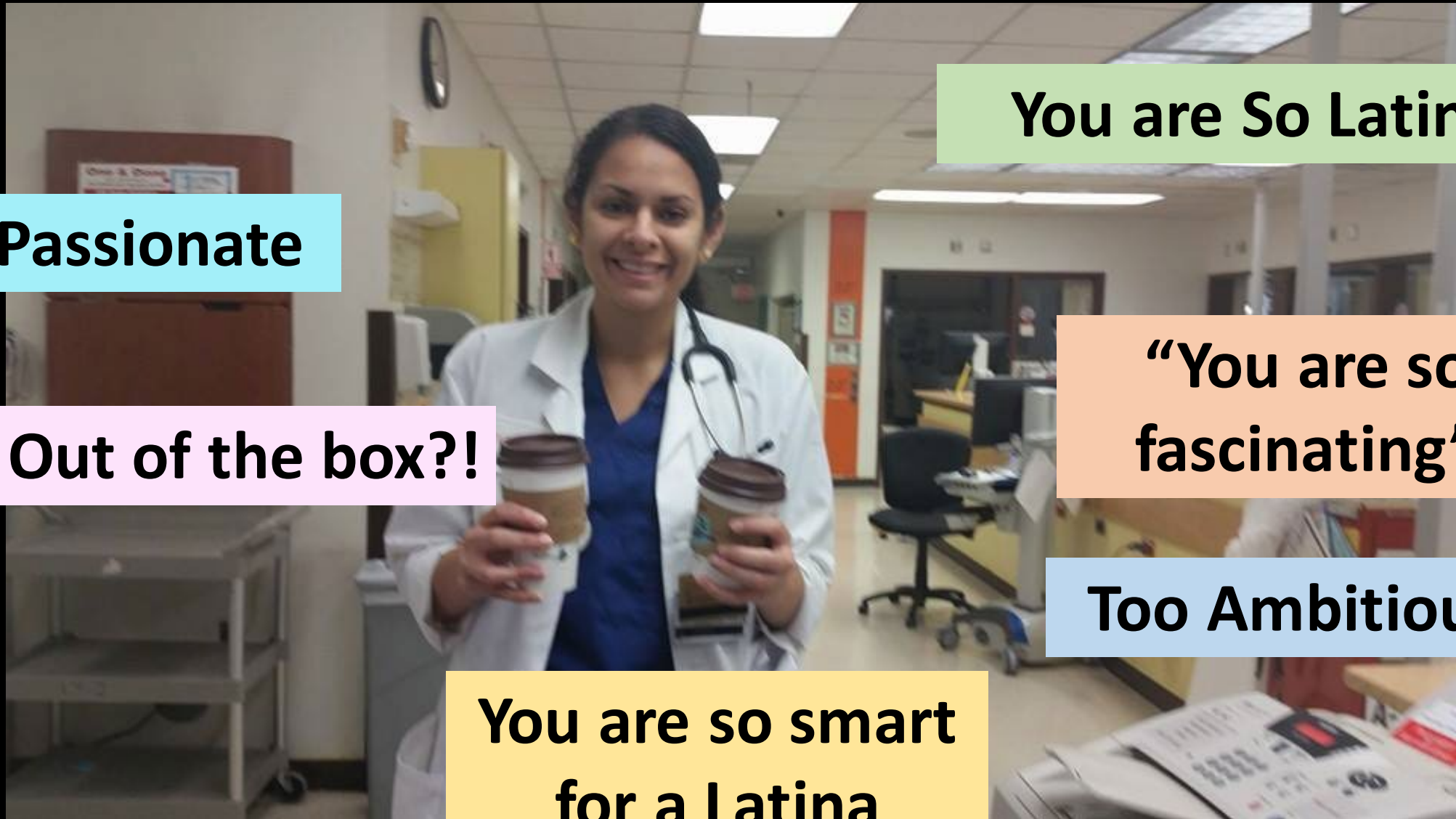
# However ...

We Forget...





**Keep Old Practices...**



**You are So Latina**

**Too Passionate**

**Out of the box?!**

**“You are so  
fascinating”**

**Too Ambitious**

**You are so smart  
for a Latina**



# MY WHITE COAT DOESN'T FIT

art of oncology

## My White Coat Doesn't Fit

Narjust Duma, MD<sup>1,2</sup>

There I was, crying once again all the way from the hospital's parking lot to my apartment, into the shower, and while trying to fall asleep. This had become the norm during my internal medicine residency. For years, I tried hard every day to be someone else in order to fit in. It started with off-hand comments like "Look at her red shoes," "You are so colorful," and "You are so Latina." These later escalated to being interrupted during pre-

and then ran to the bathroom to cry alone. That interaction was a turning point for me; I got the message. I needed to change; I needed to stop being who I was to be accepted.

As the years passed, I kept key pieces of my personality hidden, hoping I could earn the respect of my colleagues. I refrained from sharing my personal stories as they were different from those around me. I grew up in a developing country with a struggling economy and an even more challenging political situation. It was clear that we simply did not share similar experiences.

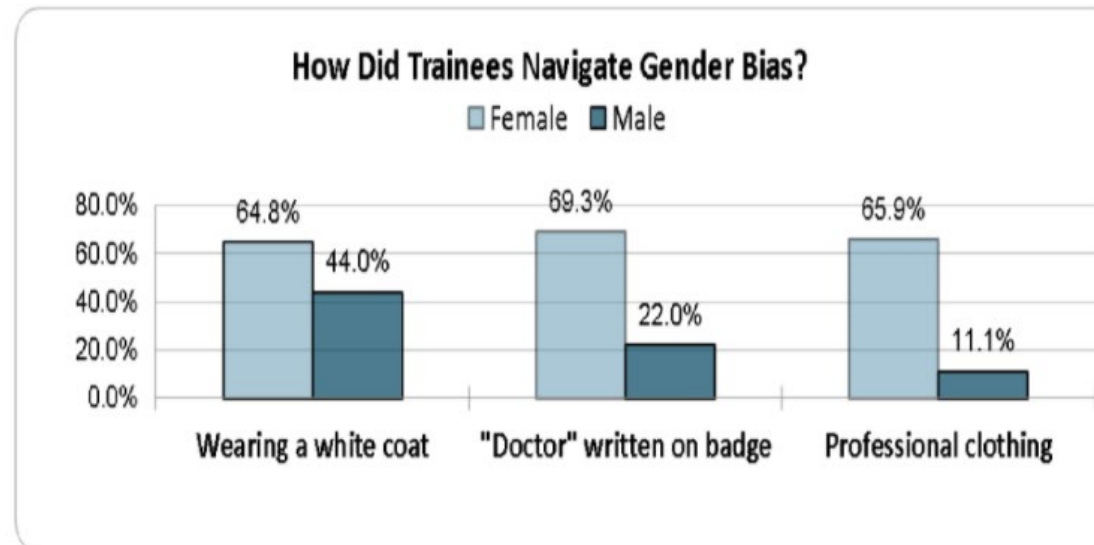
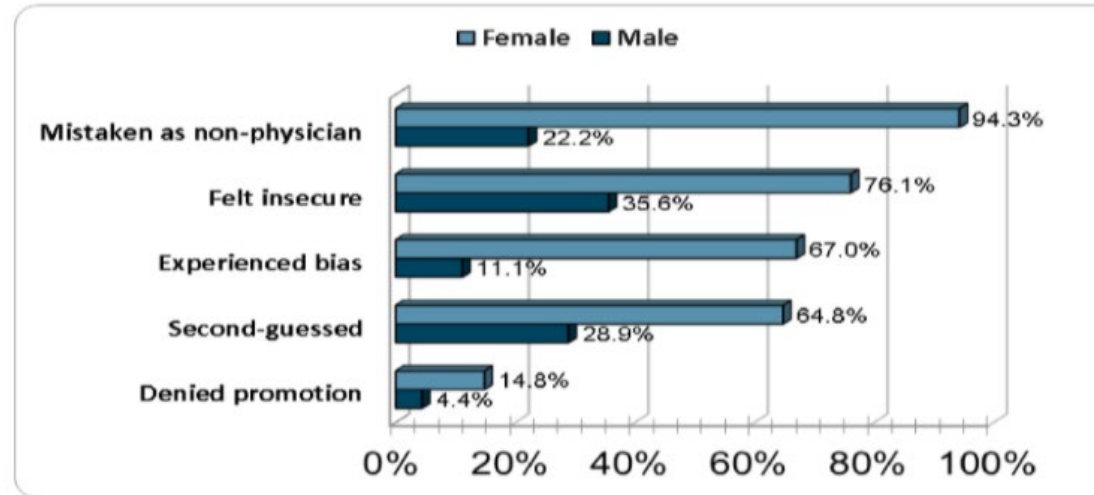
Check for updates



Duma, N, JCO, 2022

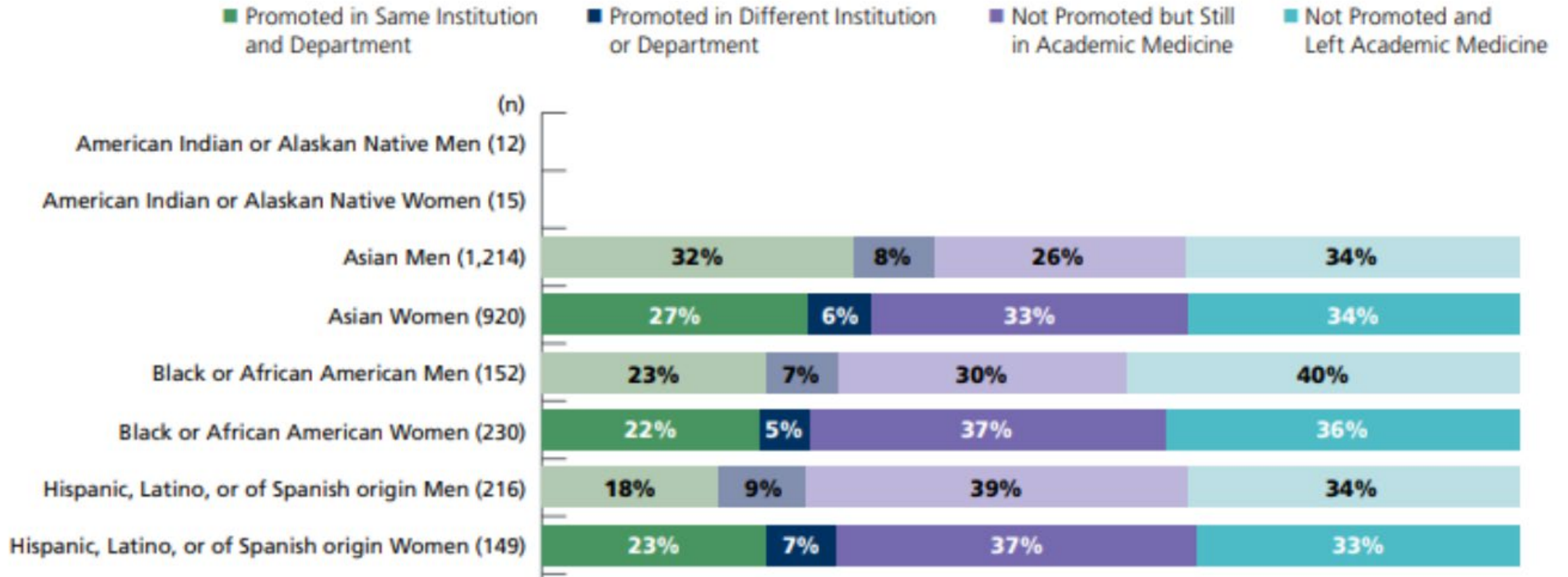
<https://meetinglibrary.asco.org/record/195368/video>

# Self-reported gender bias encountered by hematology & oncology fellows



Balanchivadze, Nino, et al. "Self-reported gender bias encountered by hematology and oncology fellows." (2021): 11017-11017.

# Exodus



**Diversity WITHOUT  
Inclusion = Trauma**



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# Actions to Retain and Grow a Diverse Oncology Workforce



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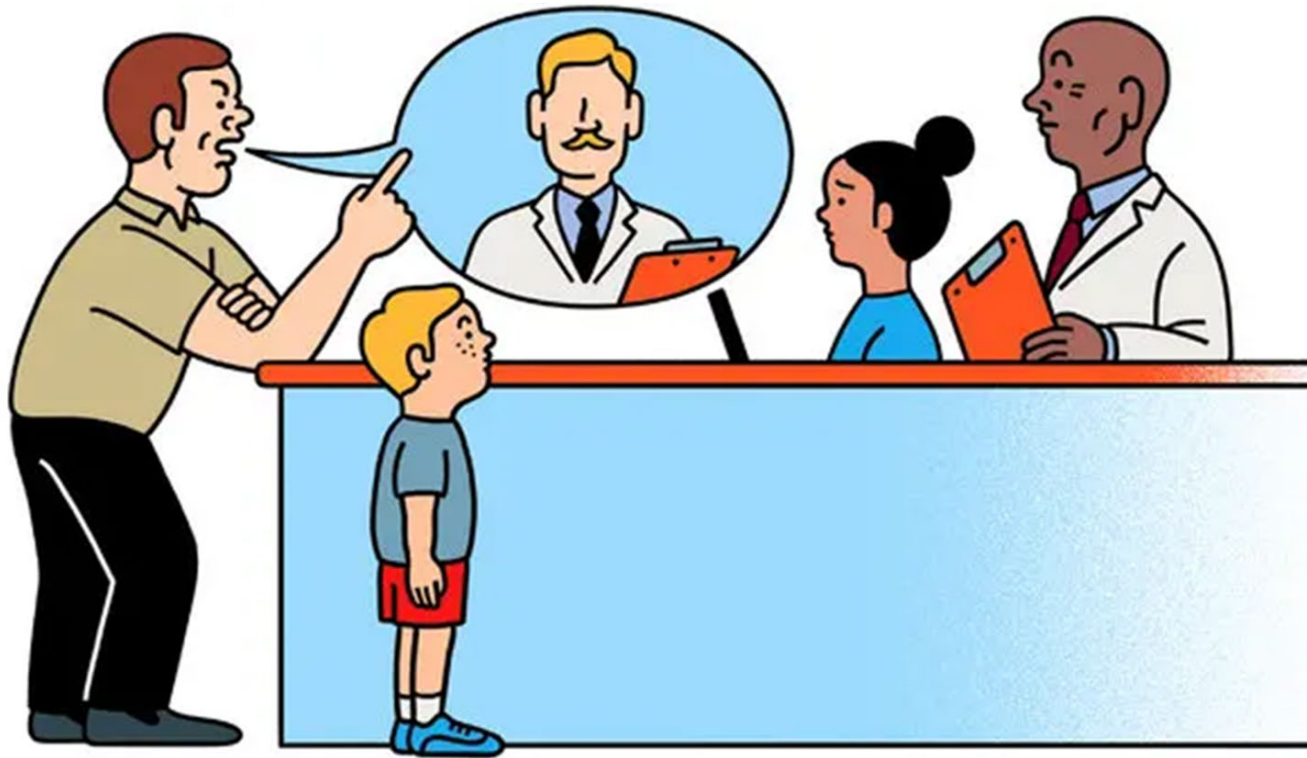
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# #1 Listen and Avoid Tokenism

Meet Our Students?

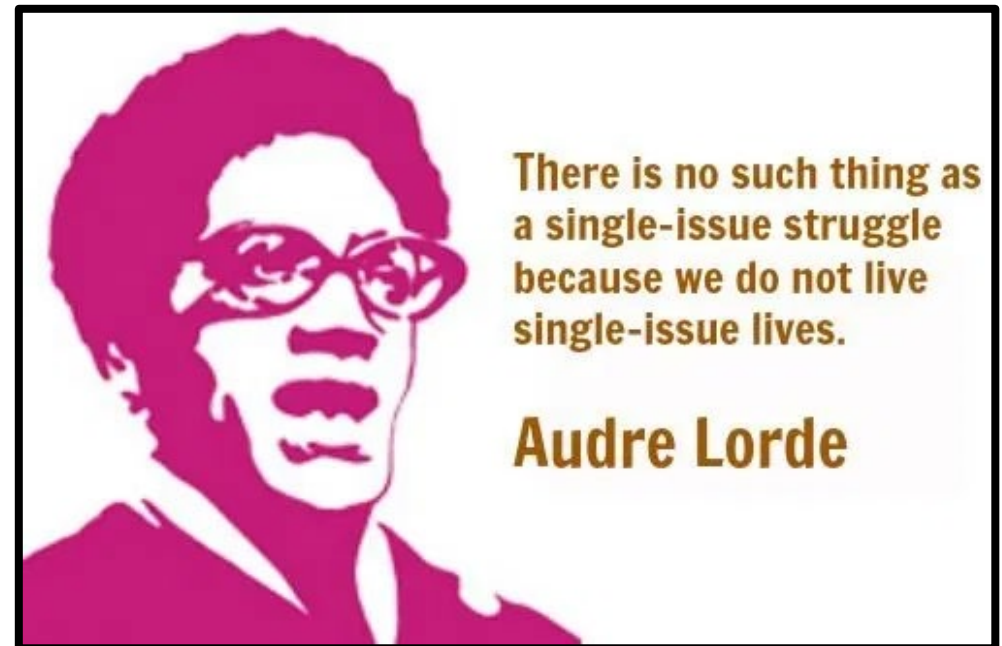
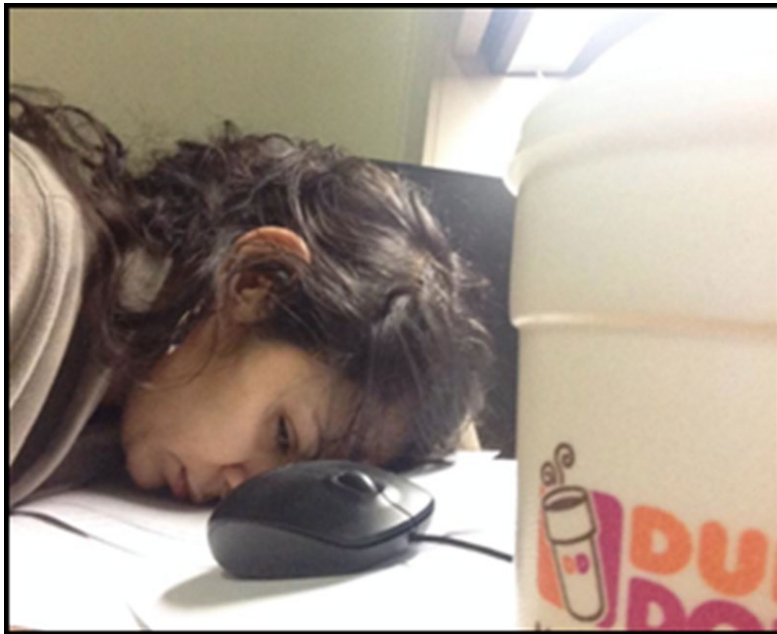
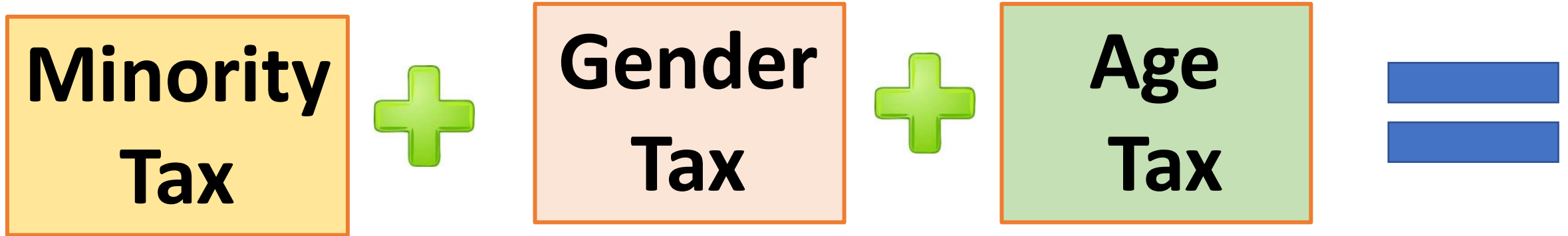


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## #2 Understand the Concept of Intersectionality



# #3 Create a Sense of Community



Latinas  
in  
Medicine

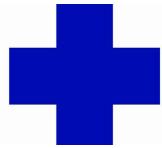
Sun Dec 1  
1 PM EST

Live Mini-Interview  
**Johanna Vidal-Phelan,  
MD, MBA, FAAP**  
Senior Medical Director-Pediatrics  
General Pediatrician, Hamilton  
Health Center

@jmvpm\_d\_phelan  
#LatinasInMedicine



# #4 Funding, Funding, Funding and Support



Gladys Rodriguez, MD  
START Center for Cancer Care  
San Antonio, Texas



# #5 Mentorship and Sponsorship ARE Key

“

Why would I want to be ‘normal’ when I could be my own lively, passionate, and positive self?

— Coral Olazagasti

”

“

The impact of having someone who looks like me—a woman, an immigrant, an underrepresented minority—thriving in academic medicine, is hard to put into words.

— Dame Idossa

”



GUEST EDITORIAL

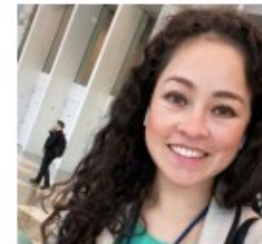


## The Duma Lab seeks to change how mentorship works for underrepresented women in medicine



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# Thank you! Gracias! Obrigada!

