My intention for Roswell Park is that the statement “one mission, one culture” represents the development of a culture of diversity that is recognized as an important factor in past, present and future success of OUR Institute. Our mission is to understand, prevent and cure cancer. Our culture must be inclusive and must value the total contributions of individuals with various backgrounds, skills and abilities working together to provide the very best care for our patients and the most exciting scientific discoveries.

Our challenges require top talent that shares our core values: Innovation, Integrity, Teamwork, Compassion and Respect. These values can only be achieved when we choose to value our individual differences and promote them as our collective strength. We must promote effectively an inclusive culture that attracts and retains the very best talent.

We will continue to promote diversity and inclusion through initiatives such as Employee Networking and Resource Groups (ENRG), which support and encourage employees with similar interests and backgrounds discussing ideas to make Roswell Park a greater work environment. We will support the Heritage Month Calendar, which will note celebrations of the rich heritages and cultures in the Roswell Park community.

We must recognize the importance of the Institute reflecting the diversity of the communities we serve. I am committed to providing an inclusive environment where everyone is treated with courtesy and respect, regardless of individual characteristics. We should take particular pride in the outstanding care we provide to an increasingly diverse community and the extraordinary research and education we conduct, led by an increasingly diverse faculty and staff.

Please join me in celebrating what makes Roswell Park special – YOU.

Donald L. Trump, MD, FACP
President & CEO
Roswell Park Cancer Institute
One Mission, One Culture.

We value an all-inclusive environment that recognizes everyone’s contributions to the mission.

At Roswell Park Cancer Institute, we choose to celebrate diversity as individual employees working together to create a single culture that supports our mission and provides an environment of care that continuously exceeds the expectations of our patients. When we reflect the community we serve, we make exceptional care available to an increasingly diverse group of patients.
Diversity is not the same as Equal Employment Opportunity (EEO) or Affirmative Action (AA)

RPCI is committed to Equal Employment Opportunity and Affirmative action. Often, diversity is mistakenly thought of as interchangeable with EEO/AA. Our commitment extends far beyond legally mandated programs.

Diversity is much more expansive than the legal parameters of Equal Employment Opportunity and Affirmative Action programs. Diversity is an acknowledgment of the multitude of traits that make us different. It is difficult to account for all the variances of diversity in a law or a single program.

The terms “diversity” and “inclusion” may seem to be incompatible, but we recognize each as an important part of the equation for a collaborative culture.

The scope of diversity
RPCI celebrates diversity in its broadest context, encompassing gender, religious beliefs, race, marital status, ethnicity, parental status, age, education, physical and mental ability, income, sexual orientation and gender identity, occupation, language, geographic location and many other dimensions. These dimensions often shape individual perspectives and provide a wealth of experiences and backgrounds that ultimately benefit the Institute.

Diversity is a strength and a competitive edge

Diversity is often viewed as the goal of appeasing various groups simultaneously. Some may even view diversity as a distraction and counterintuitive to a team environment.

Not at RPCI! Diversity is the convergence of thought that allows us to create, produce and deliver world-class research, patient care and therapies. We leverage the skills and experiences of our clinical, scientific and administrative teams and combine their individual attributes to create a unique environment that sets RPCI apart from its competitors.
Why We Are Committed to Diversity and Inclusion

An inclusive environment fosters teamwork, nurtures innovation, relies on integrity and creates a culture of compassion and respect for each other, the patients we serve and our entire community. Organizations that strive for an inclusive environment enjoy a more productive workforce and greater harmony in the workplace, and are more competitive in the marketplace.

Inclusion is the key

Whether we are attracting top talent or providing world-class care to an increasingly diverse patient population, inclusion is vital to our success. Inclusion is the key to providing culturally competent care – care that is considerate of the specific beliefs, values, and traditions of the patient’s cultural background. We incorporate the various experiences and backgrounds of our diverse workforce into how we deliver care.
Roswell Park’s journey to diversity and inclusion
RPCI has recognized the necessity of promoting a workplace that is respectful and all-inclusive of diversity. This is demonstrated by the commitment of RPCI’s President and CEO, Donald L. Trump, MD, FACP, who is an active member and Executive Sponsor of the Diversity Leadership Council. The purpose of the council is to further promote diversity and inclusion as a strategic component of positioning RPCI as one of this nation’s Top 10 Cancer Centers. The Diversity Leadership Council will play a pivotal role in synergizing diversity strategies with the Institute’s business plan. The Diversity Leadership Council will promote RPCI as an environment that:

- Reflects the growing diversity of our patients and community in order to serve them more successfully and address issues of health care disparity
- Is supported by Institute policies that respond to the needs of a diverse workforce, is inclusive, and enables the full contribution of every person in the organization
- Is sensitive and responsive to diversity among patients, suppliers, and the community in which we work
- Promotes a sense of Institute responsibility on issues of diversity and inclusion
- Sponsors programs and activities that encourage diversity

Diversity and Inclusion Programs
The Institute’s diversity and inclusion programs have been developed to encourage activities that promote greater awareness, understanding and acceptance of diversity. These programs are designed to be employee-driven to increase employee involvement and engagement. Employees are encouraged to support the various activities that take place throughout the year. We hope to continue to add initiatives and programs that reflect our commitment to an inclusive culture.

**DIVERSITY CURRICULUM** – Monthly workshops devoted to enhancing dialogue about diversity and inclusion. Attendees are given tools to effectively promote RPCI as a culture of inclusion.

**EMPLOYEE NETWORKING & RESOURCE GROUPS (ENRG)** – Also known as affinity or network groups, ENRGs provide an opportunity for employees with shared interests to be involved in professional development, networking, outreach and cultural enrichment. Each aspect promotes an inclusive environment and is aligned with organizational goals.

**HERITAGE MONTHS** – Celebrate the rich variety of heritages and cultures within the RPCI family and community. Featured lobby performances, cafeteria specials and guest speakers promote cultural awareness and encourage employee participation.

For more information on how to get involved in diversity programs, contact the Diversity Office at 716-845-1058 or by e-mail, diversity@roswellpark.org.
Be a Champion for Diversity and Inclusion

One Mission, One Culture can only be realized if everyone is committed to making RPCI an inclusive environment. Diversity is the broad mix of differences that make us unique individuals. An inclusive workplace respects and values those differences.

Here are few ways you can help promote a culture of inclusion:

- Recognize that there is more than one way to lead or be successful.
- Include different styles and cultures in decision-making, brainstorming and feedback meetings.
- Relate diversity to the business case and overall business strategy.
- Become a mentor. Reach out to someone who is different from you.
- Recognize that your own biases and assumptions may influence your perception, attitude and behavior toward others.
- Raise your awareness and inclusiveness by participating in cultural events such as fairs, festivals and speaking engagements.
- Increase your social circle to include people who are different from you.
- Network without boundaries.
- Have lunch or coffee with someone of a different race, age, department, culture, etc.
- Bring a friend to a diversity and inclusion program!
DNA of Diversity