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Abstract/Background

Health inequities are estimated to cost \$320B annually (1), while racial and ethnic disparities are estimated to cost \$42B in productivity (2). There are systemic issues at play that contribute to these disparities. These include lack of diversity in Science, Technology, Engineering, Mathematics, and Medicine (STEMM) fields; bias in healthcare delivery and access (3); underinsurance in patients from low-income backgrounds; lack of training/mentoring that advances those from historically underrepresented groups. (4), and lack of clinical trial diversity (5).

We seek to increase STEMM access and exposure, increase STEMM workforce diversity, and improve outcomes for underserved populations navigating the cancer care continuum. This will be accomplished in part by 1) engaging professional in STEMM from their lived background and experiences, 2) developing training, mentoring, and professional developing programs across the academic continuum to increase success of minoritized scholars; and 3) providing information and resources in culturally responsive manners to help underserved patient navigate cancer and advocate for the standard of care they deserve.

We will change how we convey content, information, and resources to underserved populations by utilizing a combination of multimedia, infographics, webinars, info sheets, and community engagement. The goal is to increase survival for groups that historically have the greatest cancer disparities.

MISSION: To increase STEMM (Science, Technology, Engineering, Mathematics, and Medicine) workforce diversity, and to improve outcomes for underrepresented, underserved, and marginalized populations navigating the cancer care continuum.

VISION: To have a workforce that reflects the populations experiencing the greatest disparities and to have increased cancer awareness and survivorship for all.

Barriers Faced by Scholars in Academia

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| <p>MENTORING</p> <ul style="list-style-type: none"> • Absence or lack of • Disregarding of ideas • Micromanagement • Intelligence dismissed • Trust/ recommendations <p>PERSONAL/CAMPUS</p> <ul style="list-style-type: none"> • Family • Immigration Status • Language • Culture • Minority Tax | <p>ENVIRONMENT</p> <ul style="list-style-type: none"> • Idea theft • Favoritism/Exclusion • Sexism • Weak compliance • Toxicity <p>BIAS</p> <ul style="list-style-type: none"> • Random dress codes • Profiling • Driving • Selective exclusion • Conforming | <p>FINANCIAL</p> <ul style="list-style-type: none"> • No grant writing support • Fear of speaking up • Rent, Housing • Reimbursements <p>MICROAGGRESSIONS</p> <ul style="list-style-type: none"> • Meritocracy • Comportment • Dangerousness • Racism denial • Hair |
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Table 1. Barriers faced by all scholars in academia/medicine (top) and additional challenges that may be faced by diverse individuals (bottom)

What are we addressing?

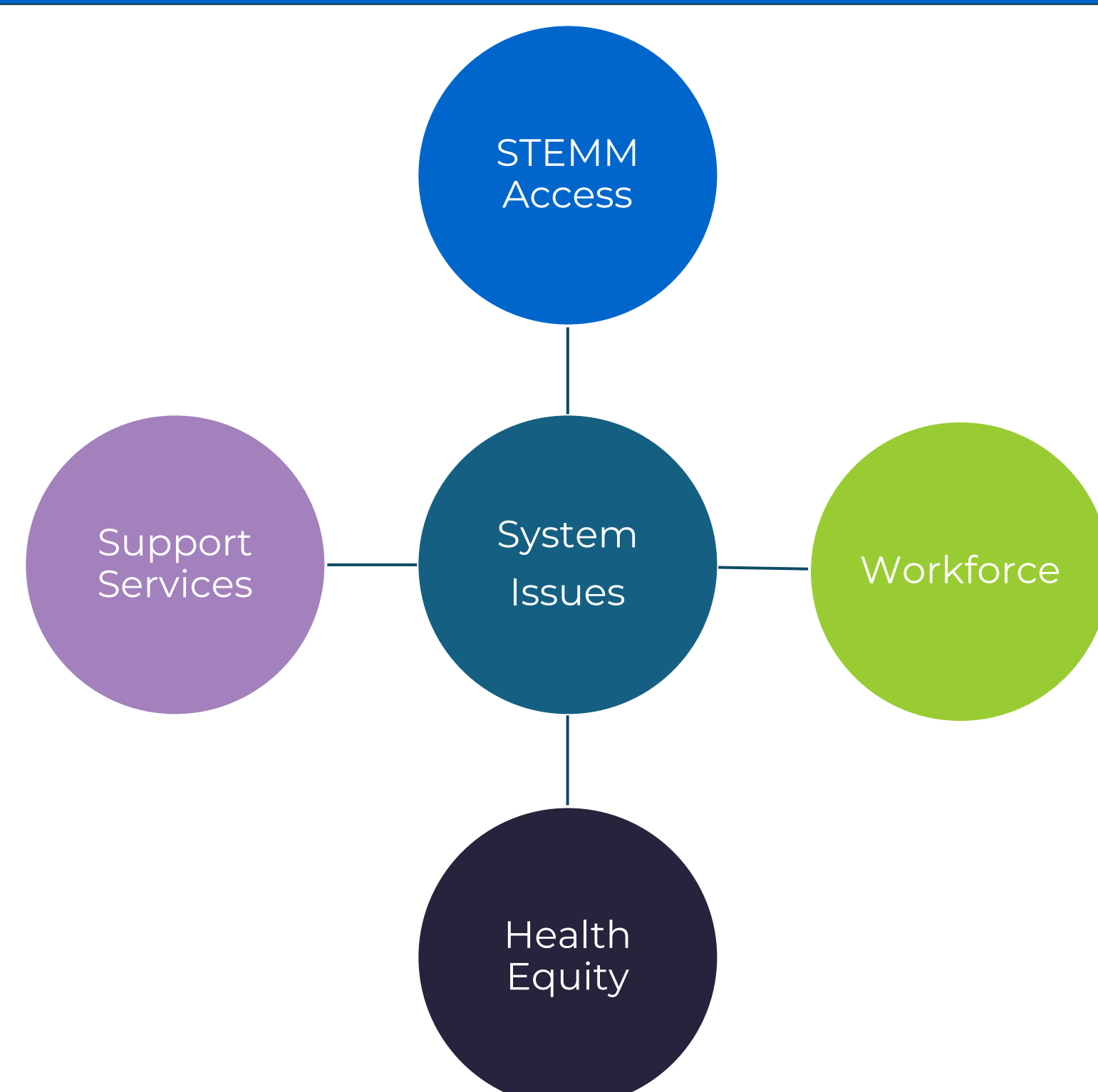


Figure 1. How we work to impact scholars and underserved populations.

Initial Steps

Mission and Vision	Strategy	Board of Directors	Blog
Business Plan	Registered Agent	Speaking	Publications
Review and Editing	Filings	Logo	Partnerships
Marketing Plan	Fiscal Sponsor	Website	Grant Writing

Student/Trainee/Patient Education and Advocacy

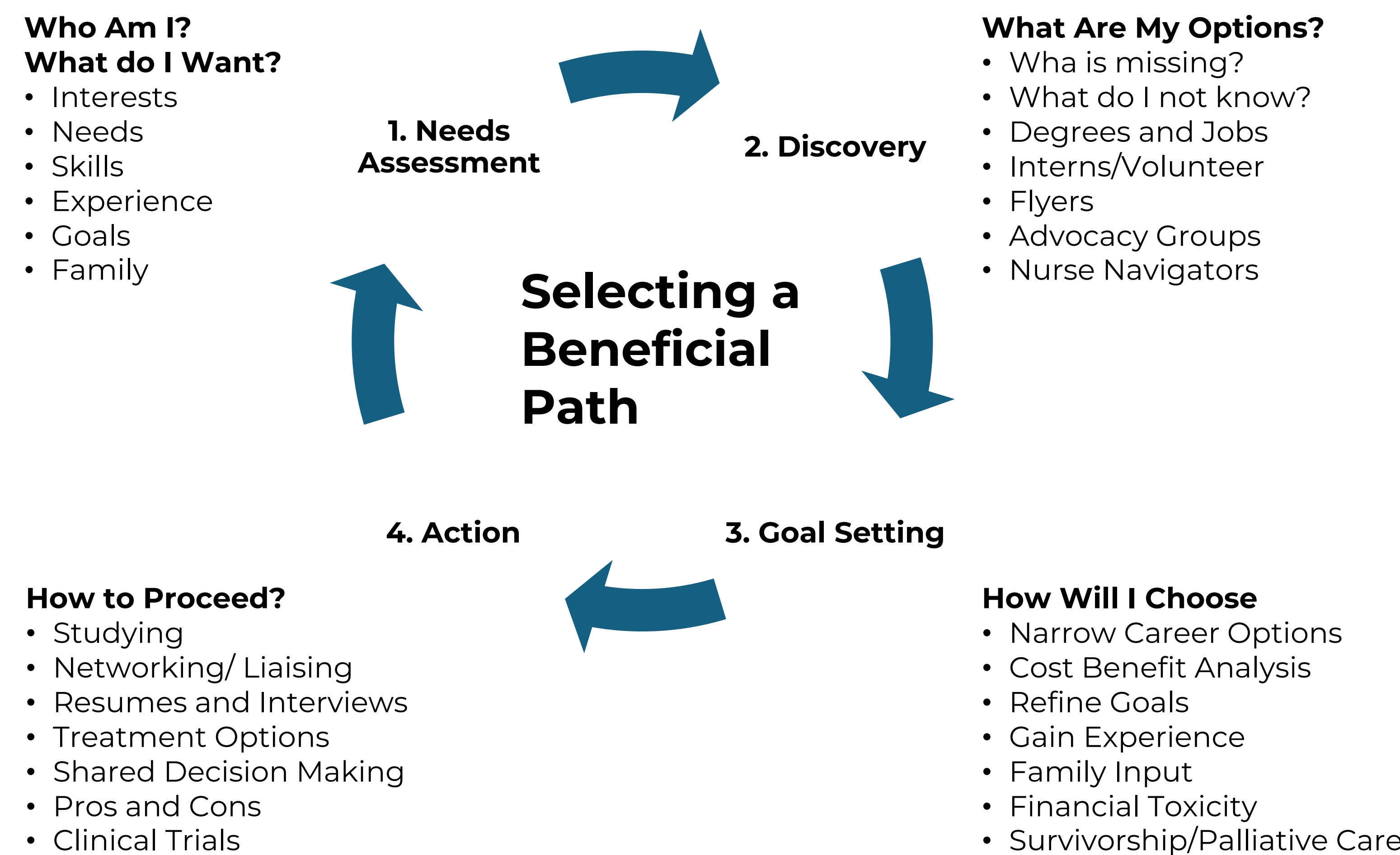


Figure 2. 4 layers of decision making that clarify one's needs and interests.

Industry Support Services

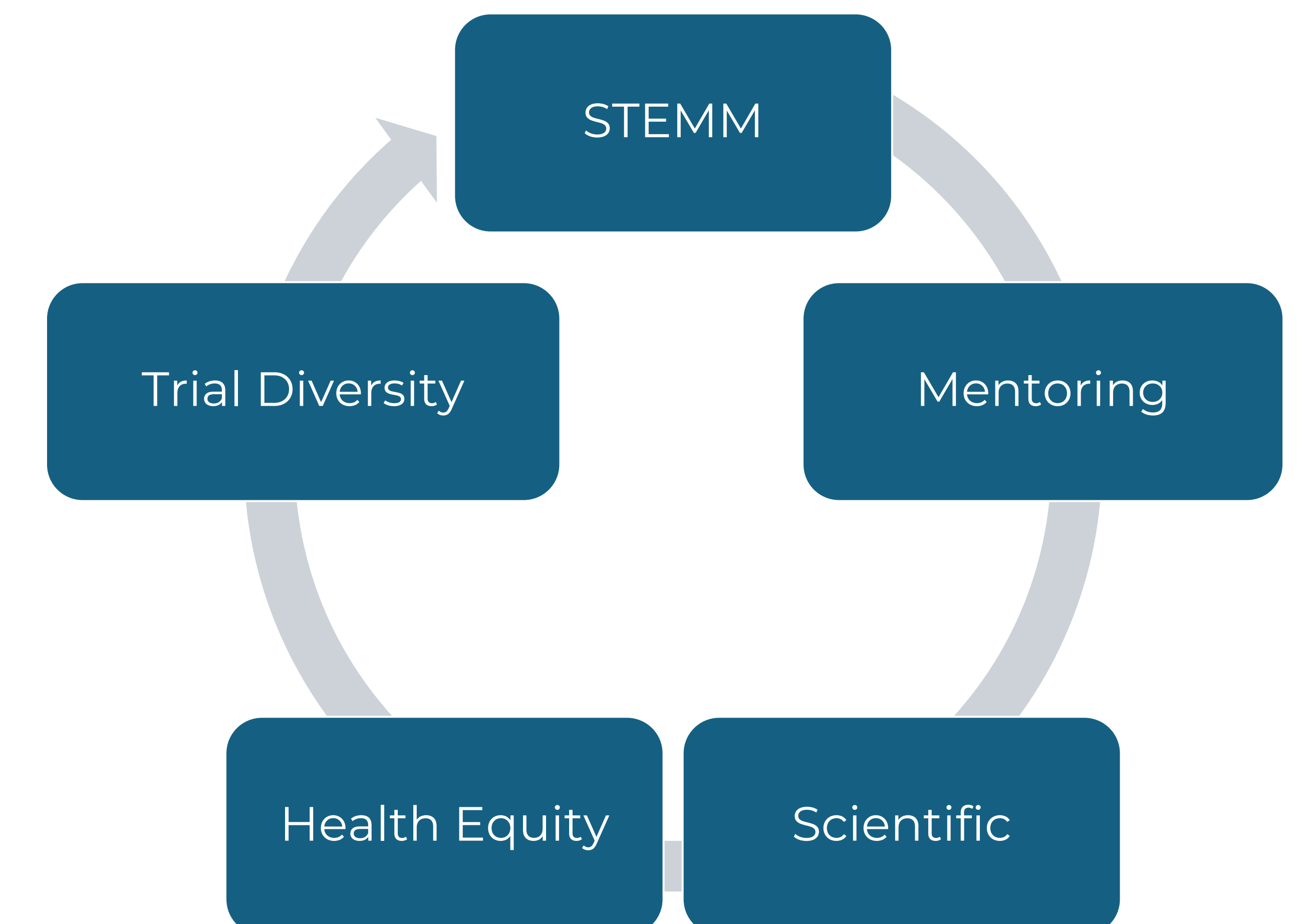


Figure 4. Professional services including strategy, program design, assessment, and refinement for clients to engage diverse and underserved populations.

Recent Work

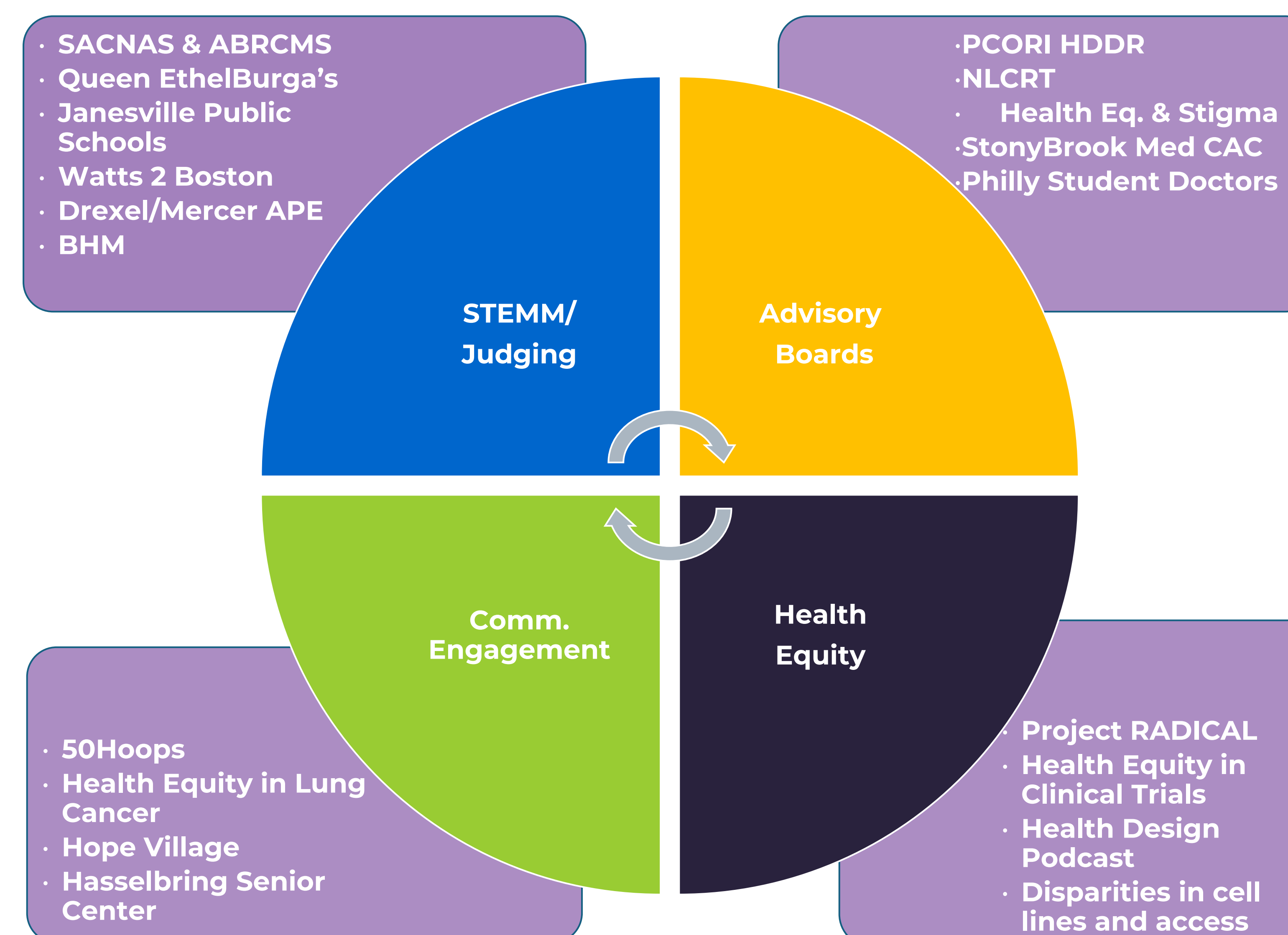


Figure 3. Examples of programs and initiatives in which we participate...

Upcoming Work

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| <p>Operations</p> <ul style="list-style-type: none"> • Grant Writing • Volunteer Program • Applied Practice Experience • Social Media • Partnerships | <p>Programs</p> <ul style="list-style-type: none"> • Hispanic Heritage Month • Diverse Oncology Translational Workshop • Infographics • Lung Cancer Health Equity Summit |
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Conclusions

- We will provide the key to open the door to your future, whatever you deem it to be.
- Through education, awareness, and empowerment we empower people to advocate for their needs.

References

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