

# University of Maryland School of Medicine Department of Radiation Oncology: 2024

## Equity, Diversity, & Inclusion (EDI)



### Committee Chair

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### Committee Vice Chair

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*“Our committee’s success relies on input from the broadest representation of faculty and staff... and encouraging EDI awareness as well as educational efforts can build sustainable relationships that will lift us all.”*

—Melissa L. Vyfhuis, MD, PhD



## Focusing on Equity, Diversity, and Inclusion for all

The Radiation Oncology EDI Committee includes faculty and staff from the 8 sites where we provide a full range of clinical services across the state of Maryland. The committee’s mission is to cultivate and sustain an environment of inclusion and diversity in which members are valued, respected, heard, and empowered. We believe that such a workplace supports success for all department members and is a basic element in providing the highest level of patient care. The EDI Committee meets regularly and maintains a vigorous schedule of activities, including:

- Ensuring continuous accessibility of updated training on unconscious bias, equity in clinical trials, and inclusion in the workplace.
- An EDI Book Club, with participation from all levels in the department.
- An EDI Virtual Film Club, with discussion and follow-up.
- Department-wide surveys to identify challenges and needs for improvement.
- Adherence to and dissemination of information about changing institutional, state, and federal requirements.
- Members engage in research that focus on health disparities and the impact of diversity in radiation oncology.

Among our published research and collaborations (with links to abstracts):

- [Psychosocial factors that influence a woman's decision to enroll in a clinical trial - implications on how to improve clinical trial enrollment among Black women.](#)
- [EGFR and HER2 expression in cervical cancer patients in Ibadan, Nigeria.](#)
- [Fetal dose assessment in a pregnant patient with brain tumor: A comparative study of proton PBS and 3DCRT/VMAT radiation therapy techniques.](#)
- [Racial analysis of clinical & biochemical outcomes in prostate cancer patients treated with low-dose-rate brachytherapy.](#)
- [Identifying psychosocial needs of patients with cancer undergoing curative radiation therapy in an inner-city academic center to address racial disparities.](#)
- [Implementing survivorship care planning in two contrasting health systems: lessons learned from a randomized controlled trial.](#)
- [Restricted access to abortion, the Dobbs ruling, and radiation oncology: Standing united against reproductive injustice.](#)
- [The impact of body mass index and residence in food priority areas \(FPAs\) on patterns-of-care and cancer outcomes in patients with stage III NSCLC.](#)
- [Consensus quality measures and dose constraints for breast cancer from the Veterans Affairs Radiation Oncology Quality Surveillance Program and American Society for Radiation Oncology \(ASTRO\) Expert Panel.](#)

Media & press stories:

- [A precision medicine navigator can mitigate inequities associated with utilization of genomic tests in black men with prostate cancer.](#)
- [Maryland Proton Treatment Center tackles cancers affecting women.](#)
- [Improving cancer care through nutritional equity.](#)
- [Can hair relaxer cause uterine cancer? Hairstylists and oncologists weigh in.](#)
- [Dr. Nichols speaks with Greg & Gina on 101.9 on the types of cancers affecting women.](#)

For more information see:

<https://www.medschool.umaryland.edu/radonc/equity-diversity-and-inclusion-committee/>

## A rich environment for EDI research and collaboration

UMGCCC is a national leader in addressing cancer disparities, with research focused on improving access to care and treatment outcomes for minorities, who represent 56% of the patients in our clinical trials, compared to 16% nationally.

We value diversity among leadership. All 4 vice chair positions are held by women and racial minorities, and 4 of 7 medical directors are women.

Our newest (2024) site at UM Capital Regional Medical Center in Largo, MD offers cancer care to a historically marginalized and medically underserved community in Prince George’s County. At the Baltimore VA Medical Center, we provide radiation oncology services to Veterans.