Organizational Assessment

Session 4: Communicating Equity to Stakeholders and Inclusive Governance

22.	What type of training does your cancer center provide to address implicit bias and cultural humility for all associates? Is there a demonstrated commitment to training that progresses in complexity on these topics over time?
23.	Has your cancer center audited the environment (art, photos, building names, etc.) for inclusivity to ensure it is representative of the community and is culturally responsive?
24.	How does your cancer center evaluate and improve policies and procedures to ensure they are unbiased toward patients and community, eliminating racial and economic disparities?
25.	How does your cancer center address staff and clinician bias (e.g., public health insurance, race, ethnicity, sexual orientation, gender identity, language stigma)?

Organizational Assessment

26.	Does your cancer center provide the necessary fiscal and human resources including cultural tools, skills, and knowledge to make equity a priority in your organization? Please explain.
27.	Does your cancer center have recruitment, hiring, and retention practices to achieve a diverse and culturally responsive staff, including senior leadership, reflective of your patient population? Please explain.
28.	Does your cancer center require diversity awareness and cultural responsiveness at all levels of the organization (i.e., staff, management, providers, etc.)? Please explain.