

Statement on Racism, Inclusion, Diversity

Inequalities are widespread across the cancer care delivery continuum, with devastating effects on minorities, underserved families and society. This is unacceptable. We must speak up, stand united, and act against the systemic social injustices that perpetuate them.

As a community of health care providers, researchers, caregivers, friends and family who have been touched by cancer, we are dedicated to lessening the death and suffering caused by cancer. Although we have seen great strides and advances in cancer prevention, control and treatment, there remain enormous disparities in health care in New Jersey, the United States, and world.



Racial, ethnic, and sexual and gender minorities and people of lower socioeconomic status throughout the country are disproportionately affected by the burden of cancer. Their access of care and screening as well as ability to receive the highest quality of treatment and opportunities for participation in cutting-edge clinical trials should not be impacted by geographic location, socioeconomic status, race, ethnicity, gender identity, sexual orientation, or myriad of

intersecting identities. The end result is unacceptable levels of sickness and death. This fact has been exacerbated during the COVID pandemic and although distress has been a worldwide issue, people of color have inexplicably experienced the worst of this disease. While there are numerous factors contributing to disparities in care, we are astounded and appalled by the consistent systemic social injustices that are currently impacting our nation.

Rutgers Cancer Institute of New Jersey, Rutgers School of Public Health and the Center for Cancer Health Equity condemn these social injustices in all forms. All people and populations are core members of our community and an integral part of society. It is our responsibility to be direct and intentional in our daily behavior. Real change begins by recruiting a greater number of people from underrepresented groups for leadership roles in our cancer health disparities research programs and community outreach and engagement efforts thereby achieving greater diversity in race, ethnicity, gender, sexual orientation, and socioeconomic status.

Our entities stand together to build diversity within our walls and through our programs to ensure a well-represented cohort of the brightest minds with well-rounded experiences while delivering the best health care and conducting impactful research in New Jersey's most diverse patient populations. To be accountable to building a center grounded in innovation, inclusion, and social justice for our members and patients, we must continue to imagine, push for change, make a difference, and work towards building a beloved community.