

Policy Statement



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TROG Cancer Research: Diversity, Equity, and Inclusion (DEI) Policy

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Contents

| | | |
|-----|------------------------------|---|
| 1. | Introduction | 3 |
| 2. | Purpose | 3 |
| 3. | Scope | 3 |
| 4. | Definitions | 3 |
| 6. | Implementation | 4 |
| 7. | Training and Education..... | 4 |
| 8. | Accountability | 5 |
| 9. | Reporting and feedback | 5 |
| 10. | Review | 5 |
| 11. | Conclusion | 5 |

1. Introduction

At TROG Cancer Research, we recognise that excellence in cancer research and patient care is fundamentally connected to diversity, equity, and inclusion (DEI) which are not only central to our operations but are also essential in addressing the global impact of cancer. We are dedicated to fostering an environment that embraces these principles and reflects the diverse patient and clinician/ researcher communities we serve. We strive to ensure our research addresses the diverse needs of our communities and that our research output is relevant, generalisable and has real world impact globally

2. Purpose

This policy aims to embed DEI across all organisational layers and clinical research activities, respecting and valuing the unique experiences and perspectives of all individuals. It guides our efforts in fostering DEI in the generation, development, and implementation of clinical research and ensures the inclusion of diverse participants in our research. This commitment aligns with our mission to revolutionise cancer care through impactful radiation medicine research to cure cancer and improve quality of life.

3. Scope

This policy encompasses all aspects of our operations, including staff, volunteers, members, research participants, partners and specifically extends to all clinical research activities conducted by TROG Cancer Research.

4. Definitions

Diversity: The representation of different racial, ethnic, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Equity: The fair treatment, provision of access and opportunity for research participation by members and patients, identification and elimination of barriers to participation, and opportunity for advancement for our members and staff.

Inclusion: The fostering of an environment in which any individual or group is welcomed, respected, supported, and valued.

Cultural Competence: The ability to understand, communicate with, and effectively interact with people across cultures.

5. Policy Statements:

Diversity:

- We will actively seek and encourage a diverse workforce, membership and research participant base.
- We will ensure that our research design, recruitment and retention strategies as well as all communications, wherever possible, are inclusive and equitable.
- We commit to ensuring our clinical research teams and participant pools reflect population diversity, aiming to understand and address the unique cancer challenges across different demographics.

Equity:

- We pledge to provide equitable access to clinical trials and research opportunities, removing systemic barriers to participation and providing support for underrepresented groups.
- We will, provide equitable support and resources to our employees, members and research participants.

Inclusion:

- We will foster a culture where diverse perspectives, backgrounds, and ideas are welcomed and actively sought in our decision-making processes.
- Our research will actively incorporate the perspectives and needs of diverse populations, ensuring all voices are considered in research design, implementation and information dissemination.

6. Implementation

- DEI principles will be integrated into our strategic planning, staff and member recruitment, partnerships, community engagement efforts and clinical research activities.
- A DEI committee (that reports to the CEO and the Board) will be established to oversee and guide the implementation of this policy.

7. Training and Education

- DEI training and education opportunities will be provided to all members and staff of our organisation to ensure they are equipped to conduct inclusive and respectful research.
- We are committed to continual learning and improvement in DEI principles and practices.

8. Accountability

- We will develop and track measurable DEI goals and objectives.
- Specific DEI metrics related to clinical research, such as participant diversity and study accessibility, will be tracked and reported.
- Annual assessments will be conducted to evaluate our progress and make necessary adjustments.

9. Reporting and feedback

- A process will be established for reporting DEI concerns and issues.
- We will encourage feedback on our DEI efforts and provide channels for open and anonymous communication.
- Reporting on implementation of the DEI Policy in relation to clinical research participant diversity will be provided to the TROG membership at least annually.

10. Review

- This policy will be reviewed every two years and updated as needed to reflect new insights, challenges, and opportunities in DEI.

11. Conclusion

TROG is dedicated to upholding the principles of diversity, equity, and inclusion in all aspects of our organisation and its activities. By embracing diversity, promoting equity, and fostering inclusion, we are committed to advancing radiation medicine research in a manner that is ethical, equitable, and impactful for all individuals affected by cancer.

This policy serves as a guiding framework for our organisation's efforts to promote DEI and will be regularly reviewed and updated to ensure alignment with our values and objectives.