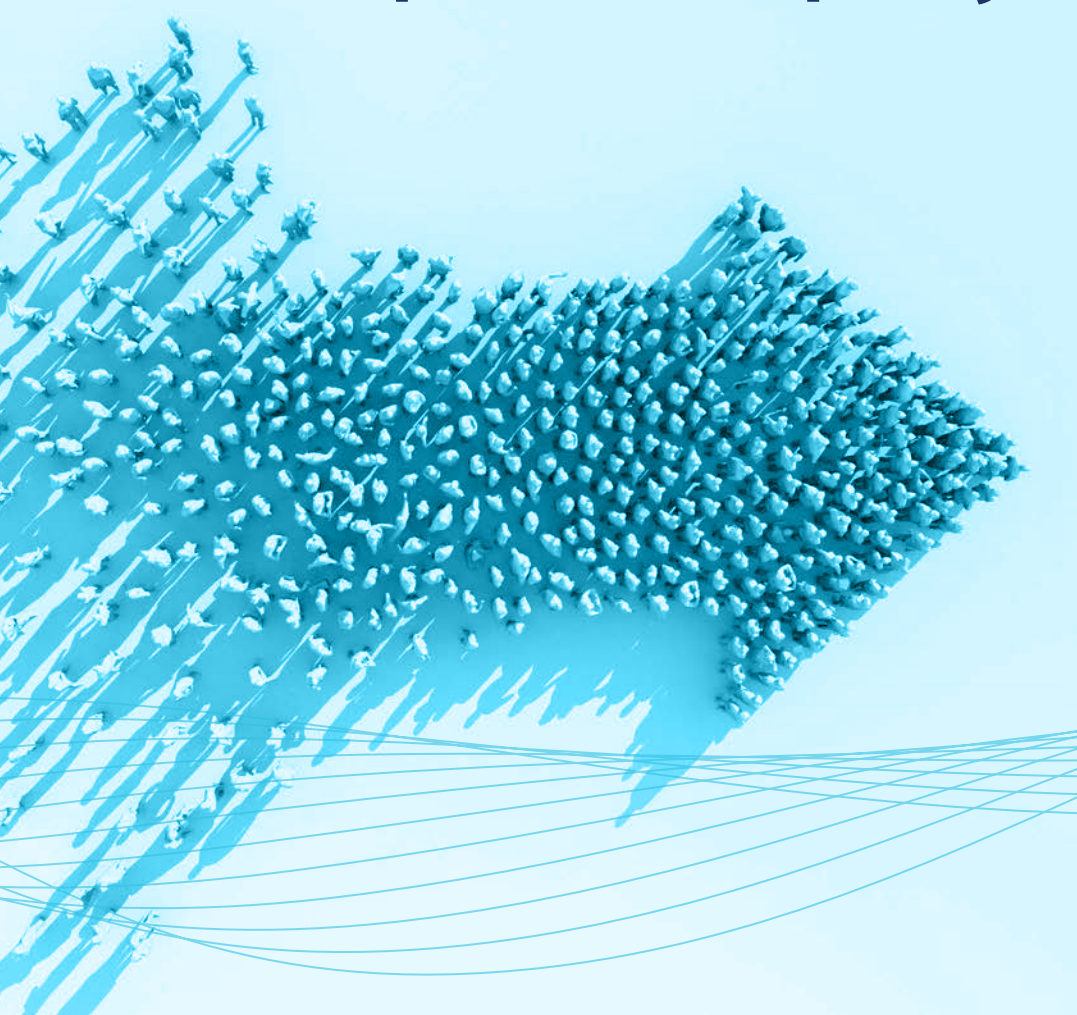


MOFFITT'S SHIFT TO Enterprise Equity



2022 ENTERPRISE EQUITY ACHIEVEMENTS

- Designed and implemented the Health Equity Training Program as part of a collaborative group funded by the Florida Blue Foundation
- Grew the Team Member Engagement Networks to nine groups, engaging more than 15% of the workforce
- Achieved \$55.8 million in committed contracts with diverse suppliers as part of the Moffitt McKinley Hospital construction
- Provided more than 693,000 minutes of medical interpreting to limited English proficient patients
- Nurtured partnerships with MacDonald Training Center, Metropolitan Ministries, Premiere Medical Academy, Tampa Bay Technical High School, CareerSource Tampa Bay, U.S. Army Partnership for Youth Success and other organizations to create a diverse talent pipeline to employment

Moffitt's year-round Enterprise Equity efforts can be found on the Enterprise Equity page on [Moffitt.org](https://www.moffitt.org).

Achieving care equity and workplace equity takes every single team member working toward that goal.

This year, Moffitt Diversity became Enterprise Equity. The name change reflects a strategy shift to a model of shared ownership required for sustaining and achieving equity. Since beginning its diversity efforts in 2003, Moffitt Cancer Center has made steady progress with integrating diversity, equity and inclusion into the fabric of all aspects of the cancer center's operations, from clinical care to research to its business transactions. "Enterprise Equity" is an acknowledgement that the center has reached a point in its diversity, equity and inclusion journey where harnessing the power of our collective efforts is needed to propel the cancer center forward in its equity journey. Together with stakeholders across the cancer center, all team members are invited to find ways to contribute to equity, regardless of their role.



Cathy Grant

"WE ARE PLEASED WITH THE IMPACTFUL EQUITY-FOCUSED EFFORTS CHAMPIONED ACROSS THE CANCER CENTER, AND WE LOOK FORWARD TO ACCELERATING OUR EFFORTS TOWARD ACHIEVING MORE MILESTONES IN COLLABORATION WITH OUR INTERNAL AND EXTERNAL PARTNERS IN THE YEAR AHEAD."

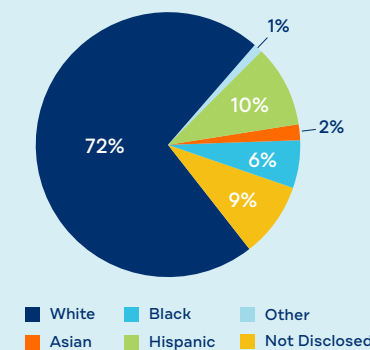
— Cathy Grant
Vice President and Chief Diversity, Equity and Inclusion Officer

Demographic Snapshot 2022

23-COUNTY COMMUNITY DEMOGRAPHICS	
Men	49%
Women	51%
White	61%
African American/Black	11%
Hispanic	22%
Asian	3%
Other	3%

Source: U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates

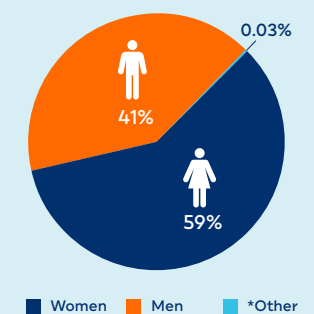
PATIENT RACE/ETHNICITY



TOP 5 NON-ENGLISH LANGUAGES Among Moffitt's Patients

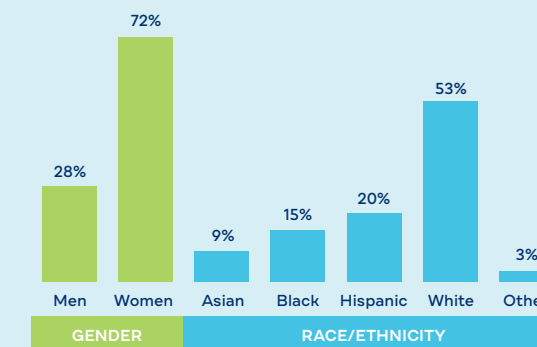
1. Spanish
2. Arabic
3. Creole
4. Mandarin
5. Vietnamese

PATIENT GENDER

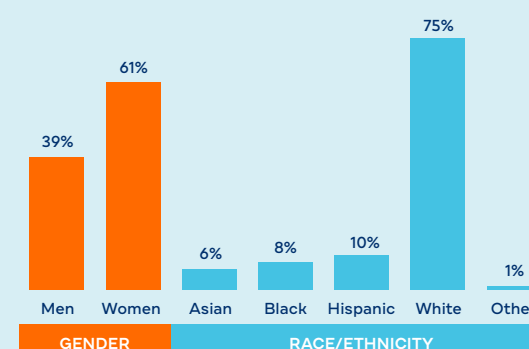


*Other includes a small percentage of nonbinary patients.

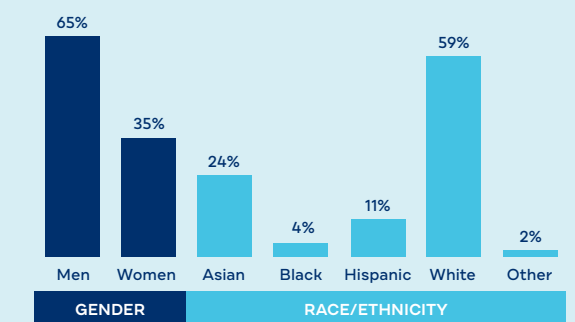
TEAM MEMBERS



LEADERSHIP



CLINICAL AND RESEARCH FACULTY MEMBERS



Diversity and Inclusion

Health Equity Certificate Program: Train the Trainer

Not all patients have the same opportunity to access their full health potential. Quality of care, genetics, social/physical environment and behavior all predict our health outcomes. While some of these factors are beyond our control as health care providers, we do have the power to improve health equity for our patients.

At Moffitt, we have launched a Train the Trainer Health Equity Certificate Program to equip team members to become trainers and health equity champions, to go back to their teams and pass on the knowledge and skill needed to support health equity in their professional practice. This program aims to increase provider-patient communication, improve patient treatment adherence and decrease patient mistrust, leading to improved health equity. The first cohort of 12 trainers graduated this year.

MacDonald Training Center Partnership

Moffitt has partnered with MacDonald Training Center on an employment pipeline to fulfill critically needed roles in environmental services. The mission of MacDonald Training Center is to “empower people with disabilities to live the lives they choose.” Through the partnership, we have created an onsite replica of a Moffitt patient room at the training center where trainees can build essential job skills and practice in an environment similar to what they would experience at the cancer center. MacDonald Training Center clients who complete the program are invited to explore careers



Brian Tallman, a graduate of MacDonald Training Center’s certificate program, has gained independence while working on Moffitt’s Environmental Services team.

at Moffitt and join our mission. While the program is still maturing, several success stories have stemmed from this partnership, and Moffitt is enriched due to the contributions of the MacDonald Training Center clients-turned-Moffitt team members.

Promoting Equity of Care in Partnership with USF

Moffitt has partnered with the University of South Florida Graduate Medical Education Office (GME) to educate our resident and fellow trainees on health care diversity and equity. Workshops throughout the year taught trainees how to include diversity, equity and inclusion issues in their research. Participants discussed the lack of diversity among many modern clinical trials and the downstream effects. Trainees reviewed the inherent bias, hurdles and mistrust among some groups and the barriers these represent to recruiting a diverse research cohort. Workshop sessions brainstormed ideas to improve diversity within research studies. Participants then used these techniques to influence their own research projects and study design. The residents and fellows were able to apply for research grants offered by USF Morsani College of Medicine to support their investigations. With this education and encouragement, we hope that future clinical research studies incorporate diversity, equity and inclusion issues and encourage minority participation in clinical studies.

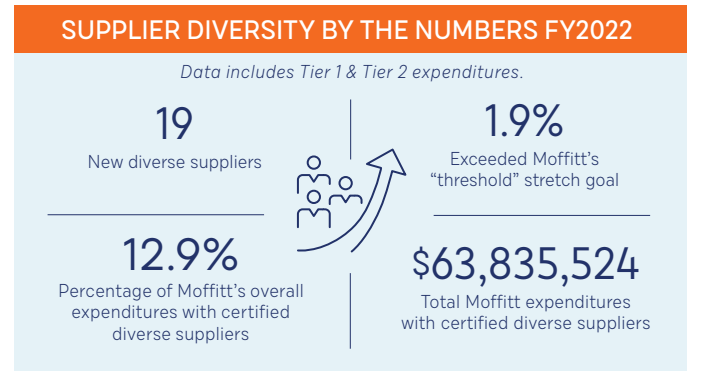
In separate sessions, the Moffitt team worked with USF faculty and program directors to highlight opportunities to recruit a diverse pool of resident applicants. The group discussed the need for diversity among trainees and methods to promote diversity among applicants to Moffitt’s and USF’s training programs. As a result, several training programs were able to integrate changes to the way residents are recruited and selected in an effort to encourage applicants from diverse backgrounds. We encouraged programs to blind the selection process in attempt to minimize bias. Both sessions targeted diversity improvement techniques within graduate medical education programs and were well received. We hope that this relationship between Moffitt and the USF GME Office will continue to be collaborative and effective at promoting education and change.

Supplier Diversity Efforts Expand AND EARN NATIONAL RECOGNITION

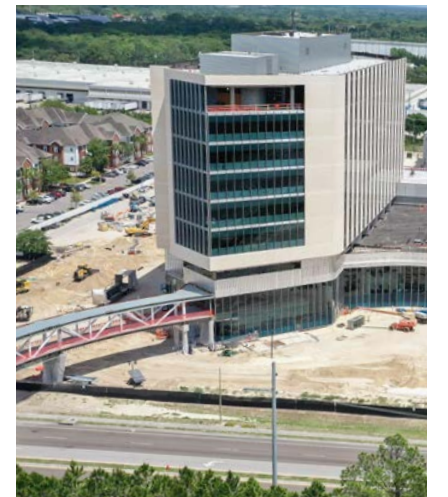
The Supplier Diversity Program represents a core part of our diversity, equity and inclusion efforts at Moffitt. The goal of the program is to ensure that diverse companies have an opportunity to do business with the cancer center. In the past year, Moffitt has earned national recognition for our supplier diversity efforts and has expanded the program to include more categories of businesses.

This fiscal year, the U.S. Department of Commerce’s Minority Business Development Agency awarded Moffitt’s Supplier Diversity Program with the Distinguished Supplier Diversity Award at the 2021 National Minority Enterprise Development Week Awards Ceremony. The award highlights organizations and individuals whose business practices have significant impact on the growth and development of minority-owned firms.

Moffitt’s Supplier Diversity Program also added **two diversity reporting categories this fiscal year:** LGBT Business Enterprises and Disability-Owned Business Enterprises. These additions expand our diverse pool of suppliers, which also includes minority-, women-, veteran- and service-disabled-veteran-owned business enterprises.



Working with diverse vendors isn’t something new for Moffitt. Supplier diversity has been a major focus as it relates to the inclusion and participation of diverse vendors working on the state-of-the-art **Moffitt McKinley Hospital project** set to open in 2023. Moffitt is committed to a supplier diversity goal of **15%** of addressable spend over the span of this project. The diversity spend is currently exceeding projections at **15.2%** and equates to approximately **\$55.8 million** in committed contracts issued to diverse vendors.



This year, Moffitt exceeded its diversity participation goal for the Moffitt McKinley Hospital project. At left, from left, vendors Jonathan Graham, Shaun Womack and Fred Hames helped achieve this goal.

DIVERSITY AND INCLUSION BY THE NUMBERS

“We strive to continue to learn and grow.”

903

team members participated in voluntary professional development on diversity, equity and inclusion

“We provide inclusive care.”

94.1%

of patients responding to the outpatient services survey gave the highest possible rating when asked if the staff treated them with dignity and respect

“We are inclusive colleagues.”

4.34/5

Moffitt rating for Diversity Module in the 2022 Team Member Survey, +.13 better than the national cancer center average

DIVERSITY, EQUITY AND INCLUSION ARE THE UTILIZATION OF OUR SIMILARITIES AND DIFFERENCES TO WORK TOGETHER AND ACHIEVE A COMMON GOAL.

Language Services

Bilingual Discharge Summaries to Improve Access to Care

Moffitt’s Language Services team is automating a process that will improve the discharge experience for Spanish-speaking patients and ensure they have access to clear care plans after they are discharged. This feature will make it possible for patients to access their discharge instructions in bilingual format from the patient portal, instead of accessing two documents: one in English and one in Spanish, as they currently do. The team’s innovation stemmed from a partnership with Moffitt’s Clinical Informatics team aimed at streamlining and automating the English-to-Spanish translation process for patients who are being discharged.

The new auto-text feature will allow translators to input codes that correlate to specific translated discharge instructions, then review the translations as they go, ultimately saving time for patients and staff. The English and Spanish discharge summaries will be automatically added into the patient portal for easy, on-demand access. As patients and caregivers leave the cancer center, they will have a hardcopy and digital version of their discharge paperwork in both English and Spanish.

Once the English-to-Spanish program fully launches, the team hopes to expand the auto-text innovation to additional languages.

LANGUAGE SERVICES DATA	
434	American Sign Language encounters
238	Discharge instructions translated
6,927	Staff interpreting encounters completed
693,510	Live, phone and video interpreting minutes
85	Informed consents
837	Translations completed, with 93% in Spanish
613	Virtual visits

Team Member Engagement Networks

Fostering an Inclusive Work Environment

With an increasingly diverse workforce, Moffitt remains committed to fostering an inclusive and supportive work environment. One great avenue for this is Team Member Engagement Networks. In the past fiscal year, new networks have been formed to amplify the voices of LatinX, veteran, Asian American and Pacific Islander team members, as well as team members with visible and invisible disabilities.

Estamos Unidos unites, empowers and supports Moffitt team members and the greater LatinX community. A new **Asian and Pacific Islander network** provides a safe, inclusive, respectful, nonjudgmental group for diverse subpopulations of team members who are Asian American and Pacific Islander-identifying and/or interested in this community. **DAWN (Disability and Ability Wellbeing Network)** raises awareness about the wide spectrum of visible and invisible disabilities, while also showcasing resources available to team members. **M-Vets (Moffitt Veterans)** promotes and strengthens camaraderie by organizing Moffitt team members who share military experience as a veteran or family member, or who have an appreciation for military service.

These newest networks joined BEAM (Black Engagement Alliance at Moffitt), which was formed in early 2021, as well

as Unity@Moffitt for LGBTQ+ team members and allies, and Generation M for young professionals. In addition, the Women in Oncology and Faculty Diversity in Oncology groups joined the Team Member Engagement Network ranks.

As the executive sponsor of the Team Member Engagement Network initiative, Executive Vice President/Chief Financial and Administrative Officer Yvette Tremonti has had a front row seat to the growth. “This past year I have had a chance to sit in on meetings with our individual TMENs and group leaders and have been continually impressed by their dedication to representation and their commitment to ensure everyone has a voice at the table,” she said. “We’re now all meeting together, and I feel like this past year has been an evolution, a maturity process we’re going through. It’s a big advantage for all of our team members.”

Lesley Harris, senior diversity inclusion specialist with Enterprise Equity, agreed. “As these new TMENs launch, we get a better understanding of the specific needs of each population. It’s critical that everyone is provided with a voice to express themselves and talk about any kind of barriers or unique needs they may have.”



DAWN (Disability and Ability Wellbeing Network) raises awareness about the wide spectrum of visible and invisible disabilities. It is one of four new Team Member Engagement Networks that launched this year at Moffitt. From left, Matt Bednar, Dr. Shelley Tworoger and Daley Drucker are part of DAWN.