

# THE FOREFRONT

## *Putting People First*

The UVA Cancer Center Quarterly DEI Newsletter

Fall 2023

Dear colleagues, happy fall!

One year ago, I joined UVA as the inaugural Associate Director for Diversity, Equity, and Inclusion for the Cancer Center. The Cancer Center is taking bold steps toward enhancing DEI among leaders, trainees, faculty, and staff. Tackling the serious and challenging task of creating a more diverse and inclusive community at the University of Virginia begins with diverse Cancer Center leadership. In my role, I set the DEI strategic vision and provide strategic leadership, coordination, and implementation of all DEI-related programs for the Cancer Center in addition to:

- Establishing and maintaining an infrastructure to promote and foster diversity, equity, and inclusion.
- Developing and enhancing strategies to promote career advancement pathways, leadership development, and mentorship opportunities.
- Enhancing and promoting policies and processes that enable and support a diverse and inclusive workplace in the Cancer Center.
- Establishing metrics and criteria for evaluating and monitoring the impact of DEI/PED activities and programming to ensure continuous improvement.

The platform and foundation on which I've started to build my work here is "United: Mindful and Mission Driven." On January 4th of this year, I reported to you on "My First 90 Days." In that report, in addition to sharing an overview of what I'd accomplished here, I also shared my personal values. My personal values continue to include integrity, impact, and intentionality. The shared values that will move this work forward in the next year are collaboration and synergy.

I've frequently spoken about accountability and the Cancer Center being a premier place to work and thrive. I've met many of you, and I continue to be thankful for your commitment to the Cancer Center, each other, the UVA community, our patients, and diversity, equity, and inclusion.

I look forward to your continued partnership and the year ahead.

All my very best,



**Marquita Taylor, PhD, MPH, MBA**

Associate Director for Diversity, Equity and Inclusion  
Assistant Professor of Public Health Sciences  
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### DEI UPDATES

#### Cancer Center Workplace Survey

This spring, the Cancer Center Workplace Climate Survey was administered. Through this survey, we can identify essential feedback that aids us in our ongoing commitment to fostering a diverse, equitable, and inclusive workplace.

This survey helped us learn more about the experiences and perceptions of our faculty, staff, and trainees concerning their sense of well-being and belonging at the Cancer Center in hopes that we've begun to move the needle. The data from the survey will be used to inform, plan, and enhance ongoing actions underway to improve diversity, equity, and inclusion and is the most wide-reaching and quantifiable instrument we have.

The Cancer Center and Cancer Center Office of Diversity, Equity, and Inclusion are taking many steps in response to the survey results. Please join us for virtual and in-person Workplace Survey discussion sessions:

- Oct. 17 – 3-3:45 p.m. Virtual
- Oct. 24 – 1-1:45 p.m. In-person at West Complex 6191
- Oct. 25 – 3-3:45 p.m. In-person at EC4 3303
- Oct. 27 – 11-11:45 a.m. Virtual

#### Our Commitment to Diversity, Equity, and Inclusion

*UVA Cancer Center is committed to promoting inclusion and equity among its internal and external communities by creating an environment that supports and enables the success of a diverse community.*



### EVENTS

#### Día de los Muertos (Day of the Dead) Celebration

Nov. 1  
12:30-2 p.m.  
West Complex  
Room 6191  
[View the event flyer](#)

#### December Service Project *Details Forthcoming*

#### Celebrating Diversity Potluck Photos

### OBSERVANCES AND AWARENESS

#### OCTOBER

- National Hispanic Heritage Month
- Global Diversity Awareness Month
- National Disability Employment Awareness Month
- Breast Cancer Awareness Month
- LGBT History Month
- Oct. 31 - Nov. 2: Día de los Muertos (Day of the Dead)
- Oct. 9: Indigenous People's Day
- Oct. 10: World Mental Health Day

#### NOVEMBER

- Native American Heritage Month
- Diabetes Awareness Month
- Pancreatic Cancer Awareness Month
- Nov. 16: International Day for Tolerance

#### DECEMBER

- Dec. 1: World AIDS Day
- Dec. 3: International Day of Persons with Disabilities
- Dec. 10: International Human Rights Day