

THE FOREFRONT

Putting People First

The UVA Cancer Center Quarterly DEI Newsletter

Winter 2024



A message from the Cancer Center Associate Director for Diversity, Equity, and Inclusion

Dear Colleagues, Happy New Year!

As we enter this new year, I am hopeful about what will come. Great work is occurring at the Cancer Center, and day by day, we are addressing and tackling some of the most significant challenges before us. A new year brings a new opportunity to "get it right." The Cancer Center Office of DEI and Cancer Center leaders acknowledge the work that remains: effective communication, inclusion, appreciation, and the continued fostering of a sense of belonging—to name a few.

One of the most essential pieces of all that we do is listening. I was fortunate enough to conduct listening tours in my first year as the inaugural Associate Director for Diversity, Equity, and Inclusion for the Cancer Center. While these tours continue formally and informally, I stand by the sentiments I've shared consistently about "the Cancer Center being a premier place to work and thrive."

You matter here, and your voice matters here. The Cancer Center DEI webpage launched at the end of 2022 and includes key information, as well as videos from me about:

- Supporting UVA Cancer Center's Mission
- UVA Cancer Center's Commitment to DEI
- Integrating DEI Across UVA Cancer Center's Work

Please engage with this page regularly as new information is added. This week, we launched the DEI Experience Reporting & Feedback Tool. You can also request a meeting with me to discuss your experiences, concerns, and feedback. UVA Cancer Center is committed to promoting inclusion and equity by creating an environment that supports and enables the success of a diverse community. We hope that your experiences at the Cancer Center reflect this commitment, and if they do not, please make us aware.

Already in progress or happening in 2024 from the Cancer Center Office of Diversity, Equity, and Inclusion:

1. Annual administration of the Workplace Climate Survey.
2. Enhanced staff and leadership training to foster a safe and inclusive workplace.
3. Enhance and promote policies and processes that enable and support a diverse and inclusive workplace in the Cancer Center.
4. Development and implementation of a Diversity, Equity, and Inclusion Experience Reporting mechanism and a Recognition, Accomplishment, Celebration, and Condolences form.
5. Enhanced DEI communications, including a Quarterly DEI Newsletter and Cancer Center DEI webpage development.
6. Quarterly DEI Listening and Reporting Tour.
7. Cancer Center DEI Annual Report development and dissemination.

The platform and foundation on which I've started to build my work here is "United: Mindful and Mission Driven." In 2023, I led the building of the Cancer Center's DEI infrastructure. In 2024, my priorities are the practices and processes to recruit and retain diverse talent, developing and enhancing strategies to promote career advancement pathways, leadership development, and mentorship opportunities.

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
University of Virginia School of Medicine

DEI UPDATES

QUARTERLY LISTENING AND REPORTING TOURS

DEI Listening and Reporting Tours are an opportunity for the Cancer Center Associate Director for Diversity, Equity, and Inclusion to share priorities, progress, opportunities, and the ongoing work of DEI at the Cancer Center and to engage in discussion and feedback.

Please save the following dates and times for the tours, which will be held in-person* and virtually:

Wednesday, Jan. 31, 4-5 p.m.

Zoom: <https://virginia.zoom.us/j/9713375657>

Location: West Complex, 6th Floor, Room 6191

Wednesday, April 24, 2-3 p.m.

Zoom: <https://virginia.zoom.us/j/9713375657>

Location: TBD

Thursday, July 25, 4-5 p.m.

Zoom: <https://virginia.zoom.us/j/9713375657>

Location: TBD

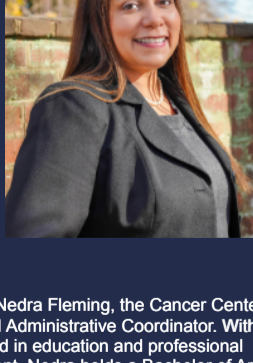
Wednesday, Nov. 6, 2-3 p.m.

Zoom: <https://virginia.zoom.us/j/9713375657>

Location: TBD

*Light snacks and refreshments will be provided.

WELCOME TO NEDRA FLEMING!



Welcome Nedra Fleming, the Cancer Center's new Senior DEI Administrative Coordinator. With a background in education and professional development, Nedra holds a Bachelor of Arts from George Mason University and a Masters from Mary Baldwin University. Her recent DEI experience includes work at the United Way of Greater Charlottesville, where she focused on community collaboration, cultural awareness, and addressing disparities. Committed to implementing DEI across programs, Nedra is dedicated to creating an inclusive environment and celebrating differences.

DEI EVENTS

Dr. Martin Luther King, Jr., UVA Health System Awards Dinner

Co-sponsored by the Cancer Center

The Rotunda

Thursday, Jan. 18

6-8:30 p.m.

[Click here for more information and to register.](#)

UVA Community MLK Celebration:

The Constant Pursuit of Justice

Jan. 15-31

[Click here to learn more.](#)

Cancer Center Diversity, Equity and Inclusion (DEI) New Employee Mentorship Task Force New Hire Breakfast

West Complex, 6th Floor, Room 6191

Thursday, Jan. 25

7:30-9:30 a.m.

[Click here to register by Jan. 17.](#)

Cancer Center Black History Month Celebration

West Complex, 6th Floor, Room 6191

Thursday, Feb. 1

12:30-2 p.m.

Cancer Center Women in Healthcare and Aspiring Leaders Lunch and Phenomenal Women Award Presentation

The Graduate Hotel

Friday, March 1

11:30 a.m.-1 p.m.

[Click here to nominate a Phenomenal Woman.](#)

[Click here to register for the event.](#)

OBSERVANCES AND AWARENESS

JANUARY

Dr. Martin Luther King, Jr. Day: (Jan. 15) A federal holiday commemorating Dr. King's birthday, it is now a day dedicated to encouraging and empowering Americans to participate in community service.

National Blood Donor Month: This month recognizes America's donors and encourages more individuals to donate blood in January and throughout the year.

Cervical Health Awareness Month: Cervical cancer is one of the few cancers that can be prevented. Encourage the women in your life to make their health a priority and be an example by getting your annual wellness exam.

National Mentoring Month: An annual campaign dedicated to raising awareness about the power and impact of mentoring.

FEBRUARY

National Freedom Day (Feb. 1): Commemorates the signing of the 13th Amendment to the U.S. Constitution. This amendment abolished slavery and represents a pivotal moment in American history, highlighting the importance of freedom and equality for all.

World Cancer Day (Feb. 4): Dedicated to understanding and recognizing the global inequities in cancer care.

Black History Month: An annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history.

American Heart Month: An opportunity to encourage all people to focus on their cardiovascular health.

MARCH

Women's History Month: Commemorating and encouraging the study, observance, and celebration of the vital role of women in American history.

International Women's Day (March 8): A global day celebrating the social, economic, cultural, and political achievements of women.

DEI WEBPAGE

The Cancer Center Diversity, Equity, and Inclusion webpage is now live; please visit us regularly for updates and important information.

Please do not reply directly to this email. If you have questions, comments or concerns, please email Dr. Taylor at ksm3rt@uvahealth.org.

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.

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