



At HOPA, we recognize the longstanding systems of racism and inequity that have shaped the experiences of our members and patients, particularly those with diverse backgrounds, beliefs, and lived experiences. Exploited labor, racism, religious persecution, sexism, trans-antagonism, heterosexism, ableism, ageism, and other oppressive violations have had a profound impact on many of our colleagues and the patients whom we serve. We acknowledge the role we have in dismantling these systems of inequity through action and commitment to the ongoing pursuit of equity and justice.

Only through commitment to DEI can we hope to achieve our vision in the areas of innovation, progress, and advancement. Thus, our commitment spans across all our committees, task forces, and working groups. Through diligent attention and focus, HOPA aims to become a model for organizational commitment to diversity, equity, and inclusion.

## DIVERSITY, EQUITY AND INCLUSION STATEMENT

HOPA commits now and in the future to creating a more diverse, inclusive, and equitable culture. We aim to align this important work with each of the HOPA Councils:

**Professional Practice** – we aim to expand the profession of oncology pharmacy to include those from diverse backgrounds, to build systems that encourage and include these pharmacists in active committee work and leadership (mentor/mentee programs, leadership and professional development aimed specifically at marginalized groups), and to pursue a goal of having our membership and our leadership better mirror the populations we serve.

**Education** – through thoughtful inclusion of educational offerings across multiple venues and platforms, and through resource provision and tools for our membership, we seek to empower our members to provide socially and culturally conscious care, to promote the role of pharmacists in addressing the impacts of social determinants of health, and to pursue more equitable care models.

**Research** – as an organization that emphasizes the value of scholarship and research, HOPA commits to the support and funding of projects aimed at pursuing more equitable cancer care models, research conducted by members from diverse backgrounds, and oncology research trials that increase representation and diversity.

**Advocacy** – HOPA intends to align its efforts in advocating for health-care policies that advance the role of pharmacists with advocacy and lobbying in support of initiatives and policies that tackle racism, discrimination, and access inequities for patients with cancer.

Working towards more equitable care and a diverse and inclusive workforce is critical to the success of our organization, our members, and the experiences and outcomes of our patients.

