

ESDO DIVERSITY POLICY

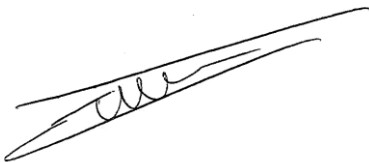
VISION

Creation of a diverse and equal community that contributes to the aims of ESDO, the European Society of Digestive Oncology, and a reversal of disparity that is harmful to professionals, patients and society

AIMS AND OBJECTIVES

1. Drive a sustainable diversity strategy that can be applied across the GI oncology workforce
 - Increase awareness of diversity issues for professionals at all levels, across academic organisations and for patient and carer groups
 - Link diversity promotion across professional groups in GI oncology
 - Enhance relationships between likeminded GI oncology organisations to share best practice
2. Increase diversity in leadership in GI oncology, reverse the demographic mismatch between leaders and workforce by pro-actively tackling under-representation and maintain a balanced leadership
 - Promote leadership opportunities across the whole community and prevent biased gatekeeping [barriers that disproportionately disadvantage women and under-represented minorities]
 - Identify support, training and mentoring resources for under-represented groups
 - Recognise and award diversity champions and successful initiatives
3. Use our influence to promote equality and inclusion, highlight and support diversity in academic and educational initiatives in GI oncology
 - Promote diverse and representative conference programmes
 - Promote diversity in educational delivery and content
 - Monitor and report diversity data to the academic community
4. Work with patient and stakeholder groups to promote equality in access to treatment and research
 - Engage with research that addresses health inequalities in under-represented minorities
 - Provide advocacy for initiatives to reduce disparity in health care
 - Communicate relevant data to the GI oncology community

European Society of Digestive Oncology



ESDO President
Professor Eric Van Cutsem



ESDO General Secretary
Professor Thomas Seufferlein

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