

Diversity, Equity, Inclusion, and Access Commitment

Diversity is a core value at The HEADstrong Foundation. We are passionate about building and sustaining an inclusive, equitable, and accessible environment for all staff, board, volunteers, donors, fund advisors, athletes, grant recipients and those in need of our services.

We believe every HEADstrong Foundation stakeholder enriches our diversity by exposing us to a broad range of ways to understand and engage with the communities, identify and address challenges, and to discover, design and facilitate maximum contributions to our Foundation and those we serve.

Diversity

Diversity is achieved by welcoming all people and embracing the ways that they are different and the same individually, group or education.

Equity

Equity is achieved by ensuring the fair and just treatment of all members of a community and according to their needs and mission of the Foundation.

Inclusion

Inclusion is achieved by ensuring that all individuals feel that they are treated fairly and respectfully, have equal access to opportunities and resources, and that they are an important part of the whole.

Access

Access is achieved by removing barriers and thereby allowing any person or group to use resources regardless of their ability status. We allow people to maximize their contribution to the Foundation and the people we serve.

We put our commitment into practice by:

HEADtable: The social implications of a cancer diagnosis are many. Isolation is often a challenge to inclusion. The HEADstrong Foundation welcomes participation by in-patients at one of our host facilities regardless of race, gender, ethnicity, religion, sexual preference, age, or socioeconomic background. The only

requirement for participation is that the patient is receiving in-patient cancer treatment at one of our host facilities.

HEAD2head: Peer-to-peer provides support and resources to cancer patients who might otherwise be excluded or marginalized because of their diagnosis. The HEADstrong Foundation welcomes participation by individuals of all socioeconomic backgrounds, race, gender, ethnicity, religion, or sexual preference. Participants in the HEAD2head program must be over the age of eighteen. HEADstrong HEROs (cancer survivors who provide peer-to-peer support) must attend training hosted by the HEADstrong Foundation.

Financial Assistance: Cancer patients often postpone or stop treatment because of the cost. By providing one-time financial assistance, we are able to remove barriers to specialized treatment. Applications for financial assistance are devoid of race, gender, ethnicity, religion, sexual preference, or age questions or data gathering. To understand the financial barriers to their care, the Foundation does collect economic and medical insurance information so that the program is delivered in an equitable manner; preference is giving to those with demonstrated financial need.

Nick's House: Safe temporary housing is often a barrier to specialized treatment. By removing this barrier, we are able to provide a pathway to access for treatment. Applications for Nick's House are devoid of race, gender, ethnicity, religion, or sexual preference questions or data gathering. The Foundation requires applicants to be receiving treatment at a Philadelphia-area cancer treatment facility and have a permanent residence outside a 50-mile radius of Swarthmore to return to after treatment. The Foundation does collect family, economic, and medical insurance information so that the applications are reviewed in an equitable manner and to ensure that appropriate accommodations can be made.

Patient Services Committee: Inclusion comes from understanding the state of being of others, in our case cancer patients and caregivers, and by inviting others to join you in your mission. Committed volunteers are invited to join the committee. Committee members must be a cancer survivor, a current/former caregiver to a cancer patient, or work in the field of oncology because, with their experiences, they bring a perspective that no textbook can provide. We welcome Patient Services Committee members regardless of their socioeconomic background, race, gender, ethnicity, religion, or sexual preference.

Internally, we have a practice of promoting from within whenever possible. This practice allows us to mentor individuals that have limited work experience and/or educational backgrounds for upward mobility.

The HEADstrong Foundation provides an annual training workshop for maintaining a respectful, inclusive workplace.