

Representation of Women and Underrepresented Groups in Clinical Trials Leadership

A Survey of NCTN, NCORP, and NCI Scientific Steering Committees



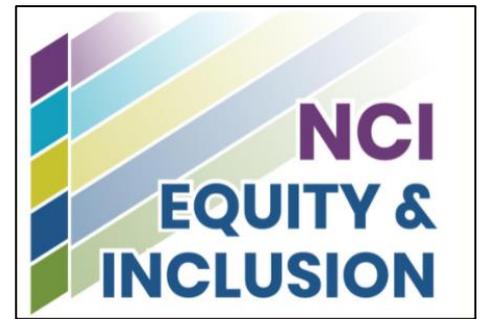
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CTAC July 19, 2023

Agenda

- Background
- Diversity Survey Findings
- Discussion

Diversity, equity, and inclusion are core values at NCI and NIH

- NIH and NCI are united in efforts to end structural racism and racial inequities in biomedical research
- [NIH UNITE initiative](#) aims to establish an equitable and civil culture within the biomedical research enterprise and reduce barriers to racial equity in the biomedical research workforce
- [NCI Equity and Inclusion Program](#) strives to increase workforce diversity, build a more inclusive and equitable NCI community, address cancer disparities, and advance health equity



Rationale for Diversity Survey

- NCI Equity Inclusion Program (EIP) Subcommittee formed to understand and make recommendations to improve the representation of women and underrepresented groups in clinical trials leadership within NCTN, NCORP, and NCI Scientific Steering Committees
- EIP Subcommittee supported development of a survey to collect demographic and professional attributes for individuals currently in these clinical trials leadership roles
- NCTN Group and NCORP Research Base chairs recommended survey be:
 - Voluntary and confidential
 - Conducted by a neutral third-party

NCI EIP Subcommittee Members – Extramural

Alliance

Suzanne George
Electra Paskett (NCORP RB)

Canadian Cancer Trials Group (CCTG)

Janet Dancey

Children's Oncology Group (COG)

Maria Velez-Yanguas
Bradley Pollock (NCORP RB)

ECOG-ACRIN

Melissa Simon
Ruth Carlos (NCORP RB)

NRG Oncology

Tashanna Myers
Chanita Hughes-Halbert (NCORP RB)

SWOG

Chuck Blanke

Imaging & Radiation Oncology Core (IROC)

Michael Knopp

University of Rochester NCORP RB

Nikeshia Gilmore
Charles Kamen

Wake Forest NCORP RB

Kathryn Weaver

GI Scientific Steering Committee

Karyn Goodman
Pamela Kunz (Task Force)

Representatives are either Group/RB Leaders or designees nominated by their respective Leadership

Selected Data on Oncology Workforce Demographic Diversity

	% Female	% Black / African-American	% Hispanic / Latino
Cancer Center Directors (TCL-AACI 2020, N = 78)	15.4%	1.2%	9.9%
Cancer Center Deputy / Associate Directors (TCL-AACI 2020, N = 606)	40.1%	5.6%	4.5%
Oncologists (excludes residents / fellows) (ASCO Key Trends, August 2020)	33.1%	3.1%	4.3%
Oncology Fellows (ASCO Key Trends, August 2020)	44.0%	3.7%	6.0%

Clinical Trials Leadership Diversity Survey

Survey Methodology

- Proposed survey data elements and process discussed with EIP Subcommittee
- IRB exempt determination received
- Survey instrument implemented on Qualtrics survey platform
 - Pilot tested and revised for technical reliability, ease of completion, and time required to complete
- Survey open from January 12 – March 17
 - Three rounds of emailed reminders to non-respondents
- De-identified response file created for analytic purposes

Survey Population by Leadership Role

- NCTN Group/NCORP Research Base leadership committees
 - Executive/Governance Committee* Chairs and Members
 - Clinical Trial/Protocol Review Committee Chairs and Members
 - Scientific Committee** Chairs
- NCI Scientific Steering Committees (SSC)
 - SSC and Task Force (TF) Chairs
 - SSC Members
- Chairs of studies approved by a SSC April 2017-September 2022

*Boards of Directors/Governors, Executive Committees, other committees that address overall Group/Research Base policy and management issues

**Disease and discipline committees

Attributes Surveyed

Demographic
Year of birth
Sex assigned at birth
Gender identity
Sexual orientation
Race
Hispanic/Latino
Disability

Professional
Occupation
Oncologist / specialization
Employer institutional type
Zip code of institution
Faculty appointment / rank / tenure track status

Response Rate

- Overall response rate 61%
- Non-response rate of 39% raises concern about the potential effect of response bias
- Survey findings may thus differ to some degree from the actual attributes of the overall survey population

Sex/Gender Identity

Sex Assigned at Birth		
	N	%
Female	491	52.1%
Male	445	47.2%
Prefer Not to Answer	7	0.7%
Total	943	100.0%

Gender Identity		
	N	%
Female	492	52.2%
Male	441	46.8%
Non-binary	1	0.1%
Transgender	1	0.1%
Other	0	0.0%
Prefer Not to Answer	8	0.8%
Total	943	100.0%

Age

Age*		
	N	%
<35	12	1.3%
35-44	179	19.0%
45-54	331	35.1%
55-64	260	27.6%
65-74	132	14.0%
≥75	23	2.4%
Missing	6	0.6%
Total	943	100.0%
Median Age	53	--

*As of December 31, 2022

Sexual Orientation

Sexual Orientation		
	N	%
Bisexual	8	0.8%
Gay/Lesbian	41	4.3%
Heterosexual	863	91.5%
Other	4	0.4%
Prefer Not to Answer	27	2.9%
Total	943	100.0%

Race

Race		
	N	%
AI/AN + NH/PI*	2	0.2%
Asian	150	15.9%
Black or African American	23	2.4%
White	680	72.1%
Other**	43	4.6%
More Than One Race***	24	2.5%
Prefer Not to Answer	21	2.2%
Total	943	100.0%

* American Indian or Alaska Native + Native Hawaiian or other Pacific Islander

** Respondents who completed the open-end “specify” field for “other” were primarily Indian Subcontinent / South Asian and Arab / Middle Eastern / North African

*** Respondents who checked more than one response option

Hispanic/Latino

Hispanic/Latino		
	N	%
Hispanic/Latino	37	3.9%
Not Hispanic/Latino	882	93.5%
Prefer Not to Answer	24	2.5%
Total	943	100.0%

Occupation

Occupation		
	N	%
Nurse/Nurse Practitioner/ Physician's Assistant	9	1.0%
Other Research Scientist	80	8.5%
Physician/Physician Scientist	707	75.0%
Statistician/Biostatistician	57	6.0%
Other*	90	9.5%
Total	943	100.0%

* Includes administrators, advocates, retired, other miscellaneous occupations, and unspecified

Professional Institution

Professional Institution		
	N	%
Academic Health Care Institution	778	82.5%
Community Health Care Institution	73	7.7%
Other Institution*	89	9.4%
Missing	3	0.3%
Total	943	100.0%

* Wide variety of research and non-research organizations

Geography: State

- Findings reflect institutional locations as survey question requested zip code of current or most recent employer
- Four states account for 33.5% of employer zip codes
 - New York, California, Pennsylvania, Texas
- Thirteen states account for 70.5% of employer zip codes
 - New York, California, Pennsylvania, Texas, Massachusetts, Illinois, North Carolina, Minnesota, Ohio, Florida, Washington, Tennessee, Michigan

Geography: Urban/Rural

RUCC*	RUCC definition	N	%
1	Counties in metro areas of 1 million population or more	635	78.1%
2	Counties in metro areas of 250,000 to 1 million population	130	16.0%
3	Counties in metro areas of fewer than 250,000 population	42**	5.2%
4-5	Not within a metro area, urban population of 20,000 or more	3	0.4%
6-9	Urban or rural population smaller than 20,000	3	0.3%

*RUCC = USDA Rural-Urban Continuum Codes

** Half of the RUCC category 3 count comes from Olmsted County, MN, home of the Mayo Clinic

Faculty Status

Current Faculty Appointment		
	N	%
Yes	809	85.8%
No	131	13.9%
Missing	3	0.3%
Total	943	100.0%

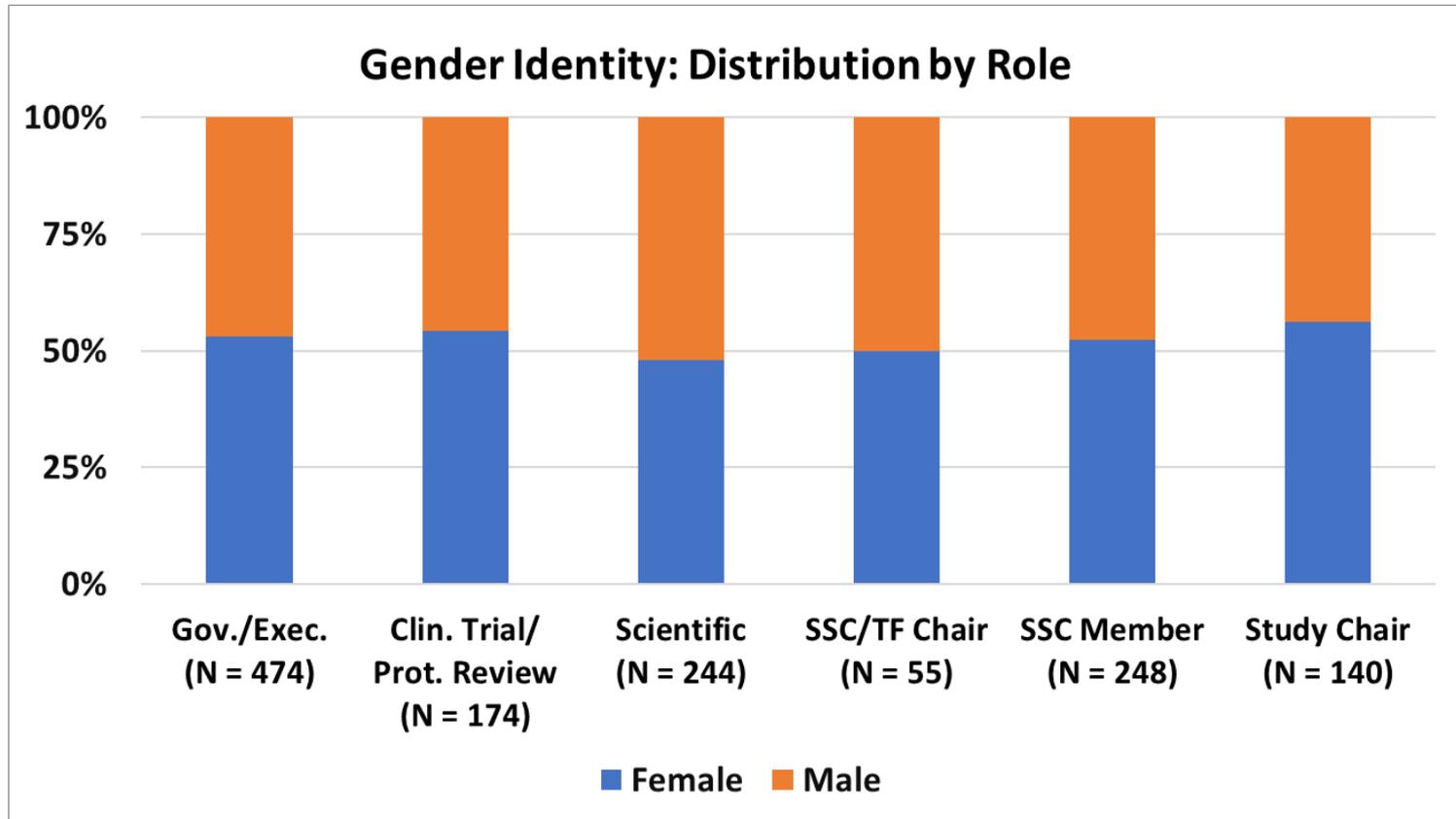
Faculty Rank by Tenure Track/Non-Tenure Track			
	Tenure Track	Non-Tenure Track	Total
Assistant Professor	3.5%	9.6%	13.1%
Associate Professor	9.3%	18.2%	27.4%
Full Professor	28.2%	27.7%	55.9%
Other	0.5%	3.1%	3.6%
Tenure Status Total	41.4%	58.6%	100.0%

Interpreting Findings Reported by Leadership Role

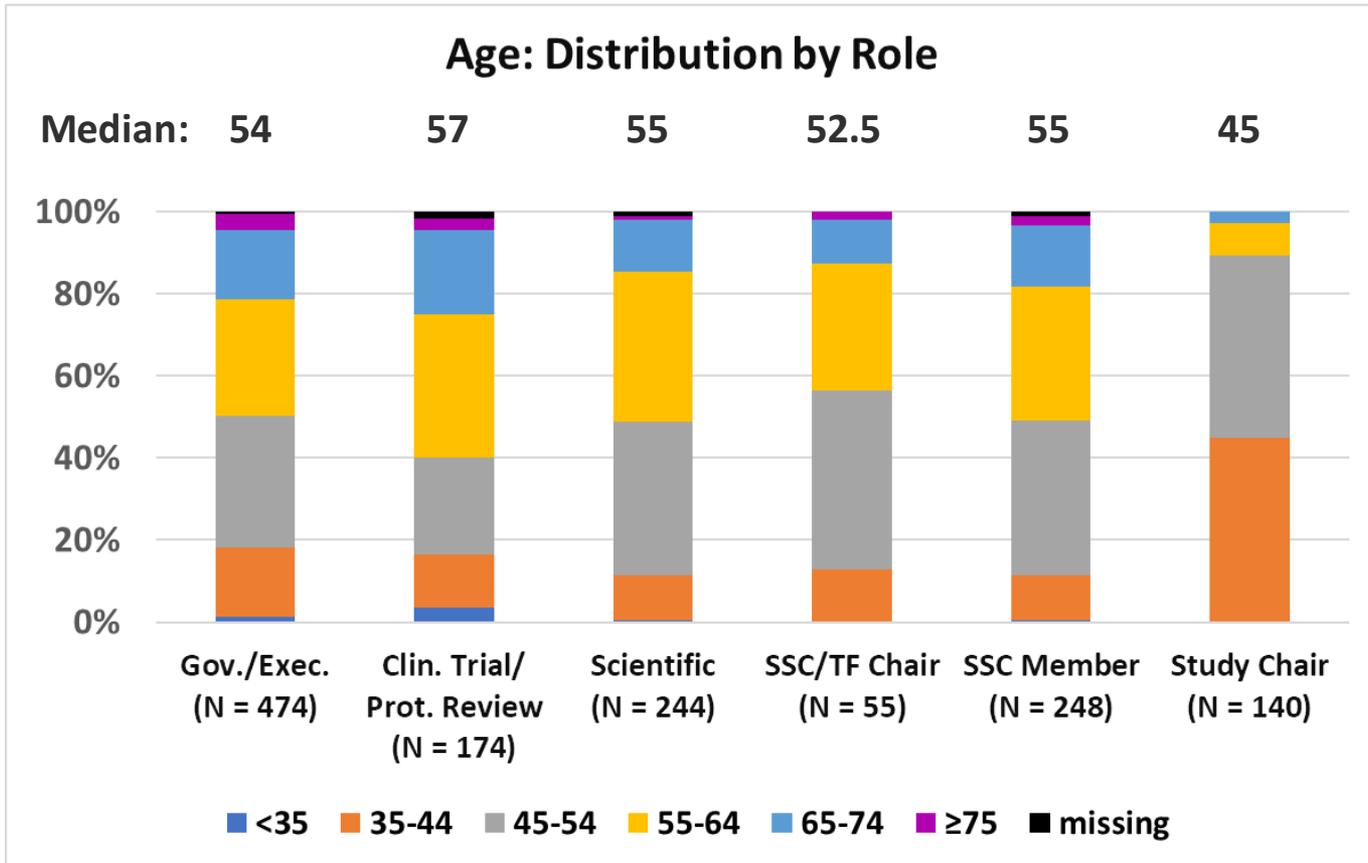
- Some members of the survey population hold more than one leadership position
- For findings reported by leadership role:
 - If these individuals hold positions in more than one leadership role, their responses are included in the data for each of these roles
 - If these individuals hold more than one position within a given leadership role, their responses are included only once within that leadership role

Number of Individuals in Survey Population with Multiple Leadership Positions										
Number of Positions	9	8	7	6	5	4	3	2	Total with Multiple Positions	% of Survey Population
Individuals with Number of Positions	1	0	4	8	24	46	130	269	482	31.2%

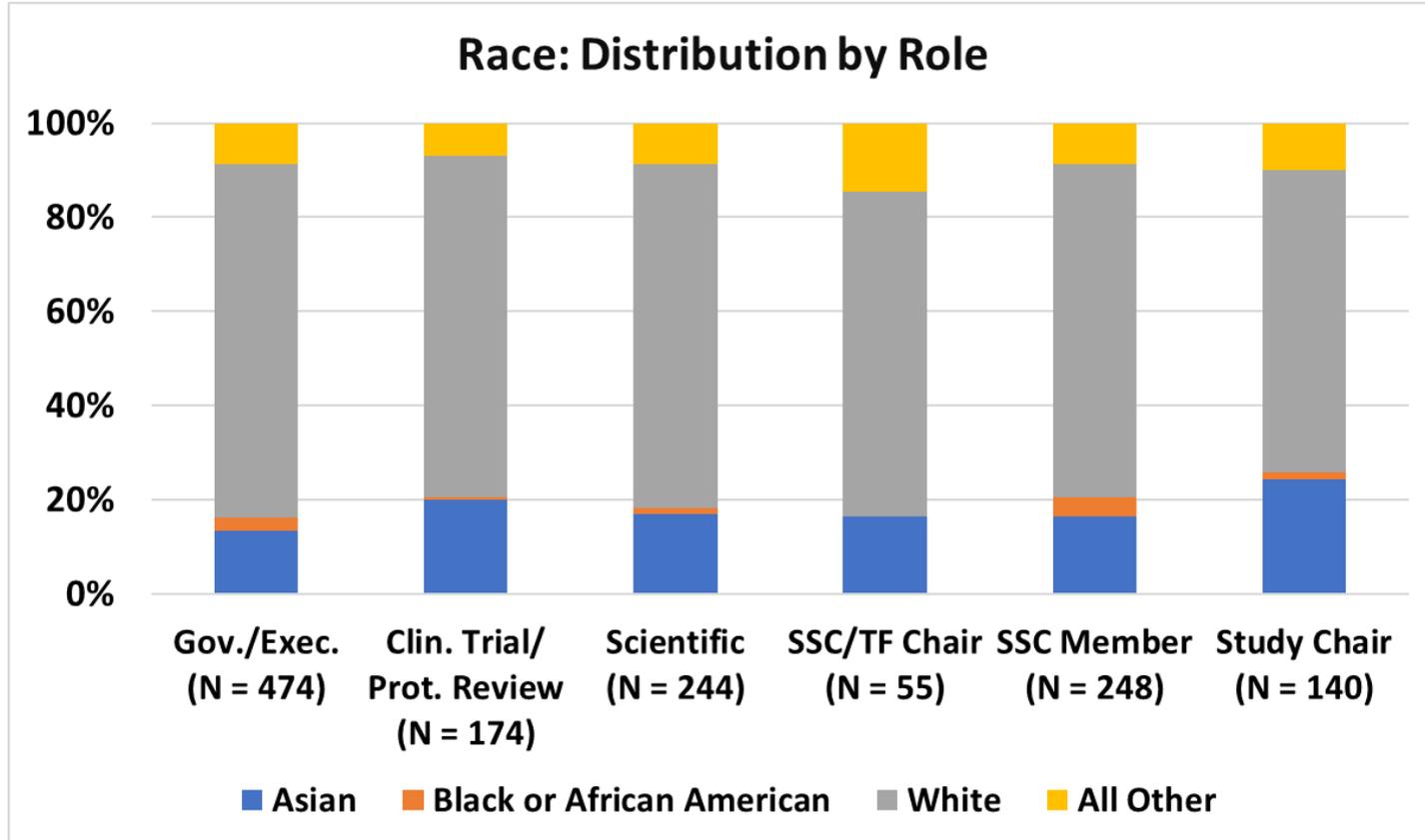
Gender Identity: Distribution by Role



Age: Distribution by Role

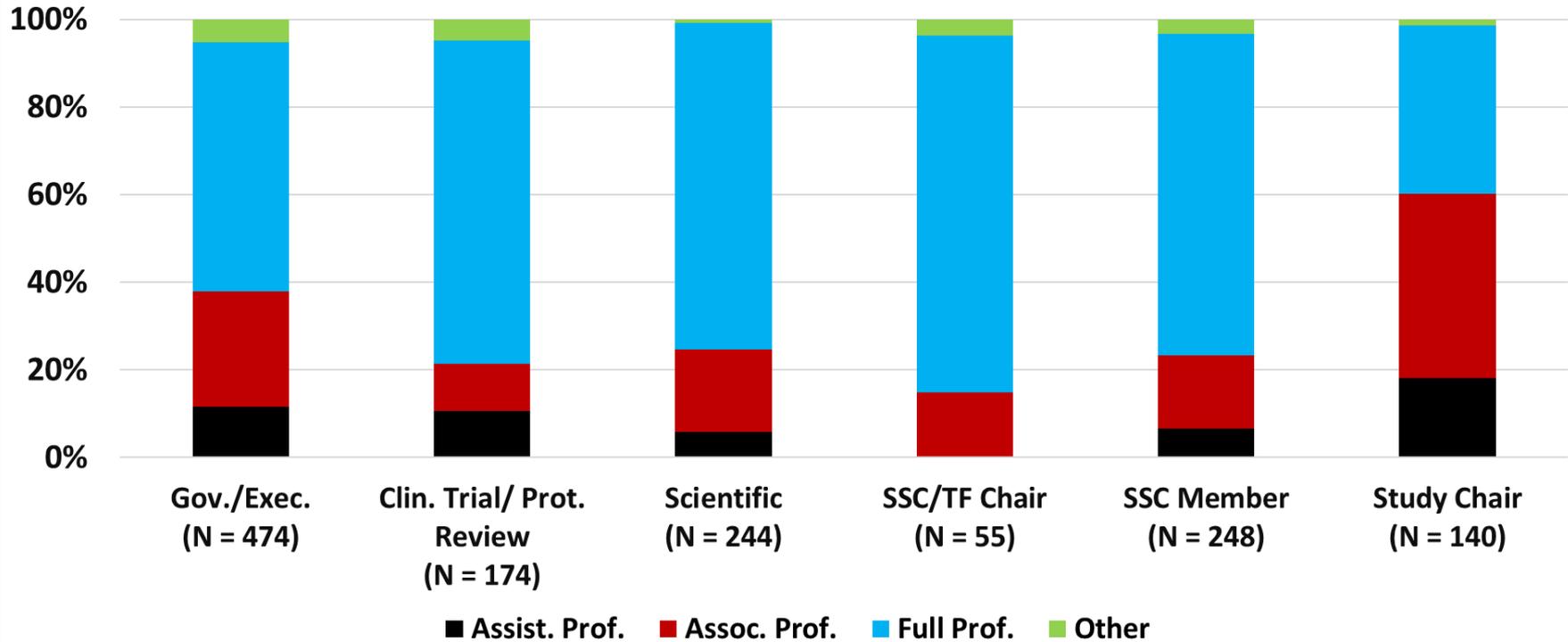


Race: Distribution by Role



Faculty Status: Distribution by Role

Faculty Status: Distribution by Role



CTAC Discussion

- Comments/observations on the survey findings
- Input on how to further discussion concerning the diversity of NCI's clinical trials leadership



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