

# Diversity, Equity, Inclusion, and Accessibility in Cancer Care: A Synopsis of Literature From 2021 Through April 2023

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Contemporary interest in the phenomenon of diversity, equity, inclusion, and accessibility (DEIA) has resulted in a plethora of literature on this topic specific to cancer. Oncology nurses need to be informed of these issues because they have numerous implications across the trajectory of cancer care. A bibliography is provided for literature published on DEIA from 2021 through April 2023.

## AT A GLANCE

- The phenomenon of DEIA has numerous negative sequelae within cancer care.
- Oncology nurses need to keep updated on the latest findings because they have implications for clinical practice, education, research, and leadership.
- Because of the proximate and enduring role of oncology nurses in the provision of cancer care to patients and families, they can recognize and relay examples of prejudicial practices.

## KEYWORDS

discrimination; inequity; diversity; inclusion; accessibility; oncology nurses

## DIGITAL OBJECT IDENTIFIER

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Current healthcare realities, such as staff shortages, increased nurse–patient ratios, high patient acuity, documentation requirements, and interpersonal team conflict, often result in emotional weariness and physical fatigue among nurses at the end of their workday (Kelly et al., 2021; Patrician et al., 2022; Rutledge et al., 2022; Sagherian et al., 2020; Zaghini et al., 2020). These consequences can limit nurses' participation in specialty-related professional activities. Staying current with the literature is essential in the fast-paced, evolving oncologic paradigm. In particular, nurses need to remain up to date on the latest findings specific to equity in cancer care.

The phenomena of disparity, inclusion, accessibility, bias, prejudice, stereotyping, discrimination, and exclusionary decision-making practices based on factors such as age, race, ethnicity, religion, gender, and socioeconomic status, among others, negatively influence outcomes at the individual, system, and society levels (U.S. Department of Health and Human Services, 2020). As the largest cohort of health professionals who have consistent interaction with patients over time, nurses have the greatest potential to intervene and ameliorate these negative sequelae (Emami & de Castro, 2022).

Within the specialty of cancer care, inequity has implications for prevention, early detection, community education, therapy, clinical trial enrollment, end-of-life care, decision-making, completion of advance directives, and psychosocial distress. These domains have relevance to nursing education, the direct care that oncology nurses provide, advocacy efforts, and research foci.

The purpose of this bibliographic synopsis is to provide the practicing oncology nurse with references published from 2021 through April 2023 on diversity, equity, inclusion, and accessibility specific to cancer care. Of note, several references from 2020 are included because of their importance within this literature base. Appendix 1 lists references of a general nature, whereas Appendix 2 identifies references by specific theme. By augmenting nurses' knowledge about diversity, equity, inclusion, and accessibility, they will be better equipped to question practice approaches and mobilize novel initiatives that counter discriminatory norms.

There is considerable cross-referencing potential; therefore, it is advised to review multiple categories to leverage the most comprehensive