

# Achieving Diversity, Equity, and Inclusion in Clinical Trials

The Association of Clinical Research Organizations (ACRO) and its members are committed to increasing diversity, equity, and inclusion in clinical trials. By focusing on the four principles and associated actions below, the CROs and technology providers of ACRO are working towards a clinical research ecosystem that is representative of the world we live in.

## Improving Health Equity Through Access to Trials

- Increase awareness and opportunities for clinical trial participation among diverse populations
- Reduce the burden of participation for diverse communities through innovative methodologies, decentralized trial support services, and digital technologies
- Work with predominantly underrepresented communities to build trust between stakeholders

## Empowering Research Partners (Patients, Sites, Health Care Professionals)

- Educate and engage patients as research partners throughout the clinical development lifecycle
- Harness data to better characterize relevant patient populations
- Support sites with training and culturally relevant materials to work with diverse communities
- Use data to identify investigators with access to clinically relevant, diverse patients

## Partnering with Stakeholders & Policymakers

- Work with policymakers and regulators around the world to promote policies that improve diversity and inclusion of underrepresented study participants
- Embed a patient-centric mindset in policy recommendations by partnering with patient and minority advocacy groups
- Collaborate with other industry groups to drive progress towards inclusive clinical trials

## Driving Workforce Diversity, Equity, & Inclusion

- Support programs that drive diversity and inclusion in the clinical research industry workforce including employee retention, recruitment, and development
- Foster relationships with minority healthcare associations and other groups to bring new generations into clinical research