



# SYSTEMIC RACISM IS AS REAL AS ANY DISEASE. OUR INDUSTRY IS NOT IMMUNE.

Diversity is essential to a robust innovation ecosystem that can create new medicines for those who need them. America's biopharmaceutical companies are pushing for necessary, positive and long-term change to better meet the needs of Black and Brown America. That means:

- Open, honest, real conversations about racial equity and what it means to have a culture of inclusion.
- Expanding opportunities to work and succeed in our industry.
- Advancing policy solutions and research to better address health disparities.
- Diversifying our business practices to better invest in Black and Brown America.
- Earning trust and addressing systemic issues that deter Black and Brown communities from participating in clinical trials, so that people who want to participate, can.

Follow our progress at [phrma.org/equity](http://phrma.org/equity)



***Our efforts are anchored to three pillars:  
Follow our progress at [PhRMA.org/equity](http://PhRMA.org/equity)***



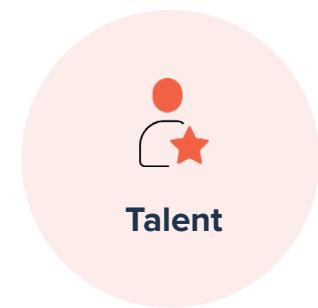
**Clinical Trial  
Diversity**

Enhance **clinical trial diversity** to better reflect intended treatment populations



**Health  
Equity**

Drive **proactive policies and research** that **improve health outcomes**



**Talent**

Evolve an **industry workforce** to reflect the **diversity of our nation**



## Clinical Trial Diversity



## Health Equity



## Talent

### Driving clinical trial diversity

- [Adopting industry-wide Clinical Trial Diversity Principles](#)
- Gathering [stakeholders](#) to address systemic barriers that deter diverse clinical trial participation
- Creating a sustainable network of clinicians, researchers, and community voices to partner in furthering diversity in clinical trials

### Building a more just and equitable health care system

- Bridging the learnings from COVID-19 on diverse trial participation, vaccine access and distribution to other therapeutic areas and medicines
- Strengthening the safety net and improving medicine adherence to facilitate patient savings and better access
- Partnering to close historic [data collection](#) gaps to help drive continuous progress
- Investing in community-based interventions to improve access to treatments and medicines through [PhRMA CAREs \(Collaborative Actions to Reach Equity\) Grants](#)

### Promoting pathways to industry

- [Convening to share best practices that](#) enhance recruitment, culture, and [community engagement](#)
- Expanding on existing programming supporting students: 70+ STEM programs reached 7.4 million students in past 5 years
- Connecting graduate students to industry through new, annual fall summit

