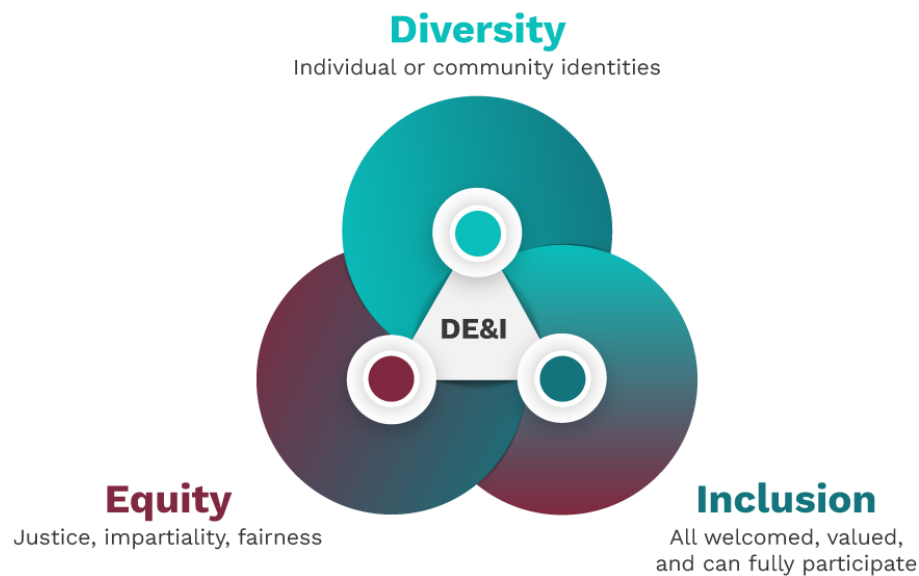


Define Diversity, Equity, & Inclusion in Digitized Clinical Trials



Diversity

noun *di-ver-si-ty*

Differences that contribute to our individual identities, or association in a specific community/group. These are typically associated with visible physical traits but are not exclusive to these. These differences include age, race, sex, gender, socioeconomic status, educational attainment, sexual orientation, ethnicity, physical and mental abilities, religion or language.

Diversity is intersectional, no single vector fully represents anyone; each person's identity is a composite of several diversity vectors.

Health and wellness are influenced by biology, environment, and lifestyle. Every individual's experience with healthcare is based on biology and lived experiences, as represented by the diversity vectors. Therefore, diversity must be factored into clinical trials in order to advance healthcare. Diverse representation in clinical trials is essential to gaining sufficient information to better determine the efficacy, safety, and effectiveness of clinical treatments, for the development of new treatments, for

wider use and applicability of treatments, and for advancing public health.

Equity

noun *equi·ty*

Recognizing that imbalances exist for different populations, across the different diversity vectors, and developing policies and practices to promote justice, impartiality, and fairness.

Not everyone is starting from the same place; deliberate efforts are needed to understand the needs of different groups and provide the appropriate resources to meet those needs. Equity in clinical trials will allow for increased representation for those conditions that are known to affect people at different rates due to diversity, and overall increased access to all clinical trials to fill the current gaps in knowledge.

Equity plays a role in clinical trials because of health disparities and the disproportionate disease incidences across diverse groups. Some groups are affected by greater rates of incidence which can result in higher mortality rates, for example black women have a three-fold higher incidence rate of triple negative breast cancer and die at higher rates than white women. At the same time, black women have less access to early diagnosis or participation in clinical trials.

Inclusion

noun *in·clu·sion*

The outcome of recognizing diversity and equity is ensuring that all are welcomed, valued, and have complete access to all resources and opportunities to fully participate in every step of the clinical trial lifecycle.

This includes: financial compensation, additional educational materials, and cultural appropriateness. Inclusion accounts for other parameters in addition to those listed under diversity; additional factors contribute to underrepresentation in clinical trials such as geographic location, or diagnoses (or health condition).





References & Resources

1. [Diversity & Inclusion in Clinical Trials](#). To account for the diverse lived experiences and exposures of various populations, clinical trials must be appropriately inclusive of racial and ethnic minority groups, as well as other populations experiencing health disparities. This includes sexual and gender minority or socioeconomically disadvantaged populations.
2. [Integrating Diversity, Equity, & Inclusion Throughout Clinical Trials](#). “Representation Matters” and “Diversity, Equity, and Inclusion (DEI)” are commonly used phrases across healthcare today, but exactly how industry stakeholders should respond to increased calls for diversity and equity is still unclear to many industry leaders.
3. [Health Equality, Equity, and Justice: Know the Difference and Why They Matter](#). Barriers to access and education create inequity in health outcomes. Removing those barriers is an essential step in achieving equity.