

Accountability – Potential Key Performance Indicators (KPIs)

Output indicators

- Public-facing statement of commitment available on website
- Proportion of senior-level positions/roles with diversity focus
- Performance metrics available internally for diversity goals
- Proportion of employees participated in implicit bias training

Outcome indicators

- Organizational diversity goals measured using predetermined performance metrics
- Increased organizational effort towards diverse inclusion, as measured by company-wide survey self-report
- Diversity language in contracts with CROs informs diversity-related study implementation measures
- Proportion of clinical trial populations achieving epidemiologically representative demographics increased