

## Diversity & Inclusion Organizational Strategy

A model checklist for any clinical research stakeholder\*

### Priority-setting, governance and monitoring strategies

- Establish organization-wide Diversity & Inclusion policy
- Assemble a multi-stakeholder council for Diversity & Inclusion priority-setting, strategy and governance
- Create performance indicators to measure each Diversity & Inclusion initiative implemented
- Identify demographic diversity profile for the intended population of each therapeutic area. Strategic initiatives should focus on key subpopulations identified
- Ensure Diversity & Inclusion is prioritized in every work stream. If the organization is for-profit, ensure that Diversity & Inclusion is integrated into commercial activities

### Internal workforce development strategies

- Create and publicly endorse a set of workforce Diversity & Inclusion principles to guide workforce development activities
- Create employee resource groups, focused on the diverse demographic identities held by employees (i.e., groups connecting and empowering LGBTQ+ employees, Black employees, older employees, etc.)

### External community development strategies

- Engage in political advocacy around contemporary, relevant Diversity & Inclusion issues
- Create community initiatives addressing demographic disparities in Science, Technology, Engineering and Mathematics (STEM) education

\*Adapted from Biogen's Diversity and Inclusion strategy, available at: [https://www.biogen.com/en\\_us/diversity-inclusion.html](https://www.biogen.com/en_us/diversity-inclusion.html)