EXECUTIVE SUMMARY Discussions on Diversity

Inclusive health is a keystone to a just, equitable society. Diverse study populations enhance how we understand the safety and efficacy, effectiveness and value of new medications.

This summary highlights the key takeaways from an extensive series of global surveys, focus group sessions, interviews and Patient Advisory Council meetings incorporating insights from patients, members of the public and physicians who engaged in candid discussions on the topic of racial and ethnic diversity in clinical trials.



Building Trust

Building trust is critical to engagement in clinical research. Many patients expressed mistrust and skepticism around clinical trial participation, often attributing this to negative historic events in research and experiences with physicians who may not understand the needs of certain racial and ethnic groups.

To successfully engage with patients and their families, it is therefore important to establish trustworthy relationships with doctors, community advocates and leaders from underrepresented communities.

COVID-19

Physicians predominantly expressed a low expectation for COVID-19 vaccine trial participation from diverse communities, citing a lack of trust in the pharmaceutical industry and prevailing negative perceptions around infectious disease. Physicians also expected low uptake of the vaccines themselves, especially among the Black and African American communities, based on previous experience with flu vaccination programs.





Research participants shared that there is a degree of stigma around illness in some

Disease Perceptions



communities, which is viewed as a contributing reason for lower levels of research participation. Being aware and sensitive to disease perceptions and employing different clinical trial models (e.g. decentralized) that can make participation easier could improve research access while maintaining privacy.

Practical Barriers



Providing clinical trial information to participants in their primary language in clear, nontechnical terms could have a big impact on research access. Financial and other practical barriers, such as childcare and transportation, can pose challenges to trial participation regardless of race and ethnicity. Still, such barriers were highlighted by a greater proportion of Black, Latinx, Asian and Indigenous research participants than white respondents.

Consistent reimbursement for time and travel and

centering research around patient convenience could greatly improve research access.

Building Relationships Between Patients and Site Staff Receiving treatment from site staff of the same race, ethnicity or cultural background

understanding and accommodating differences in cultural norms, starting with implementing cultural competency training, may help patients, caregivers and families feel comfortable, build trust and ensure that they are making the treatment decisions that are right for them.

may not have considered joining a clinical trial.

was highlighted as important by many research participants. Where this is not possible,





The needs and preferences of patients, caregivers and communities are important to consider in addressing potential barriers to participation. The disease in question and

Decentralized Clinical Trials (DCTs)



the daily challenges it brings have a huge impact on how home- or community-based strategies are deployed. Maintaining privacy and provisioning cell phones with an accompanying data plan for those who need it can make participation easier, reaching patients who previously

Addressing institutional and structural racism Some of the physicians involved in these discussions with Parexel expressed their experiences of patients and

Site-specific Considerations

physicians of color often not receiving the same opportunities for research involvement as their white counterparts.

Societal and institutional changes are required to level the playing field.

Absence of representation within the pharmaceutical industry has also led to a lack of trust among some physicians, who may subsequently be less likely to become trial investigators. Therefore, the issue needs to be

Increasing research involvement

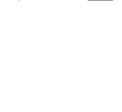
Support and funding, including assistance from the pharmaceutical industry, could greatly help with this undertaking. Involving new sites outside of major teaching hospitals will also be important in reaching physicians who are working in community hospitals, providing research access to some patients

carefully addressed as a step toward achieving equity in clinical research access.

Knowing how to become involved in research can be a key challenge for physicians who don't work in research or academic hospitals. Physicians involved in discussions with Parexel recommended long-term mentorship, adequate financial compensation, guidance and training be provided early in a

career path by those with experience to address this barrier.

who may otherwise not have the opportunity.



Diversifying site selection A focus on diversity within the site-selection process can play a key role in ensuring representation within clinical research. If completed in a sensitive manner, and in countries where it is permissible, proactively collecting

information on the race and ethnicity of site staff and patients will provide data

to take an evidence-based approach to continuous improvement.





Conclusion Building strong and trusted relationships among the pharmaceutical industry and patients, physicians and broader communities that are historically underrepresented in clinical research is the foundation upon which meaningful change can be achieved.

> This will require long-term openness, transparency, support and the common goal of improving the health of everyone. Though this takes time, there are many other immediate steps that can be taken to improve research access and experiences.

For more information about Parexel and our Discussions on Diversity efforts please contact PatientInnovationCen@parexel.com.

Parexel is committed to continuing these Discussions on Diversity. For the latest updates, please visit parexel.com/diversity-inclusion.