



## ADVANCED CLINICAL'S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

### Why is Diversity, Equity and Inclusion Important to Clinical Research?

In the most recent annual Drug Trial Snapshot Report<sup>1</sup> from the US Food and Drug Administration, African Americans represented just nine percent of trial populations, Hispanics/Latinx 18%, while Caucasians represented 72% of these populations. This lack of diversity in research makes it difficult to conduct a robust analysis of drug safety and efficacy. That puts Sponsors at risk of making assumptions about drug effects based on the majority with not enough analysis across diverse populations. This problem requires attention, innovation and collaboration across the life sciences industry.

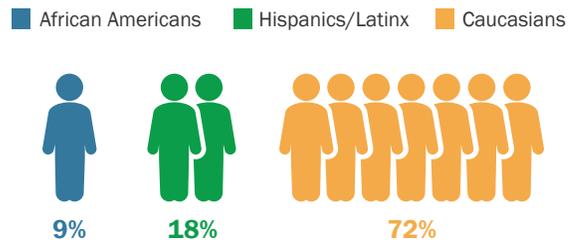


• Diversity, Equity & Inclusion •

#### MISSION

Supporting a strong and growing organization by inspiring the DE&I conversation, driving change in the organization and creating an environment where people from diverse backgrounds feel safe and embraced.

Figure 1



### How is Advanced Clinical Driving Change?

At Advanced Clinical, our commitment to diversity, health equity and inclusion (DE&I) is crucial to fulfilling our mission of creating a better clinical experience for all those who are touched by clinical research—both internally as well as externally through our partners and stakeholders.

A diverse staff allows us to effectively draw on different perspectives, which strengthens Advanced Clinical's legitimacy and relevancy in delivering services to our clients. We seek talented, creative individuals from a variety of backgrounds and cultures to work with us, and we help our clients develop recruitment practices to increase diversity in their organizations.

It is our priority that our workplace is inclusive, welcoming of diverse ideas, and appreciative of valuable experience. Our DE&I programs provide our employees with the resources and support to progress in the workplace.



***“As the President and CEO of Advanced Clinical and Vice-Chair of the Healthcare Businesswomen’s Association, I acknowledge that key to our organization’s success is an inclusive workplace where individual differences are championed and celebrated. Our company is full of difference-makers, and we hold ourselves accountable for making a difference every day, inside and outside of our company, by valuing and respecting what makes each other unique.”***

***– Julie Ross, President and CEO of Advanced Clinical***



### How Are We Driving Change Internally?

Advanced Clinical is proud of our internal efforts and achievements to move our DE&I culture forward including:

**"Be the Difference" Committees** were created to address needs and take action in the areas of DE&I, well-being and corporate responsibility. We want our employees to feel included in our workplace and to get involved in subcommittees dedicated to facilitating awareness, training and employee empowerment inside and outside our organization. Our "Be the Difference" committees include:

-  • **Global Women's Resource Group**
-  • **BRIDGE – Building Relationships in Diverse Environment**
-  • **PRISM – Professionals Respecting Individuality and Sexual Minorities**
-  • **Public Relations**
-  • **Internal Training**

**Quarterly All-Staff Culture Conversations** to promote DE&I discussions and provide a safe space for everyone to share their experiences. Topics of conversation have included: Pride Month, Juneteenth, microaggressions, neurodiversity, social justice and more.

**DE&I Learning Journey** in our Learning Management System consists of videos, webinars, articles and movies that bring awareness and the opportunity for all employees to learn more about diversity. This includes our "Advanced Talks," which are five-minute lessons on microaggressions and mental health.

**Unconscious Bias & Conscious Inclusion Training** is required of all employees regardless of their position. These trainings teach everyone how to acknowledge their biases and create a more inclusive workplace environment.

**Cultural and Religious Observances** are highlighted monthly on our internal Workplace and external corporate social media pages.

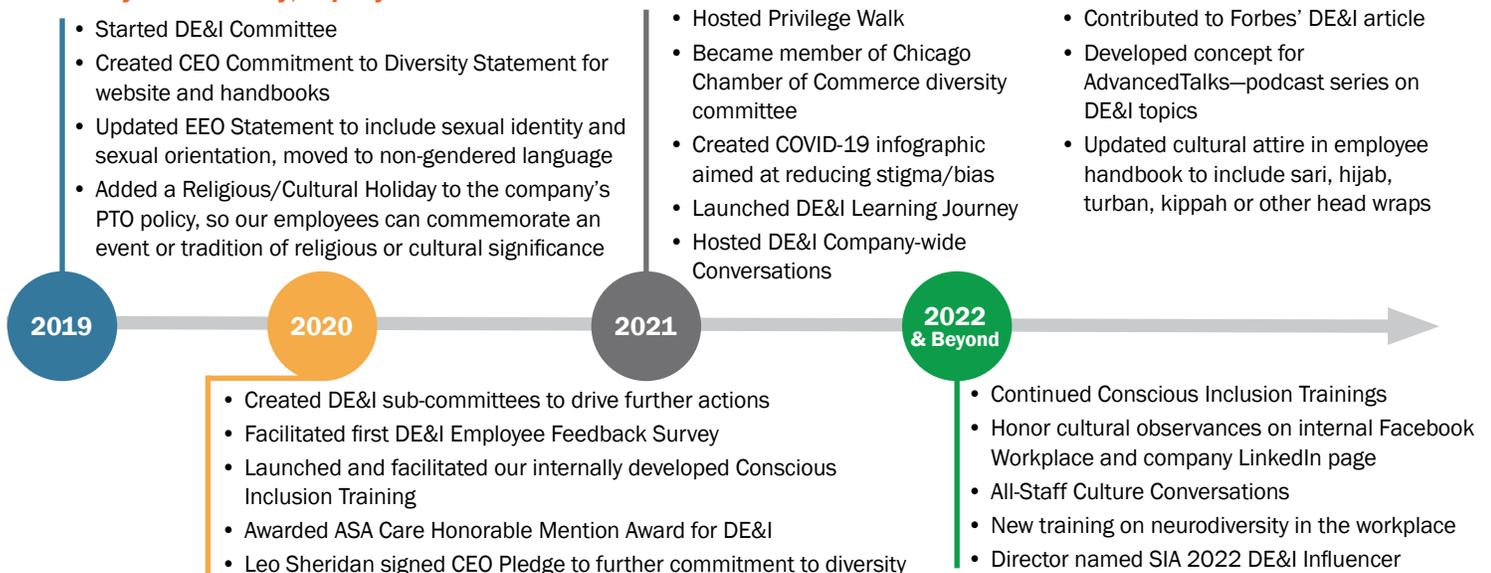
**Paid Cultural/Religious PTO** is given to employees to allow them to choose when to observe holidays that are meaningful to them.

#### Awards and Memberships:

- Our DE&I Committee received the **ASA Care Award** Honorable Mention in 2019, which recognizes outstanding social responsibility initiatives among ASA member companies on a biennial basis, and our Director of Diversity and Social Impact, Victoria Hill, was named an **SIA DE&I Influencer** in 2022.
- As a **Chicagoland Chamber of Commerce** member, we sit on subcommittees to assist in developing programs to further DE&I throughout the member organizations of the Chamber.



### History of Diversity, Equity and Inclusion Efforts





***“Whether it be effecting change internally or externally, Advanced Clinical ensures all voices are seen and heard by providing everyone the chance to share their distinct perspectives and ideas. Our goal is to create an inclusive culture where everyone has the opportunity to learn about different ideas, identities and backgrounds so that everyone feels valued and understood.”***

**– Victoria Hill, Director of Diversity and Social Impact**

### How Are We Driving Change Externally?

When we work with Sponsors, patients and sites, our team knows DE&I is of the utmost priority. Having diverse patient populations is crucial to having a successful clinical trial that accurately reflects all people with unmet medical needs. Our team guides Sponsors through their clinical trial and decentralized clinical trial (DCTs) experiences with solutions that are customized to their requirements and in a way that is both site- and patient-centric to increase their trials' probability of success. Using innovative digital tools for our clinical trials and DCT solutions, we understand the benefits DCTs can bring for increasing access to more diverse patient pools, clinical study teams, patients and investigative sites.

Just recently, we sponsored an Improving Health Equity Through Diversified Trials<sup>2</sup> event in which we were joined by a panel of experts to discuss the key barriers to diversity in clinical research and how we can overcome these barriers to create more inclusive clinical trials.

Additionally, as part of our CRO Solutions offering, we provide these services (to the right) to Sponsors, sites and patients:



#### PATIENT-CENTRIC STRATEGIES

Proactive plans to address all patient needs—the guiding force for all aspects of your trial

#### PATIENT SUPPORT SERVICES

Adapted technology, travel concierge—and more—to help patients and their loved ones

#### HYBRID AND DECENTRALISED TRIAL SOLUTIONS

Reduce patient burden and promote patient-centricity

#### DIVERSE PATIENT POPULATIONS

Provide patient engagement and enrollment to diversify patient group for a trial

#### Sources:

<sup>1</sup> <https://www.fda.gov/media/135337/download>

<sup>2</sup> <https://register.gotowebinar.com/register/8521389252549073419?source=PVb>

### CONTACT US

Whether we are working on our DE&I efforts internally or externally, we are fully invested in creating a better clinical experience for those we serve. Contact us to start a conversation about how we can make this vision possible—together. Visit our website to learn more about our Diversity, Equity and Inclusion efforts: [www.advancedclinical.com](http://www.advancedclinical.com).

#### ABOUT ADVANCED CLINICAL

Advanced Clinical is a clinical development and strategic resourcing organization committed to providing a better clinical experience across the drug development journey. Our goal is to improve the lives of all those touched by clinical research—approaching each opportunity with foresight, character, resilience and innovation. Based on decades of experience, we help our clients achieve better outcomes by conducting candid conversations and anticipating potential issues through our customized solutions.

Visit our website to learn more: [www.advancedclinical.com](http://www.advancedclinical.com)