

**SYSTEMIC
RACISM IS AS
REAL AS ANY
DISEASE.
OUR INDUSTRY IS
NOT IMMUNE.**

Diversity is essential to a robust innovation ecosystem that can create new medicines for those who need them. America's biopharmaceutical companies are pushing for necessary, positive and long-term change to better meet the needs of Black and Brown America. That means:

- Open, honest, real conversations about racial equity and what it means to have a culture of inclusion.
- Expanding opportunities to work and succeed in our industry.
- Advancing policy solutions and research to better address health disparities.
- Diversifying our business practices to better invest in Black and Brown America.
- Earning trust and addressing systemic issues that deter Black and Brown communities from participating in clinical trials, so that people who want to participate, can.

Follow our progress at phrma.org/equity

