



# Equity, Diversity and Inclusion in Cochrane

An organisational perspective

Trusted evidence.  
Informed decisions.  
Better health.



Cochrane launches  
new focus on diversity  
and inclusion

October 15, 2021





# Why explore diversity and inclusion

Our vision is a world of better health **for all people** where decisions about health and care are informed by high-quality evidence.

Being a global and diverse organization is essential to achieving this vision.





# What we mean by Diversity and Inclusion

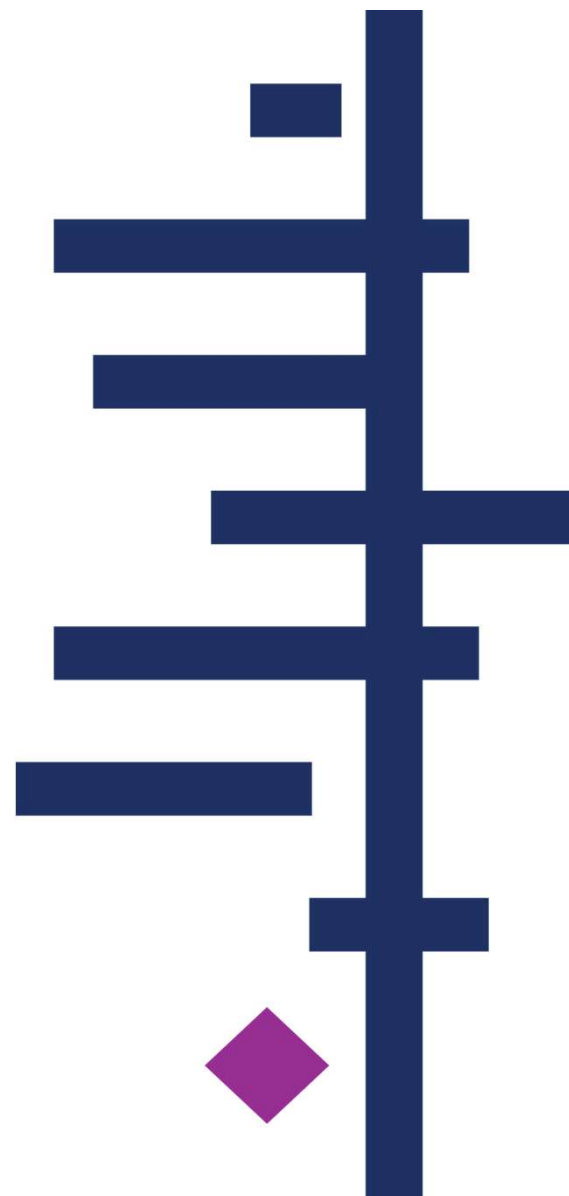
**Empowering anyone to be a part of Cochrane regardless of gender, age, disability, race, religion, sexual orientation, socioeconomic status, language, place of residence or origin.**

*As part of our diversity and inclusion strategy we will establish a pragmatic definition building on best practice and what we have learnt during the listening process, with the understanding that this is an evolving concept and may require further adaptations in the future.*



# Listening and Learning

## Not Assuming



# Who were the 1,312 people we heard from?

Figure 1: Main Cochrane roles of people who took part in interviews, discussion groups and survey

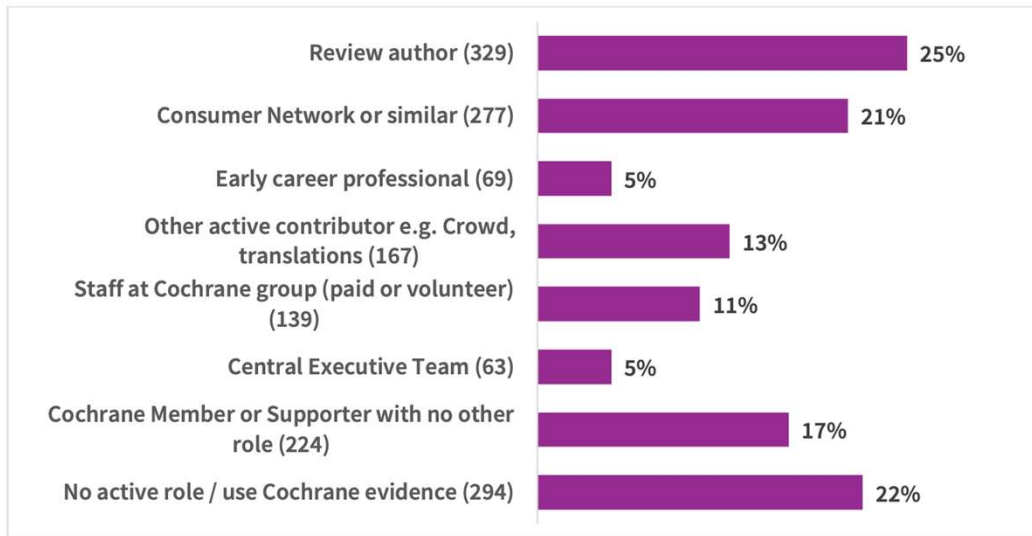
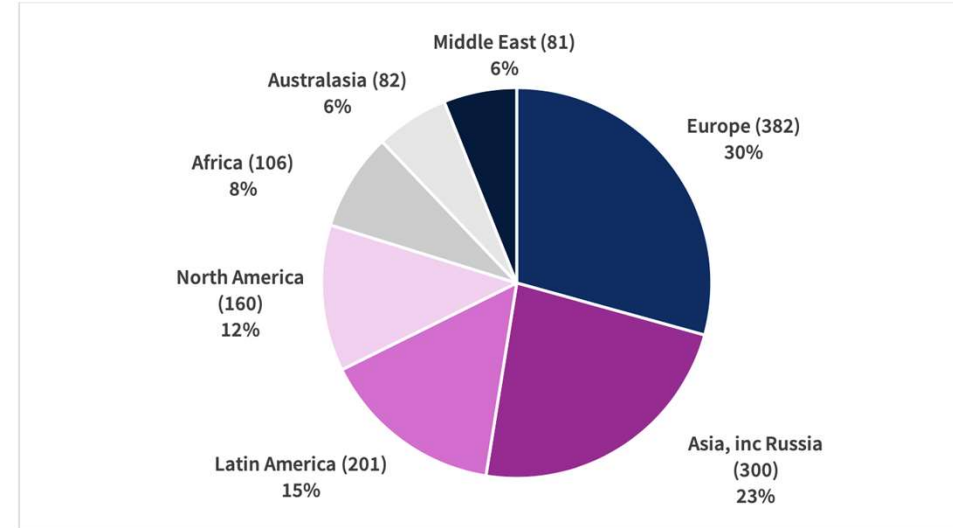


Figure 2: Geographic location of people who took part in interviews, discussion groups and survey



Note: 1312 people took part in total. Proportions add to more than 100% as people could have more than one role, such as being a review author and staff at a Cochrane Group. Actual numbers are in parentheses. People who took part in both the survey and a discussion group are not counted twice.

# Highlights of what we have heard

- Diversity and inclusion is essential to Cochrane's mission
- 6 out of 10 (*from all different countries, ages, genders and language groups*) said they did not feel as included in Cochrane as they wanted.
- Those who were not currently involved described difficulties in getting started in Cochrane.
- Many people described Cochrane as too centred around English speaking contributors.
- Our leadership, governance and central teams should more closely represent the global and diverse organization we aspire to be.



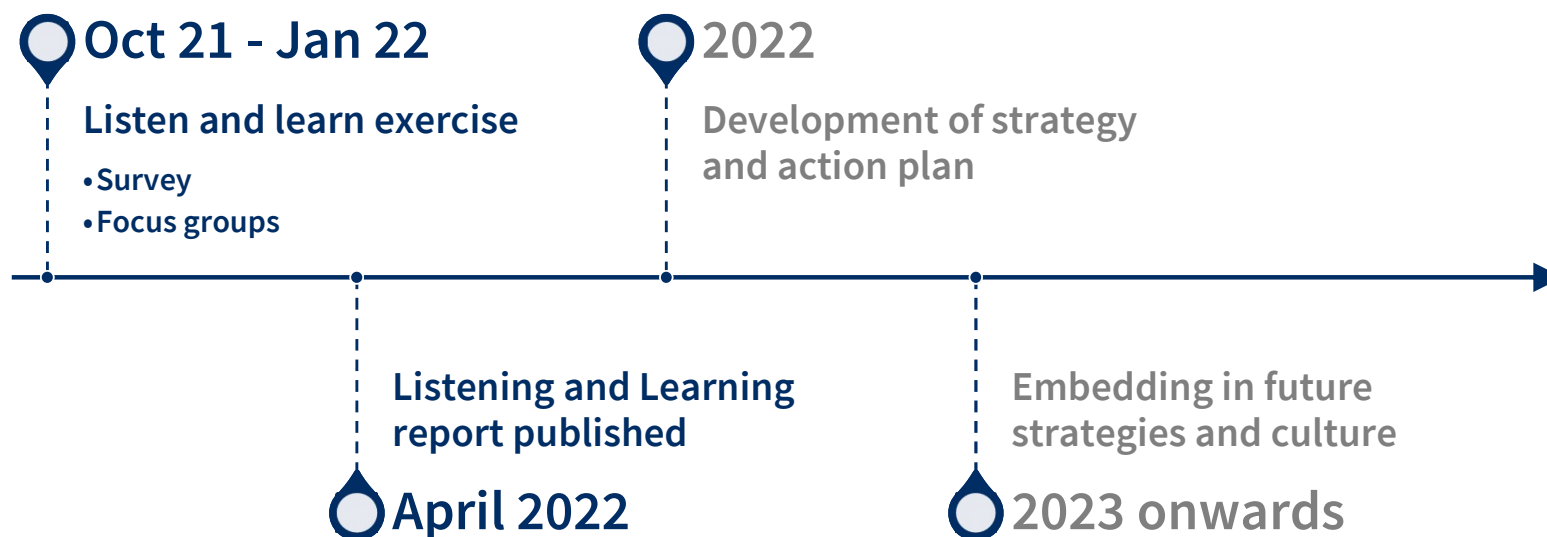
# What people recommended

- Recognising that diversity and inclusion is **essential** for Cochrane to achieve its mission
- Acknowledging that Cochrane is not as diverse and inclusive as it could be and has work to do to address systemic institutional biases in Cochrane's systems, processes and attitudes
- Targeting and supporting people from low and middle income countries and people who speak a variety of languages to be decision-makers, authors and volunteers



# What happens next really matters

People have provided very personal reflections on this issue and will rightly expect some things to change in response.

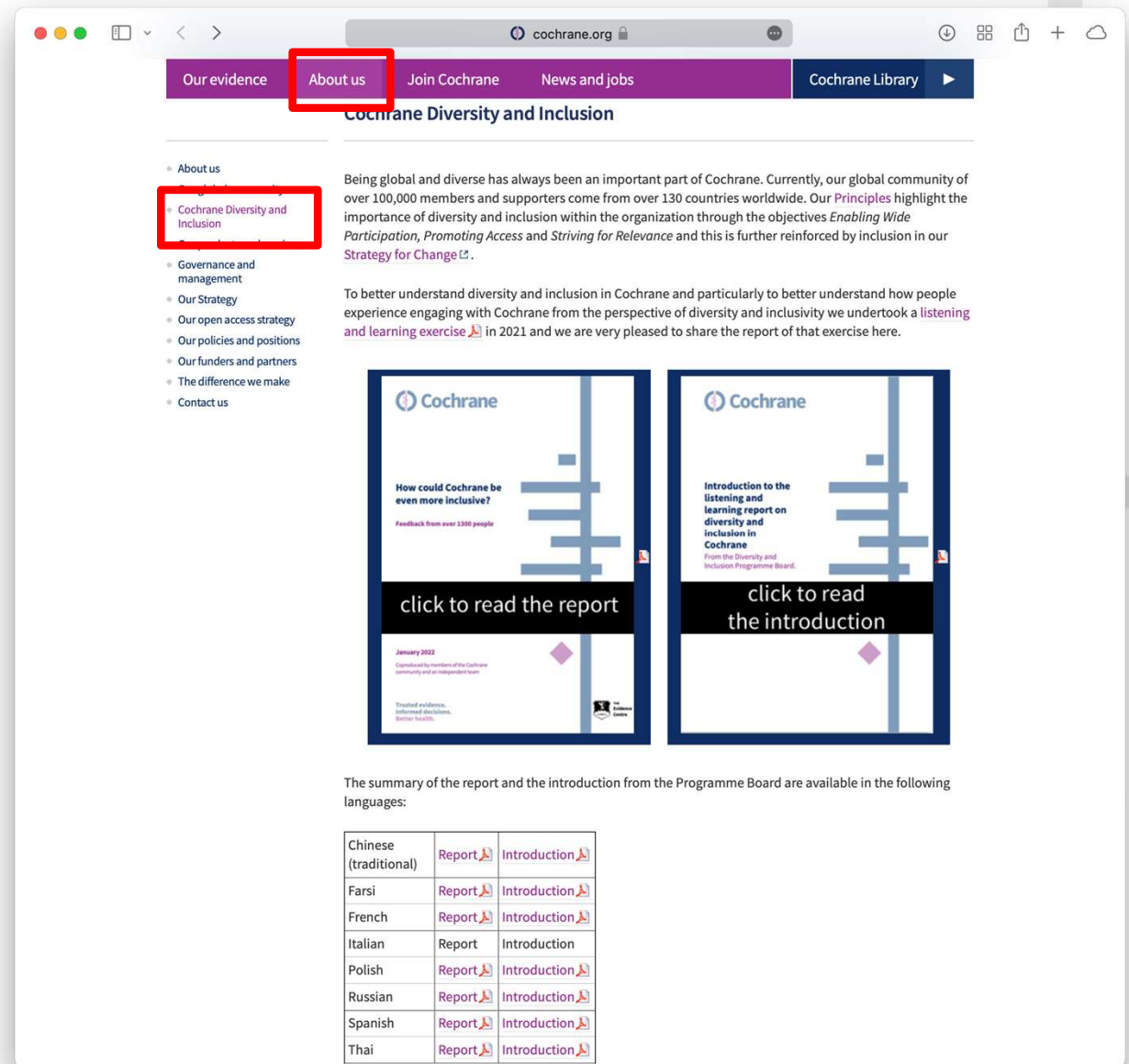




# The report

Please read the full report that is available now on the Cochrane website

<https://www.cochrane.org/about-us/cochrane-diversity-and-inclusion>




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## Cochrane Diversity and Inclusion

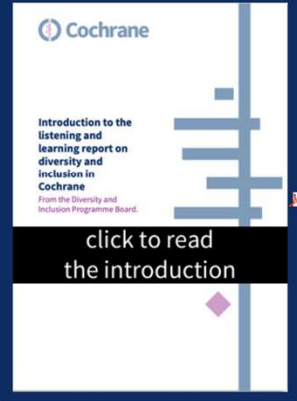
- About us
- Cochrane Diversity and Inclusion**
- Governance and management
- Our Strategy
- Our open access strategy
- Our policies and positions
- Our funders and partners
- The difference we make
- Contact us

Being global and diverse has always been an important part of Cochrane. Currently, our global community of over 100,000 members and supporters come from over 130 countries worldwide. Our [Principles](#) highlight the importance of diversity and inclusion within the organization through the objectives *Enabling Wide Participation, Promoting Access* and *Striving for Relevance* and this is further reinforced by inclusion in our [Strategy for Change](#) [↗](#).

To better understand diversity and inclusion in Cochrane and particularly to better understand how people experience engaging with Cochrane from the perspective of diversity and inclusivity we undertook a [listening and learning exercise](#) [↗](#) in 2021 and we are very pleased to share the report of that exercise here.



click to read the report



click to read the introduction

The summary of the report and the introduction from the Programme Board are available in the following languages:

Chinese (traditional)	<a href="#">Report</a> <a href="#">↗</a>	<a href="#">Introduction</a> <a href="#">↗</a>
Farsi	<a href="#">Report</a> <a href="#">↗</a>	<a href="#">Introduction</a> <a href="#">↗</a>
French	<a href="#">Report</a> <a href="#">↗</a>	<a href="#">Introduction</a> <a href="#">↗</a>
Italian	<a href="#">Report</a>	<a href="#">Introduction</a>
Polish	<a href="#">Report</a> <a href="#">↗</a>	<a href="#">Introduction</a> <a href="#">↗</a>
Russian	<a href="#">Report</a> <a href="#">↗</a>	<a href="#">Introduction</a> <a href="#">↗</a>
Spanish	<a href="#">Report</a> <a href="#">↗</a>	<a href="#">Introduction</a> <a href="#">↗</a>
Thai	<a href="#">Report</a> <a href="#">↗</a>	<a href="#">Introduction</a> <a href="#">↗</a>

Questions?

