Equity, Diversity and Inclusion in Cochrane
An organisational perspective
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

<table>
<thead>
<tr>
<th>Role</th>
<th>Participants (n)</th>
<th>Proportion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review author</td>
<td>329</td>
<td>25%</td>
</tr>
<tr>
<td>Consumer Network or similar</td>
<td>277</td>
<td>21%</td>
</tr>
<tr>
<td>Early career professional</td>
<td>69</td>
<td>5%</td>
</tr>
<tr>
<td>Other active contributor e.g. Crowd, translations</td>
<td>167</td>
<td>13%</td>
</tr>
<tr>
<td>Staff at Cochrane group (paid or volunteer)</td>
<td>139</td>
<td>11%</td>
</tr>
<tr>
<td>Central Executive Team</td>
<td>63</td>
<td>5%</td>
</tr>
<tr>
<td>Cochrane Member or Supporter with no other role</td>
<td>224</td>
<td>17%</td>
</tr>
<tr>
<td>No active role / use Cochrane evidence</td>
<td>294</td>
<td>22%</td>
</tr>
</tbody>
</table>

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.

- **Oct 21 - Jan 22**: Listen and learn exercise
  - Survey
  - Focus groups
- **2022**: Development of strategy and action plan
- **April 2022**: Listening and Learning report published
- **2023 onwards**: Embedding in future strategies and culture
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
Questions?