

Progress Built on Commitment: PhRMA Equity in 2022

Systemic barriers to health equity are real. However complex, the work of dismantling these inequities is necessary – and it is the responsibility of those with the ability to change the American health care system for the better to do so.

As the leading biopharmaceutical trade association, PhRMA is committed to driving efforts to address these inequities and push for better health outcomes for underserved communities. In 2020 we committed to taking on this leadership role and created the PhRMA Equity Initiative. Since then, we have dedicated significant time and resources toward areas where we can drive real progress--namely health equity, clinical trial diversity and talent.

We know meaningful change can only arise when we work in good partnership and rebuild trust with the communities who have been impacted by inequities for years. That's why we're proud to show that 2022 was **a year of collaboration and action**. Ultimately, PhRMA's enduring commitment is to be a force in the push for equity. The partnerships, grants, events, and advocacy summarized below represent the progress we've made built on the commitments we keep.

Our Progress

1 Summer 2020
PhRMA announces racial justice principles

2 Continuous listening sessions with 1,000s of stakeholders

3 2021
Kickoff for Annual Pathways to Success Summit

4 Ongoing health equity comment letters and research released

5 PhRMA CAREs grant program

6 2022
1,300+ resumes shared via LinkedIn Community

7 **EQUITABLE BREAKTHROUGHS** IN MEDICINE DEVELOPMENT™

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

ADVANCING HEALTH EQUITY THROUGH IMPROVED A CALL TO ACTION

INDUSTRY TALENT

Research & Development Marketing

Technology/ Industry Talent Resumes

In 2023, follow our progress as we...

- 1 Support Equitable Breakthroughs in Medicine Development, a multi-stakeholder initiative creating an **infrastructure for clinical trial diversity**
- 2 Advance policies that **promote equitable access to medicines and health care services**
- 3 Promote efforts **connecting diverse talent with the industry and our member companies**, including our 3rd annual graduate summit

**EQUITABLE
BREAKTHROUGHS
IN MEDICINE DEVELOPMENT**

Enhancing Clinical Trial Diversity

Enhancing clinical trial diversity is a highly complex challenge driven by systemic barriers to participation and issues of mistrust.

Clinical trial populations should reflect the patient population that a potential medicine intends to treat. As we look at the development of new medicines, it is essential to take meaningful action to help ensure that underserved communities, who have historically faced barriers to participating in the development of health care advances, are given the opportunity to be included in clinical research. Towards that end, PhRMA and its member companies voluntarily adopted the Clinical Trial Diversity Principles [in 2020](#), which aim to increase participation of underrepresented populations in clinical trials. We grew that commitment in 2022 with the launch of a community-based clinical trial infrastructure effort.

Supporting Partnerships to Advance Diverse Participation

In July of 2022, Yale School of Medicine, Morehouse School of Medicine (MSM), the Research Centers in Minority Institutions (RCMI) Coordinating Center at Morehouse School of Medicine, and Vanderbilt University Medical Center launched [Equitable Breakthroughs in Medicine Development \(EQBMED\)](#).

Funded by a grant from PhRMA, this innovative collaboration is working to bring together diverse communities, patients, providers, health partners, community organizations and academic institutions, along with the support of the biopharmaceutical industry, to pilot a network of sustainable, connected, community-based trial sites.

Community-based trial sites will:

- Partner with trusted messengers and community leaders to raise education, awareness, and support for clinical trial participation.
- Provide the resources and technical support for local sites to be successful, sustainable, and thrive.
- Build training opportunities and mentorship for investigators and staff.

In addition, PhRMA has weighed in with the U.S. Food and Drug Administration (FDA), policymakers and other relevant stakeholders in support of efforts to increase enrollment of underrepresented racial and ethnic populations in clinical trials. This included a dynamic panel at [Aspen Ideas: Health, Realizing the Promise of Health for All](#).

PhRMA member companies are taking specific measures to address clinical trial diversity. [Read the full report for details.](#)

Learn more about [Equitable Breakthroughs in Medicine Development](#) and follow its progress at PhRMA.org/equity.

Pursuing Health Equity

Investing in Community-Centered Solutions

PhRMA has awarded nearly \$500,000 in grant funding to community-led organizations through the Collaborative Actions to Reach Equity (CAREs) grant program. Because every community faces unique barriers to equitable health outcomes, community-initiated solutions are key to tackling health inequities. Grant awardees seek to implement practical, scalable, and replicable solutions to tackle local health inequities.

In 2022, PhRMA awarded \$150,000 to the following organizations:

- **Community Pharmacists and Medication Therapy Management: A Roadmap for Equitable Access to Medicines**, HealthHIV in Washington DC, Maryland, and Virginia
- **Providing Accessible Medication Information for Visually Impaired Patients Using Assistive Technology**, University of Kansas Drug Information Center in Kansas
- **Addressing Health Inequities and Ensuring Access to Care after Hospital Discharge in Patients with Post-Intensive Care Syndrome due to COVID-19 through Community Health Worker Engagement**, Center for Health Outcomes Research and Education at the University of Health Sciences and Pharmacy in St. Louis in Missouri
- **Lighthouse Community Health Services Primary Care Service-Learning Clinic: A Community-Based Model of Care to Improve Equitable Access to Treatment and Medication Management**, FARRR Foundation in Virginia

Advancing Change Through Policy and Research

Intersecting systemic social and structural barriers impede equitable access to quality health care and medicines. Central to dismantling barriers and advancing health equity is addressing social determinants of health (SDOH)—including insurance coverage, patient costs, and obstacles to access. PhRMA’s research homed in on SDOH community-level factors—where we live, work and play—underscoring how these factors add many complex layers to a patient’s health care journey. PhRMA created an interactive simulation, “How Social Determinants of Health Impact Medicine Access” for policymakers across the country. We also published our first-ever [Health Equity Chart Pack](#) showing how social inequities negatively impact access to health care services and medicines with relevant data points.

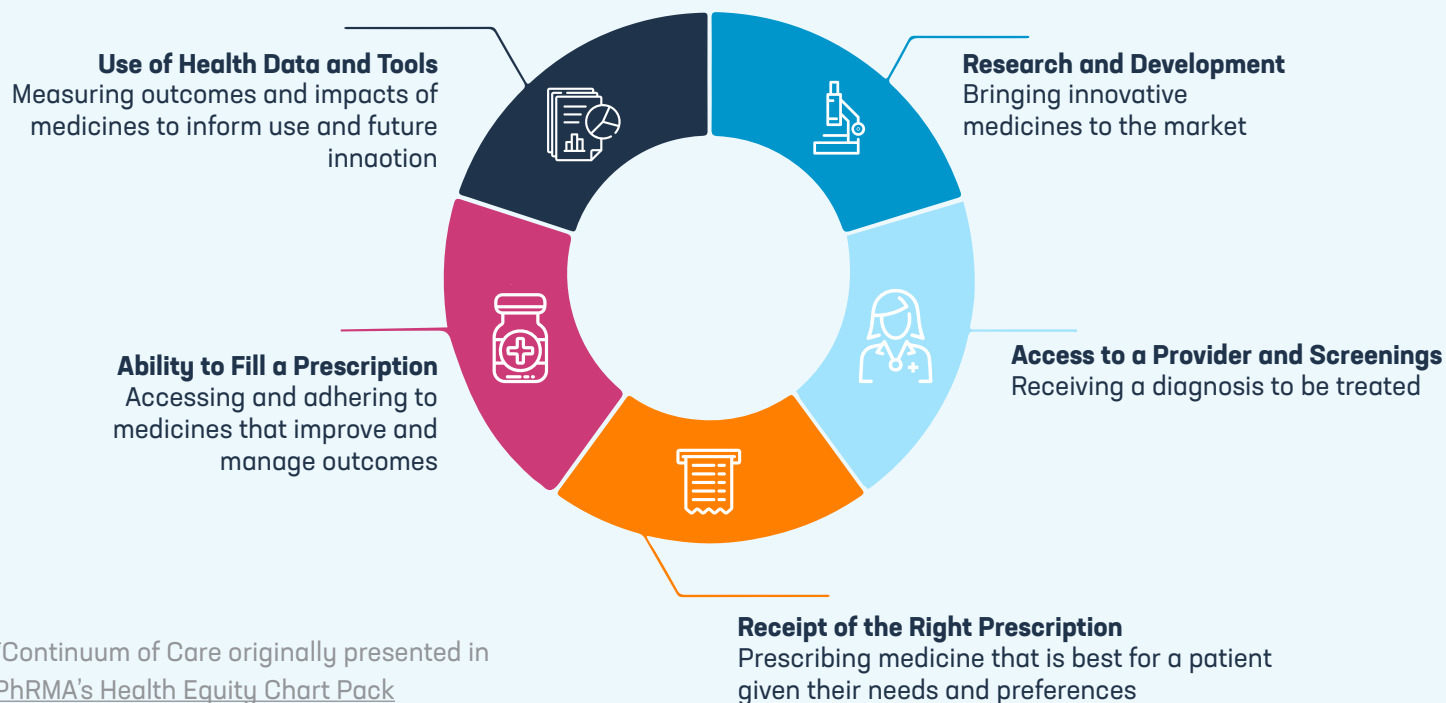
Focus on Funding

In 2022, PhRMA was proud to provide grant funding to advance equity, including:

- 1 [Equitable Breakthroughs in Medicine Development](#)
- 2 Collaborative Actions to Reach Equity (CAREs) grant program
- 3 Pathways to Success Virtual Graduate Summit and Career Expo partnerships
- 4 Morehouse School of Medicine Fellowship, Satcher Health Leadership Institute, Health Equity Tracker
- 5 The Kenneth C. Frazier PhRMA Scholars Program
- 6 2022 STAT Summit scholarship program



Health Equity Depends on Removing Social and Health System Barriers to Medicine Access Across the Continuum of Care*



PhRMA released [a report](#) detailing the longstanding inequities in medication access and adherence that disproportionately impact underserved populations. Although the root causes of these disparities are complex and layered, PhRMA is committed to advancing solutions that drive health equity and equitable access to medicines.

PhRMA also produced [a report](#) highlighting barriers and policy solutions to improving equitable access to medicines among patients insured through the commercial health plans. Our research offers evidence for the potential impact of these policy solutions. For [example](#), sharing negotiated manufacturer rebates for diabetes medicines with commercially insured patients at the pharmacy counter was estimated to help lower costs, improve adherence and reduce health disparities.

[New research](#) highlighted the lack of diverse representation and bias against underserved populations in conventional approaches to value assessment. Such tools ignore and exacerbate health disparities by overlooking patient differences, undervaluing treatments for diverse populations, and ignoring nuances in experiences across patient communities. We shared this research and potential solutions in a [manuscript](#) and at research conferences, including [AcademyHealth](#) and [ISPOR](#).

From PhRMA's Health Equity Chart Pack

- 1 American Indian/Alaska Native women are approximately **31%** more likely to be diagnosed with breast cancer at a later stage than white women.
- 2 African American patients are **10% to 34%** more likely to abandon their new brand prescriptions compared to white patients, depending on the class of medicine.
- 3 Sharing manufacturer rebates **directly with patients** is one way to improve medicine access and adherence, especially for Black and Hispanic Communities

PhRMA contributed to the important dialogue on gaps in health data collection. In our [Data Call to Action](#), we document the barriers and potential solutions to improving representation of diverse populations in health data collection and reporting. Additionally, we brought together stakeholders to discuss priorities on health data collection at the 2022 AcademyHealth Datapalooza Conference. To be a part of the solution to data gaps, we provided a grant to Morehouse School of Medicine, Satcher Health Leadership Institute, to support data tracking and public reporting of inequities in medicine use and access along the continuum of care.

Finally, PhRMA submitted five [comment](#) letters to federal agencies, including the Centers for Medicare & Medicaid Services and the Department of Health and Human Services, on policies supporting equitable access to medicines. At the state level, we shared our research and clinical trial diversity efforts with the National Association of Insurance Commissioners (NAIC) as the NAIC considers the consumer impact of issues such as discriminatory benefit design, affordability, and network adequacy. This advocacy extended to national state legislative tri-caucuses, the National Black Caucus of State Legislators, the National Hispanic Caucus of State Legislators, and the National Caucus of Native American State Legislators.

Visit our [report hub](#) to learn more.



Expanding Opportunities to Work and Succeed in Our Industry

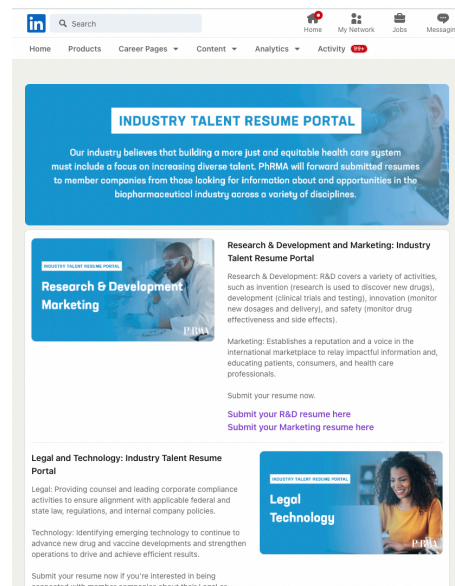
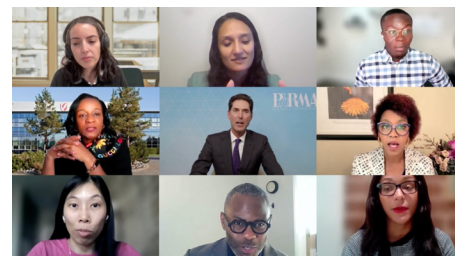
Building trust in underserved communities means fostering a workforce of employees within our industry that reflects the diverse populations of communities we serve. In 2022, PhRMA renewed its commitment to opening doors for diverse talent with our second annual Pathways to Success Graduate Summit and Career Expo, and the newly launched LinkedIn Talent Community.

Building an Always-On Talent Network

In 2022, we launched the PhRMA Talent Community on LinkedIn to address barriers jobseekers face and foster more inclusive work environments in the biopharmaceutical industry. The community consists of two main components: the [LinkedIn Life page](#) and the [Industry Talent Resume Portal](#).

The Life page is a resource for students and professionals interested in learning more about careers in the biopharmaceutical industry. On the Life page, talent from every field can find industry updates and opportunities, spotlights on people making a difference in the workforce and announcements for future events. The Industry Talent Resume Portal

Pathways to Success



allows these students and professionals to submit their LinkedIn profiles and resumes directly to PhRMA member companies, many of whom continue to fill positions in marketing, research and development, legal, accounting, technology and many other fields thanks to this connection. To date, over 1,300 resumes have been forwarded to member companies.

Building Connections with Industry Experts

PhRMA's second annual graduate summit and career expo, Pathways to Success, welcomed students and early professionals representing 224 schools from across the country. More than 600 attendees connected directly with leaders in the biopharmaceutical industry through events including [roundtable discussions](#) life in the pharmaceutical industry; a [session](#) with Chief Diversity Officers at leading industry organizations; and [a keynote](#) and fireside chat with PhRMA CEO/President Stephen J. Ubl; Quita Highsmith, Vice President & Chief Diversity Officer at Genentech; and Anahita Vieira, Communications & Outreach Manager at David Liu Group.

Progress Built, Progress Ahead

PhRMA's commitment to pursuing a more equitable health care system continues in 2023. Subscribe to our [newsletter](#) to stay up to date on our progress.



Pathways to Success by the Numbers

600+
attendees

224
schools

1,300+
resumes distributed

18,000
event webpage visits

15
virtual booths

14
breakout rooms

3
expert panels

8
partners:

- National Indian Education Association
- United Negro College Fund (UNCF)
- Center for Healthcare Innovation (CHI)
- Women of Color in Pharma
- Latinos in Bio
- OSU Center for Health Sciences
- Young Black Pharma
- The PhRMA Foundation