



Introduction to the listening and learning report on diversity and inclusion in Cochrane from *The Diversity and Inclusion Programme Board*.

We are pleased to introduce this report on diversity and inclusion in Cochrane. This is a report summarising the findings of the listening and learning exercise, which is the beginning of a longer process of improving diversity and inclusion in Cochrane.

The Governing Board endorses the findings of the report and is committed to taking action on these issues. We realise that this will take time and so our initial actions will only be a

This is a first step in a broader programme of work seeking to make Cochrane and even more diverse and inclusive organisation and we are now developing a plan of action in response to this exercise, which will be made available in due course. In the interim, we wanted to outline some areas of focus here to illustrate some of the early ideas on where we will focus action in the plan.

We anticipate having three key programmes initially: linguistic diversity; supporting diverse participation; and diversity in our leadership.

1. Within the area of linguistic diversity we want to make Cochrane more inclusive of people whose first language is not English. There were many concerns raised in the report around the anglo-centric nature of Cochrane, so it is important that we address this. Initial work will focus on accessibility of our events, meetings and other engagement opportunities for people whose first language is not English.
2. Supporting diverse participation is clearly important, as we cannot increase diversity and inclusion unless we support those who have not had the opportunity to be involved in Cochrane, especially people from low- and middle-income countries (LMIC). We also identified strong support for a buddying or mentoring scheme, which we will take forward, for those in the wider community who need to acquire skills and experience to participate in the organisation.
3. Leadership is a key area where we can improve, and as Cochrane is approaching a period of significant change, it is also an opportunity to think about how we ensure that future leaders through the community and within our governance and management structures are more representative of the global Cochrane supporter base and the global range of evidence users we seek to inform. We also need to consider how we embed a culture of diversity and inclusion into our decision making at the highest level, to ensure that this becomes a way of working rather than a separate area of work.

We will also consider the idea of metrics to understand our progress in improving diversity and inclusion in Cochrane. From the outset, we have been adamant that we don't want this to be a counting exercise where we focus on what is easy to measure, as it is the experience people have of interacting with us that matters. However, we do need some way of measuring our progress towards making improvements. The survey feedback supports the idea of capturing some diversity data in people's profiles, which would help us understand how diverse our member and support base is, but we will also need to think about ways to measure individual commitments, to ensure that we can evaluate the work we are doing. Anything we measure will be made publicly available.



These are initial ideas of how we can start to make progress on this important area of work. What is clear is that this is a culture change, so whilst there will be practical changes that we can make as an organization, there will also be changes in behaviours and ways of working to be a truly diverse organization where everyone is welcome and people don't feel the need to conform to Anglocentric or any other ways of working and thinking.

The report highlights many other areas that are not covered in the above, for example the diversity in the content we produce, but we cannot change everything at once, and so we recognise all of the challenges highlighted in the report and we will think about ways to address them as part of the longer term plan if they are not part of our immediate actions.

We hope you find this report helpful. If you have any feedback or would like to be involved in a particular way with the next steps, please write to support@cochrane.org and your comments will be collated with others to be considered as we develop the action plan.

Lastly, we would like to say thank you to everyone who participated in this process. It has been fantastic to have so much input from such a wide range of people. Thank you giving up your time to make Cochrane a more diverse and inclusive organisation.

The Diversity and Inclusion Programme Board

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