Logic Model: Accountability

**Audience:** Sponsors/CROs, sites/investigators

**Purpose:** To provide a sample of activities, linked to their intended effects (outputs, outcomes and impact), that might be included in any organization’s strategy for being accountable to the mission of increasing diverse enrollment in clinical trials. A non-exhaustive sample of key performance indicators for such a strategy is also provided in order to demonstrate how this logic model can be used to construct performance metrics.

**Considerations for use:**

- See *Introduction to Logic Models* for detailed instruction on the use of logic models in general and as related to the *Achieving Diversity, Inclusion, and Equity in Clinical Research Guidance Document*.

- Note that in Part F of the Guidance Document (“Stakeholder Commitments and the Future”), the accountability for diverse representation is placed on multiple unique stakeholders. This logic model does not aim for this level of granularity, and rather provides generic activities that could be pursued by any stakeholder organization.
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**Inputs**
- Value for resources
- Staff time

**Activities**
- Create a public-facing statement of commitment
- Create senior-level positions or roles for advancing mission of diversity of trial populations
- Conduct implicit bias training across all departments of the organization
- Create and implement organization-wide performance metrics for diversity goals

**Outputs**
- Public-facing statement of commitment available
- Senior-level positions or role available for primarily advancing mission of diversity of trial populations
- Implicit training conducted for all employees at the organization
- Performance metrics for diversity goals available and measured across organization

**Outcomes**

**Short**
- Increased organizational effort towards diverse inclusion
- Diversity goals measured in standardized way to guide improvement

**Medium/Long**
- Publicly available documentation on long-term progress toward diversity goals
- Organization-wide accountability materials available for future use
- Drugs with efficacy and safety/risk evidence in representative populations
- Decrease in health disparities for disease area (aspirational)

**Impact**
- Widespread understanding of heterogeneity of effect of marketed drug