The Power of Collaboration
The Pistoia Alliance is a global, not-for-profit members’ organization collaborating to lower barriers to innovation in life science and healthcare R&D. Now more than ever, the world needs our industry to work together to solve common challenges and achieve scientific advances and breakthroughs.

The fruits of our collaborative innovation can be seen across our portfolio of member-driven global projects, made possible through our legal framework for pre-competitive collaboration that enables companies to share resources, data, expertise and best practices.

Diversity & Inclusion in STEM Leadership Program
Through networking opportunities (online and offline), sharing experiences and perspectives about D&I, leaders from the R&D ecosystem will be able to augment their company programs to more effectively attract, retain and support diversity.

Program Overview
Phase 1: September 9-December 11, 2022
> 2 tracks:
  • Leaders of teams with STEM roles
  • HR/D&I leaders

Phase 2: January 20-April 21, 2023
> 2 tracks:
  • Leaders of teams with STEM roles
  • HR/D&I leaders

Time Commitment: 7 hours per month
> Weekly Virtual Coaching & Training Sessions
> Monthly Virtual Networking Sessions

Investment: Individuals are invited to enroll in this leadership program for $2,495 USD.

Interested in enrolling your team? Send an email to Diversity@PistoiaAlliance.org to learn more about our group packages for eight (8) or more employees.

“...I have recently moved to a more senior position in my organization from a local team manager to global head of department. I am excited to be participating in a program that will allow me to build wider networks, learn about senior leadership from others in the field, and increase my confidence in my role. I’m leading the inclusion and diversity activities for my department, and think this program will help me better support women in science at my own organization.”

– Nicola Oxby
Director
GSK Medicines Research Centre

Pistoia Alliance Launches Women in STEM Pilot to Support Members’ Talent and Diversity Goals
Almost Half of Life Science Professionals See Workplace Culture as the Biggest Barrier for Women in STEM
Diversity & Inclusion in STEM Leadership Initiative
Why is this project important to the life science R&D industry?
While women make up 53% of the world’s STEM bachelor’s and master’s graduates, only 16% of management and 3% of CEOs are women. Data also suggests that women are more likely to leave the STEM career pipeline than men, widening the gap. These gaps also exist with other minority groups. In order for life science companies to build more inclusive cultures, it is important to understand the root causes that result in statistics like these and develop leaders that are committed to change from the top down.

Program Goals
Utilizing the Pistoia Alliance’s pre-competitive framework for training and networking to:

**STEM Leaders**
- Develop industry senior leaders in important diversity topics in STEM roles and prepare them to become mentors within their companies
- Facilitate cross-company networking that will broaden leaders’ perspectives and build a network of mentors
- Improve leadership effectiveness and enable leaders to augment their existing company programs to more effectively attract and retain talent
- Sensitize participants to issues, feelings and the impact of decisions and treatment of others

**HR/D&I Department Leaders**
- Improve the company’s approach to D&I by learning what was effective for other companies
- Network with HR and D&I leaders from the same industry
- Develop a network of mentors and support group that are sharing the same values
- Opportunity to work with other HR/D&I leaders to develop a guide of meaningful D&I initiatives that will be applicable for the whole industry

If you are interested in helping to fund the Pistoia Alliance’s Diversity & Inclusion in STEM Leadership initiative, please send an email to Diversity@PistoiaAlliance.org.

FOR MORE INFORMATION ABOUT US AND ALL OF OUR INITIATIVES, PLEASE VISIT PISTOIAALLIANCE.ORG