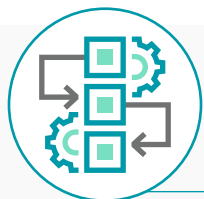




The Power of Collaboration

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.



PROVIDING AN INDUSTRY WIDE PLATFORM TO DEVELOP DIVERSE LEADERS IN STEM

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.



UPCOMING EVENTS

Don't miss these opportunities to connect with other advocates for life sciences innovation.

Explore more of our educational webinar series at www.pistoiaalliance.org/events



PROJECT RESOURCES

[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](#)

"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



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.

What are the program deliverables?

Program focus/goals:

STEM Leaders

Leadership development via relevant leadership and D&I organizational topics

Networking with senior level managers and executives from other companies that will:

- > Improve my understanding of D&I in STEM by learning about challenges that many companies face in this space
- > Improve my company's approach to D&I in STEM by learning what was effective for other companies
- > Add value to each other as participants learn from sharing experiences and different perspectives about topics such as: leadership, personal development, coaching and mentoring
- > Developing a network of mentors that will help my personal development as a leader
- > Sensitize the participants to issues, feelings and the impact of decisions and treatment of others to help them improve their understanding of the space and become more effective leaders.

HR/D&I Department Leaders

- > HR leaders/D&I departments will be able to augment their company programs by learning best practices from other companies in their space.
- > Development of an industry-wide D&I program best practices guide
- > Development of a network of mentors and support group that are sharing the same values