

Accelerating Better Business Results



The results are clear. Companies with female representation in their senior management levels perform better than their peers financially. These organizations are more innovative, and they retain their employees more effectively. By taking bold action to close the gender gap, the healthcare and life sciences industry can achieve more—and transform our industry in the process.

The Gender Parity Collaborative is a unique consortium of healthcare and life sciences companies dedicated to accelerating gender parity. Together, our Collaborative members commit to taking an active role in defining strategies, measuring performance, creating change and inspiring others.

GOAL

Accelerate our industry's transformation towards gender parity—in order to achieve better business results.

COLLABORATIVE FRAMEWORK

The Collaborative framework revolves around three, interdependent, building blocks as described on the right. Personal invitations to all three components are included in Collaborative memberships. The Collaborative will expand to include branded awards; increased leverage of PR and media to promote the work of the Collaborative and influence further change.

Member organizations will have the unique opportunity to:

- » Access to yearly Gender Parity Council meeting and Collaborative governance
- » Establish strategic priorities
- » Set baseline for industry performance and tracking
- » Influence industry recognition award program

PR and MEDIA

BENCHMARKING (Spring)

An annual collection and analysis of company data and employee perception to create a baseline for industry and company performance and tracking; to be conducted by *McKinsey & Company*, as per agreement with the HBA.

GENDER PARITY COUNCIL (Winter)

A closed-door meeting with founding member and member leaders; define strategic priorities that will transform the industry, achieve gender parity faster and ultimately accelerate better business results.

SOLUTION SUMMITS (Spring and Fall)

An exclusive summit for committed leaders from all collaborative member companies in which proven solutions are presented, evaluated for company specific decision-making and ultimately implemented.

BRANDED AWARD and RECOGNITION



Company Commitment to the Collaborative

- 1 **Executive engagement:** provide C-suite participation at the Gender Parity Council strategic planning and prioritization
- 2 **Data sharing:** provide company's HR/gender-related information for benchmarking and tracking; process with and through *McKinsey & Company*
- 3 **Action:** be an active consortium participant; sharing, selecting and implementing solutions
- 4 **Communication:** participate and publicize participation, awards and commitment

Member Company Benefits

- » Industry-wide performance benchmarks; company-specific insights and metrics
- » Exclusive access to solution summits and thought leadership
- » Advocate and champion leadership positions
- » Company awards and public recognition
- » Association alliances

What Makes Us Different

- » Distinctive action and result-oriented operating culture
- » A data-driven, benchmark-focused approach, delivered in collaboration with global thought leader *McKinsey & Company*
- » Industry relevant knowledge sharing and proven solutions forum
- » Accountability for action and measurable progress

TOP DOWN APPROACH

COLLABORATIVE PRIORITIES

- » Industry and company transformation
- » Systemic and environmental change
- » Evolution of policies and practices enabling the industry to achieve parity in leadership positions
- » Joint accountability across business and human capital management

HBA'S EXISTING PORTFOLIO

- » Exceptional leadership development
- » Robust strategic networking
- » Recognition of excellence

MIDDLE UP APPROACH

FOR MORE INFORMATION or to schedule a meeting to discuss the Gender Parity Collaborative's benefits for your organization, contact us at GenderParity@HBA.net