

## Executive summary

### Gender Parity Collaborative, Global Council Meeting – November 27-28, 2018 Lawrenceville, NJ

Founding member organizations\* of the newly created *Gender Parity Collaborative* met for the first time on November 27-28 in Lawrenceville, NJ - the meeting was hosted by Bristol-Myers Squibb.

After welcoming remarks from Nicole Dinello from BMS (meeting host), Laurie Cooke, President and CEO of the Healthcare Businesswomen's Association (HBA) and Liz Coyle, HBA's EVP Value Offerings, kicked things off aligning participants on the consortium's mission, the current state of gender diversity as well as the external and internal pressures faced by organizations throughout the world.

An antitrust statement was read by Laurie Cooke at the beginning of the meeting and was also distributed in the participant material.

#### GOALS FOR THE MEETING

- Align and mobilize leaders, key influencers, and decisionmakers
- Identify pathways to achieve sustainable progress, at an accelerated rate, toward gender parity
- Co-create specific actions in support of those pathways to achieve measurable milestones
- Identify markers to demonstrate business impact and competitive advantage for those who fully embrace and act
- Provide participants with new leadership opportunities, and an environment to expand professional networks and create community

#### THE METHODOLOGY

The methodology used\*\* mobilized the group around the following pre-defined question:

**What must we do, now and over the next 2-3 years, to overcome significant environmental and systemic barriers to gender parity (as a key driver of accelerated business results)?**

Following a reduction process, the group went from hundreds of ideas and comments to 24 topics, further concentrated to 8. These 8 topics were then discussed more specifically. For each, 3 concrete recommendations had to be developed – this led to 24 recommendations that were then prioritized by the group.

#### IMMEDIATE RESULTS

Here are the themes behind the top 6 “raw” recommendations voted by the group.

The final analysis of the meeting and preliminary plan of action will be shared with the group in January 2019

1. Collectively develop and implement a robust internal and external communication/PR campaign to create a ‘burning platform’ about gender parity which raises interest and encourages engagement.
2. Engage CEOs in the pay equity issue: confirming the facts, raising visibility, driving solutions.
3. Pursue connecting gender parity performance metrics to compensation frameworks.
4. Have the Collaborative help organizations expand the number and engagement of male allies.
5. HBA to pursue opportunities to create forums or communities of men to support male involvement in the gender parity mission.
6. Create a mentorship program for women of color across Collaborative member companies that will help to educate and develop cultural intelligence.

#### NEXT STEPS

The Global Council will reconvene by phone mid-January where HBA will present the final analysis of our meeting and proposed a plan of actions for 2019 according to prioritized recommendations.

## About the Gender Parity Collaborative

The Gender Parity Collaborative is a new consortium powered by the Healthcare Businesswomen's Association and focusing on accelerating gender parity in the healthcare-life-science industry. The consortium was launched in 2018 together with 12 Founding member companies: Advanced Clinical, Bristol-Myers Squibb, Celgene, Eli Lilly and Company, GlaxoSmithKline, Medidata Solutions, Novartis, Pfizer, Quest Diagnostics, Genentech-Roche and Sanofi. In 2019 and beyond more member companies will selectively join the consortium, growing its collective influence and impact on the industry.

- How the Collaborative will make measurable difference -

Each member organization has 2 to 3 committed senior executive champions. The executive champions represent the Global Council, which meet annually to set strategic priorities for the year to come. Members organizations then meet two other times throughout the year to work on and implement prioritized recommendations. Unlike other pledges or movement, the work of the Collaborative will be measured every year as a group and through a close collaboration with McKinsey & Co/LeanIn.org. and their *Women in the Workplace* annual study.

## Gender Parity Collaborative - Global Council meeting – Nov. 2018



From left to right: Marie-Caroline Strok (HBA), Liz Coyle (HBA), Kim Gasco (Medidata Solutions), Lisa Benna (GSK), Jonathan Witt (Genentech), Leo Sheridan (Advanced Clinical), Revathi Rammohan (Novartis), Nora Branconi (Quest Diagnostics), Kathrin Shultz (Celgene), Steve Fry (Eli Lilly & Co.), Lorenzo Claridy (GSK), Christian Nguyen (Eli Lilly & Co.), Tracy Furey (Novartis), Rod MacKenzie (Pfizer), Soo Son (GSK), Greg Guyer (BMS), Nicole Dinello (BMS), Laurie Cooke (HBA), Julie Ross (Advanced Clinical), Christine Miller (Sandoz), Bill Sibold (Sanofi-Genzyme), Joe Hand (Celgene), Michelle Carnahan (Sanofi), Sheri Mullen (GSK), Cristina Santos (Sanofi), Rochelle Rosato (Medidata Solutions)  
Top right and under (missing from group picture): Vildan Kortan (BMS), Michael Gladstone (Pfizer), Aditi Goenka (Pfizer)

\* 12 Founding member companies: Advanced Clinical, Bristol-Myers Squibb, Celgene, Eli Lilly and Company, GlaxoSmithKline, Medidata Solutions, Novartis, Pfizer, Quest Diagnostics, Genentech-Roche and Sanofi

\*\* Methodology used was a "Syntegration" from the complexity expert: The Syntegrity Group, headquartered in Toronto, CA