The Diversity & Inclusion Forum

The Diversity & Inclusion Forum was launched in 2018 to bring together the life science healthcare industry for an honest, insightful and ultimately, action-oriented discussion. By exchanging information, sharing best practices and supporting one another, we can individually and collectively take steps to drive progress that creates positive change.

> **"I want to thank each and every one of you for your efforts to achieve real D&I progress—developing sustainable solutions to create a culture of belonging across your entire organization."**
>
> Katherine Andersen, Head of Life Science and Healthcare Relationship Banking, Silicon Valley Bank

How to make your workforce, workplace and marketplace more inclusive

Enjoy these thought-provoking takeaways from industry leaders and diversity advocates.

"Be the voice for others who are not yet comfortable using their own."

"Sometimes the best people are right under your nose. They just haven't been given the opportunity."

"Hire the hustle."

"Diversity goes beyond the superficial and remains a personal commitment and conscious effort."

"It takes a village when recruiting. Use a diverse group of recruiters and sources. Have a large interview group regardless of position."

"Lean into the discomfort around diversity to create change."

"Turnover of diverse candidates is higher because of lack of inclusion."

"Neutralize the uncomfortable and be prepared to get a 'ding.'"

"If you see someone being picked on, reach out and talk to that person."

"Once a month, pick someone new to have coffee with to diversify your own network."

"Set a New Year's resolution focused on D&I."

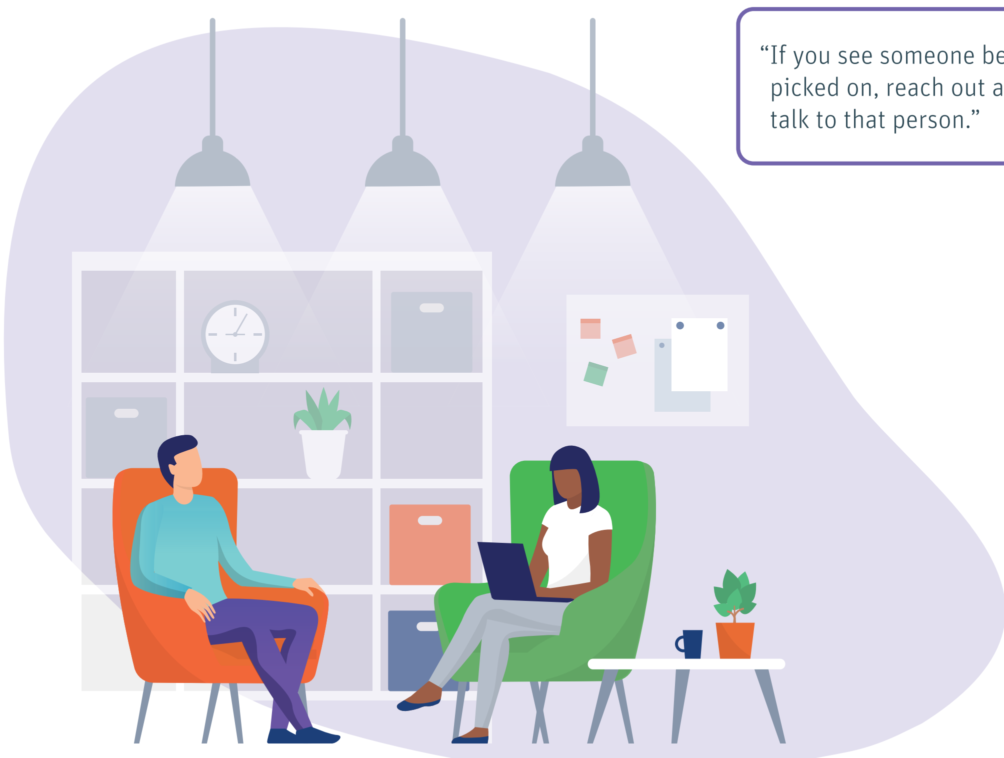
"Every voice counts."

"How will you step outside of yourself to talk to someone new?"

"If you don't have the conversations, it's not going to change."

"Fish in a different pond."

"Create a culture of accountability with growing and learning from mistakes."



The Diversity & Inclusion Forum Highlights

In 2019, we heard insights from industry leaders featuring success stories based on commitments and actions taken in the last year—implementing change in their day-to-day lives. In 2020, we'll gather for a third time and continue sharing ideas, making connections, and begin talking about accountability and measuring success.

Inclusion = Belonging

If people enjoy their experience, their performance is better. It's that simple. But, how do companies ensure their employees have a good experience? You help them belong to a community—your community. Human beings are genetically wired with a desire to belong to their local communities, to their families and to their friends. In fact, belonging to a group of coworkers can be a better motivator than money alone. The goal is for companies to acknowledge individuals within their organization and accept each of these individuals for their authentic and true self.

Unconscious bias —Consciously unbiased —Conscious inclusion

Although we all harbor unconscious biases, in the workplace they can have profoundly negative effects, particularly when they influence management decisions, such as the kind of people managers hire, who they fire, and how rapidly individuals are promoted. Today, unconscious bias training has increased in demand and employees at every level of the workforce are encouraged to monitor their behavior closely in order to become consciously unbiased.

Of course, neutralizing bias alone is not enough. There needs to be a drive towards inclusive actions. Moving from a framework of avoiding unconscious bias to a mindset of cultivating conscious inclusion, requires a combination of curiosity, courage and interpersonal connection.

Sustained Intentionality

To maintain, develop and grow a diverse workforce, clear commitment and intentional effort is required. Success depends on setting the tone and expectation from the very top of an organization and will be carried out in the work being assigned, the recruitment efforts to secure new talent, and the development of those already at your company.

Keep in mind, the focus on diversity and inclusion is about people, not numbers. To foster this people connection, a strong mentoring culture is essential. Building personal relationships with individuals ensures they feel supported and welcome to bring their whole selves to work.

Growth Funnel

Think about how the industry views innovation. There's a functional approach—funding a state-of-the-art innovation lab and a team of experts to explore innovative ideas full-time. But, an industry that truly values innovation will want people at all levels and in all departments to learn how to be innovative.

Inclusion is no different

Instead of only having a compliance-driven functional area (often part HR), inclusion should be infused throughout the enterprise, so that everyone is trained to think more inclusively (just like people might be trained to think innovatively). That's when inclusion becomes a growth strategy.

Today, D&I is a fundamental part of the corporate DNA. That's real progress. But, it's not enough. It's time to combine and amplify our efforts to achieve real, measurable change.

TAKE ACTION

svb Silicon Valley Bank · SVBLEERINK · MassBio Massachusetts Biotechnology Council · WEST Women in the Enterprise of Science & Technology — Promoting women's careers, preparing tomorrow's leaders