



Workforce Development, Diversity, & Inclusion 2018 Initiatives

BIO is asking **all CEOs** to focus on the following priority areas and goals to assure a diverse and inclusive biotech industry:

Increase the representation of diverse candidates at the functional leader and C-Suite level by reviewing your talent process in 1H 2018 to assure there is diverse representation of key talent at all levels, and implementing “sponsorship” for 2 new developmental experience for diverse candidates in 2018

Goal: As an industry, achieve significant increase in racial diversity, increase LGBTQ representation and achieve 50 percent representation of women at functional leader and C-Suite by 2025, (gender diversity improving from ~25 percent currently)

Increase representation of diverse Board members by each CEO committing to assure diverse candidate slates for Board member interviews. BIO is committing to actions to accelerate the identification and development of diverse candidates for Board roles to aid with this.

Goal: As an industry, achieve improved racial diversity, LGBTQ representation and achieve 30 percent female Board membership *in Biotech by 2025 (gender diversity improving from 10 percent currently)*

*Adopted by BIO's Workforce Development, Diversity, & Inclusion Committee.
Supported by BIO's Board of Directors.*