



# MassBio's 2<sup>nd</sup> Bi-Annual State of Racial, Ethnic, & Gender Diversity Report

The Progression of Equity and Inclusion in the  
Massachusetts Biopharmaceutical Industry

November 2023

**MASSBIO**

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# Letter from MassBio's CEO & President



Dear Readers,

For MassBio to truly be patient driven, long ago we made a commitment to health equity and DEI. This means every patient—every person—has access to the health care they need to thrive. It also means ensuring that every resident has an opportunity for a career in the life sciences and that our workforce looks like the populations we serve.

In the summer of 2020, MassBio drafted and circulated a **CEO Pledge** that called for a more equitable and inclusive life sciences industry. It identified six pillars to organize the efforts: Leadership & Executive Culture; Inclusive Company Culture; Recruitment; Retention & Development; Accountability & Sustainability; and Supplier Diversity. A year after the pledge was released, we published **our first DEI report** to give us something the industry was sorely lacking: a baseline of how biopharma companies in Massachusetts were doing. It also provided a necessary check-in on improvement since the CEO Pledge was signed by its first 164 executives.

What follows in these pages is the next progress report, though it is not what we wanted to issue. It fails to achieve the scale this topic truly deserves because of a disappointing lack of engagement from companies on the survey that we depend on to collect the data. This is an indictment of our industry and a real concern for me personally because actions speak louder than words. The results that follow are based on just 81 companies, down from the number of participants in 2021 and a fraction of the companies that are signatories to the CEO Pledge (where they promised to “share information company-wide and/or publicly”) or MassBio’s full membership.

Benchmarking is something MassBio’s membership has asked us to do—and we have done that now with two reports. But we can’t fulfill our obligation without the data that live at each company. We keep our requests of members to a minimum, but perhaps none are more important than keeping tabs on how we are doing on DEI. The data give us a measure of where we are as an industry, what has been successful in moving the needle, and where we can continue to grow. These insights guide future MassBio programming and help us to adjust how we support members along their DEI journey.

Despite a smaller response than we wanted, we do have data that isn’t available anywhere else. I’m pleased to say that when comparing results to 2021’s findings, we can be optimistic about

the impact the DEI initiatives of our members, and the internal DEI programs here at MassBio, are having. Here’s what we know:

- Members are recruiting and developing women into all tiers of their companies with our respondents reporting that their executive management teams are now 46% female and their board of directors are 33% female; this is largely because the industry has intentionally committed to that change over the years and to benchmarking.
- Asian employees now make up 23% of the workforce, an increase from 16% in 2021.
- Members are using MassBio’s CEO Pledge as a framework to take action on key areas and inform the creation of their own DEI dashboards and metrics.
- Members are collaborating with other companies, sharing good news stories through avenues like our thought leadership blog, and taking a stance on important issues like health equity.

That all said, the percentage of people of color in the workforce is still terribly under-representative of the Massachusetts population, and there is a continued reported underinvestment in DEI. A lack of resources, bandwidth, and budget assigned to DEI is still holding us back.

Threats to progress remain but countless opportunities are there if we move forward together. We can attain a workforce that reflects the patient population. We can make clinical trials more diverse. We can provide equal access for patients to the life-saving treatments our companies are discovering.

This is all part of the larger challenge of achieving health equity—something that is rightfully a top priority for all of us in the life sciences industry. While work to date is a great start, we must accelerate and expand the reach of these efforts. MassBio will continue to convene the community, connect the partners, and catalyze the change. Reach out to us to let us know how we can help. Just as patients are waiting for cures, history is waiting for action.

A handwritten signature in black ink, appearing to read 'Kendalle O'Connell'.

**Kendalle Burlin O’Connell**  
CEO & President, MassBio



# Spotlight on the MassBio CEO Pledge: A Public Declaration and Tool to Measure DEI Progress

MassBio's CEO Pledge was created in 2020 as a vehicle for biopharma CEO's to publicly recognize that racial inequity exists in the life sciences industry, and that their company is taking responsibility to fix that injustice through comprehensive DEI initiatives that are broad in scope, specific in action, and measurable in results. The pledge is designed as a long-term commitment dedicated to moving the industry forward over the next several years. Signatories represent small and emerging biotechnology companies, mid-sized companies, and large biopharmaceutical companies.

Companies are continuing to sign the pledge, three years after its 2020 release, and are utilizing its pillars to inform their corporate DEI objectives and metrics. We receive updates on progress against each pillar when we meet with members and are proud to see it referenced by leaders across the industry, as Alnylam and its CEO Yvonne Greenstreet did in their **2022 Corporate Responsibility Report**: "In 2020, Alnylam joined leaders across our industry to adopt the 2020 MassBio CEO Pledge for a More Equitable and Inclusive Life Sciences Industry. As a signatory to the Pledge, we committed to address injustice globally through six areas of DE&I focus – leaders and executive culture, inclusive company culture, recruitment, retention and development, accountability and sustainability, and supplier diversity. In 2022, when we formally launched our supplier diversity program, we officially met all the commitments under the Pledge."

**For more information, visit:**

[massbio.org/initiatives/equity-diversity-and-inclusion/open-letter](https://massbio.org/initiatives/equity-diversity-and-inclusion/open-letter)



# Data Collection Methodology & Disclaimer



## Methodology

- Responses were solicited from March to August 2023 using an online survey.
- The online survey was available to all partners and life sciences companies within our membership.
- Individual company data was self-reported by each respondent and unedited by MassBio.
- Respondents were given the ability to skip a question in recognition that not all information, especially around demographic data, is collected or disclosed by employees within a company.
- The majority of questions were copied over from 2021's DEI survey to allow for consistency and direct comparison in 2023.
- In the charts throughout the report, percentages may not always total 100 due to rounding.



## Disclaimer

- Although gender is non-binary, for the purposes of this survey, only “male” and “female” (a binary approach) are portrayed in the data. As we move toward a more inclusive environment in our industry, we encourage organizations to provide equitable data-driven platforms where gender non-binary employees have the ability to be as visible as those identifying as male or female.
- Asian employees are listed separately from other people of color in this report, as was the case in **2021's report**. This was intentional to capture and celebrate the strength of this specific group within the biotech industry, as well as call attention to the lack of representation from other communities of color. We do not mean to imply that current levels of Asian representation in the biopharma workforce is anything but a positive from a diversity perspective. And we recognize the shortcomings of grouping all Asian people together and its failure to capture the unique identities and experiences of specific groups in the industry, for example South-East Asians.<sup>1</sup>
- Furthermore, we recognize that this report does not provide representation for a number of other communities, which should be included. This report was designed to illustrate any progress made against data points included in **2021's report** and allows readers to explore to what extent the CEO pledge, member activities, and related MassBio support has helped our members and partners make progress. Moving forward, we will be reviewing our data collection process and reporting to ensure we are creating the most meaningful reporting possible.
- Only 26 out of the 81 respondents that completed the survey in 2021 also completed 2023's survey. Therefore, comparisons presented between 2021 and 2023 are indicative of the industry more broadly and not a direct comparison between the same set of organizations.
- For this report, the terms “company” and “organization” are used interchangeably to represent survey respondents.

<sup>1</sup> National Public Radio (NPR), *Southeast Asians are underrepresented in STEM. The label 'Asian' boxes them out more, 2021*



# Company Size





Throughout the report we have included a reference to 2021’s data to offer points of comparison. In Figure 1 below we have broken down the number of employees companies report that they have in Massachusetts and how respondents in the survey compare to MassBio’s membership breakdown.

**Figure 1**

**Number of full-time employees reported to be within Massachusetts**

| Full-time employees within MA | MassBio members (not including companies at incubators) | Percentage in 2023 | Percentage in 2021 |
|-------------------------------|---|--------------------|--------------------|
| 1 – 20                        | 54%   | 28%                | 23%                |
| 21 – 50                       | 19%   | 17%                | 21%                |
| 51 – 100                      | 10%   | 19%                | 29%                |
| 101 – 250                     | 4%  | 15%                | 12%                |
| 251 – 500                     | 2%  | 9%                 | 7%                 |
| 501 – 1000                    | 1%  | 4%                 | 4%                 |
| 1001+                         | 5%  | 9%                 | 3%                 |

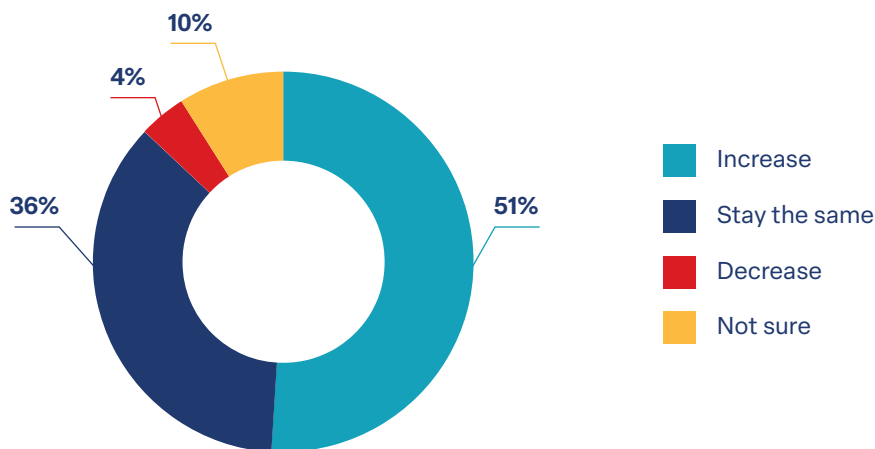


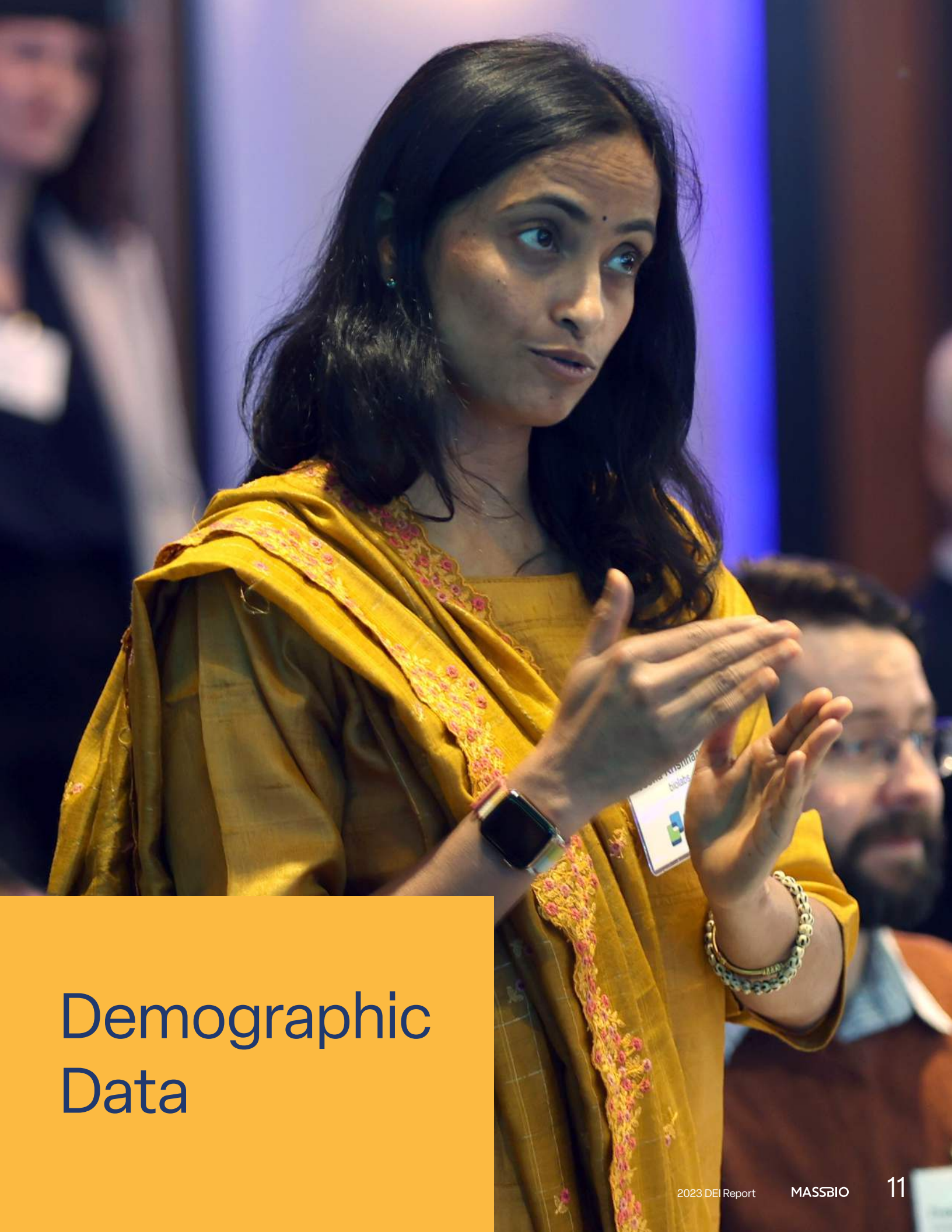
## Company Growth

We also asked respondents if they plan to increase, decrease, or maintain the total number of their employees in Massachusetts. 51% of companies suggested that they plan to increase the total number of employees in Massachusetts (Figure 2). This is important when considering the opportunities this presents to increase the diversity of those entering life sciences companies and the number of individuals who could be positively impacted by the reported improvements we have seen around company practices and culture. However, as reported later in this report, we need to carefully consider how any increased headcount could lead to an even greater strain on the lack of resources allocated to DEI efforts and the bandwidth of those driving DEI developments.

Figure 2

**In this calendar year, does your company plan to increase, decrease, or not change the total number of employees in your Massachusetts location(s)? (n = 81)**





# Demographic Data



The key purpose of this report was to provide a clear picture of the state of racial, ethnic, and gender diversity in the Massachusetts life sciences industry in 2023. Yet, this data on gender, race, and ethnicity was the most challenging to extract from companies as part of this reporting process. When asking for the demography of overall total employees in Massachusetts, we were only able to use 43 responses, 50 responses for this breakdown at the executive management level, and 23 responses regarding their board of directors. Because of this, it must be recognized that each individual response will have had a large weighting on the averages reported in this section.

Reasons given for a lack of disclosure include: company policies prohibiting the external sharing of company data, it not being easy enough to convert data held to fit our collection criteria, and a lack of disclosure by the employees themselves. We will commit to reviewing our procedures to reduce the barriers to completion but also recommend companies more frequently record this data not only for reporting purposes, but so this can be constantly monitored internally in order to make real-time decisions.

# Gender

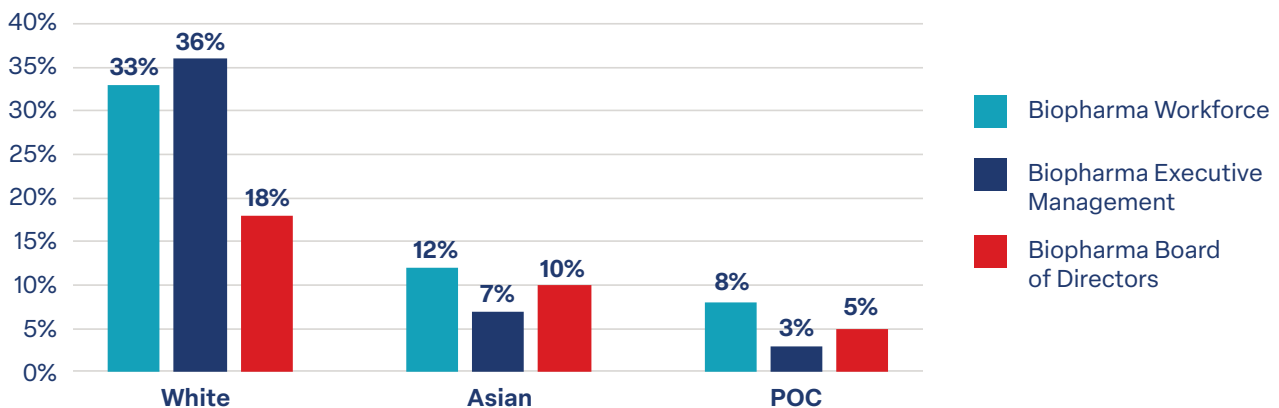
Following a sustained critique of gender parity and pay for women across industries, it seems like we are starting to see progress as a result of the associated efforts that have been made. It has been reported that the life sciences industry has above-average levels of women in senior management compared to other industries<sup>1</sup>. Furthermore, Massachusetts slightly leads the nation in diversity of life science graduates by gender, with 66% being women<sup>2</sup>, suggesting the opportunity for continued representation in the future.

Our 2023 survey results suggest that women now make up 52% of the overall workforce, closely matching BioSpace's figure of 48% shared in their 2022 Women in Life Sciences Report<sup>3</sup>. Our respondents report that executive management teams comprise 46% females (Figure 3), an increase from 37% in 2021, suggesting great strides in gender parity in terms of representation and those holding key decision-making positions. We also saw a 9% increase in female representation at the board of directors level from 24% in 2021 to 33% in 2023.

When considering the racial and ethnic breakdown of women in each category, at the executive management level, we have seen no increase for Asian females or females of color (both at 7% and 3% respectively in both 2021 and 2023) although the number of white females now in executive management has increased from 27% in 2021 to 36% in 2023.

**Figure 3**

## Race and Ethnicity of Women in the Overall Workforce, Executive Management and Board of Director Roles



[Note: for the purpose of this survey, POC is meant to cover Black, Brown (Hispanic/Latinx), and Indigenous (Native Americans) People of Color.]

<sup>1</sup>Grant Thornton, *Women in Business 2022: Opening the Door to Diverse Talent*, 2022

<sup>2</sup>MassBioEd, *Massachusetts Life Sciences Employment Outlook 2023*, 2023

<sup>3</sup>BioSpace, *Women in Life Sciences Report*, 2022

# Race & Ethnicity

Since 2020’s racial reckoning in the U.S., we have seen increased attention and external scrutiny on racial and ethnic representation in the life sciences. However, three years later we still see an imbalance in the make-up of the overall workforce as well as with those at the executive level and board of directors. The data below tells us that we need to invest further time considering what barriers are limiting access and advancement for specific racial and ethnic groups and what more we need to do to look at the pipeline of talent that has the potential to enter the workforce, especially at the executive level and on boards of directors.

## Overall biopharma workforce

- People of color represent 14% of the biopharma workforce according to our survey results. This is less than half of the percentage of people of color in the Massachusetts population (32%), as reported in the Massachusetts census.
- The total percentage of employees identifying as white is unchanged from 2021 to 2023, with both years scoring this at 60%. This representation matches with the Massachusetts census data (61%).
- Asian employees again are overly representative in the overall workforce (23%) against the Massachusetts census data (6%). Here we saw an increase from 16% of the total workforce in 2021.

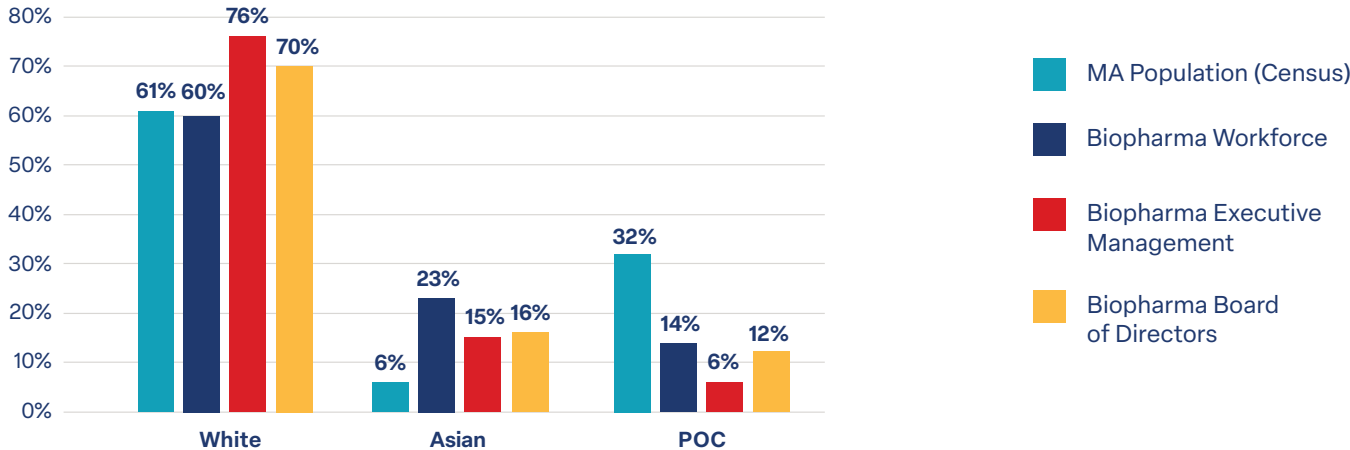
## Executive management

- The percentage of white employees at the executive management level increased to 76%, compared to 63% in 2021.
- The percentage of Asian employees at the executive management level increased to 15% from 13% in 2021.
- People of color were the only group to decrease in average representation at the executive management level, going down from 8% in 2021 to 6% in 2023.

## Board of Directors

- The percentage of people of color at the board of directors level has increased from 8% in 2021 to 12% in 2023.
- The percentage of Asian board of directors increased from 13% in 2021 to 16% in 2023.
- The percentage of board of directors identifying as white (70%) continues to significantly outweigh those identifying as Asian or people of color.

**Figure 4** Workforce Race and Ethnicity of Respondent Biopharma Organizations in Massachusetts



# Spotlight on MassBioDrive: Intentional Program Design to Remove Barriers for Diverse Founders

MassBioDrive is MassBio's accelerator program designed to advance breakthrough science while providing opportunities to founders from all parts of the life sciences ecosystem via mentorship, industry connections, equity-free prizes, and a business fundamentals curriculum.

To ensure we are being inclusive and providing founders and executives from diverse backgrounds the greatest chance of success when applying for our program and succeeding in the future, we have been intentional with a number of program design elements, as shared below:

- Ensure that we promote opportunities far and wide to catch the largest breadth of participants possible
- Review the diversity of mentors
- Review the selection committee who determine the founders to participate in cohorts

We do not ask for personal information of the founder, removing potential bias and ensuring that applications are judged on the quality of the science itself, not the founder's demographics.

**For more information, visit:**

[massbio.org/innovation-services/massbiodrives](https://massbio.org/innovation-services/massbiodrives)



# Progress at the Company Level Against Open Letter 2.0 Commitments



# Diverse Recruitment and Workforce Development Has Become a Focus

Companies continue to tell us that recruiting diverse talent, especially with the right technical skills and/or industry experience, is one of their top priorities but also one of their biggest challenges, as mirrored in our **2022 MA Life Sciences Workforce Analysis Report**<sup>1</sup>. We have been encouraged by the increasing commitment and intentionality companies have shown in taking on this challenge and in trying to change their internal processes to improve the recruitment experience and success for diverse candidates (Figure 5). In our **Open Letter**, we set out clear recruitment practices companies could follow, including building time into the recruitment process to allow for diversity sourcing, creating diverse candidate slates, and incorporating inclusive selection practices like removing unnecessary educational requirements and ensuring balanced interview panel demography.

The slight increase in the percentage of companies working with or recruiting from HBCUs (Historically Black Colleges & Universities), TCUs (Tribal Colleges & Universities), or HSIs (Hispanic Serving Institutions) (Figure 6) may also point to the increased willingness to look for talent wherever it is found, even if that's out of state (no HBCUs exist in Massachusetts for example). However, we believe companies should not overlook initiatives like Bioversity and Minority Serving Institutions located right here within the Commonwealth. Minority Serving Institutions, or MSIs, are federally-recognized institutions of higher education that serve minority populations. They are unique both in their missions and in their day-to-day operations<sup>2</sup>. Here in Massachusetts, the most obvious example is the state's network of community colleges, including Bristol Community College, Bunker Hill Community College, Quinsigamond Community College, and Roxbury Community College, just to name a few. But the Commonwealth's state colleges—such as Bridgewater State University, Framingham State University, and Fitchburg State University—and private 4-year colleges like Franklin Cummings Tech—are also highly valuable institutions.

Relatedly, Figure 7 shows us that the percentage of companies partnering with and recruiting from external affinity organizations has doubled since 2021, something we have continually encouraged our members to consider. Affinity organizations like Latinos in Bio, Women of Color in Pharma, and OUTbio, are groups formed around common interests, backgrounds, identities, and/or goals. They often know their target communities best and can be an excellent source of potential candidates and strategies on how to be inclusive of these communities. In addition, from our conversations with members, it is recognized that these affinity organizations often offer a space for their staff to find community, especially where a lack of representation exists at the company. These affinity organizations can advise companies on how to develop ERGs (Employee Resource Groups) and internal programs but also have their own development programs which, when an employee is sponsored to complete, can help with retention and advancement. We will continue to connect our corporate members with these groups and believe that the more we invest in these groups and help grow their memberships, the more they can support the industry and our diverse employees and talent pipelines.

<sup>1</sup>MassBio, *MA Life Sciences Workforce Analysis Report, 2022*

<sup>2</sup>US Department of the Interior, *Minority Serving Institutions Program*

Figure 5

Does your company have intentional practices and systems in place to recruit, retain, and advance diverse employees? (n = 81)

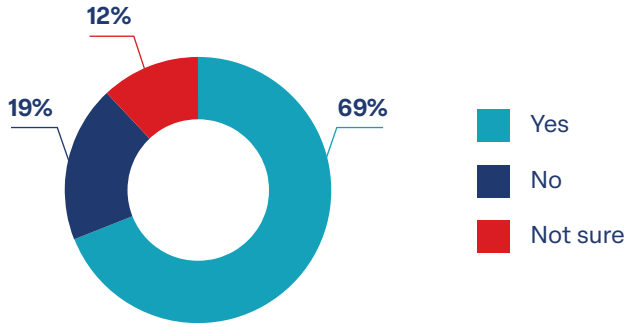


Figure 6

Have you ever directly recruited from or worked directly with Historically Black Colleges & Universities (HBCUs), Tribal Colleges & Universities (TCUs), or Hispanic Serving Institutions (HSIs)? (n = 79)

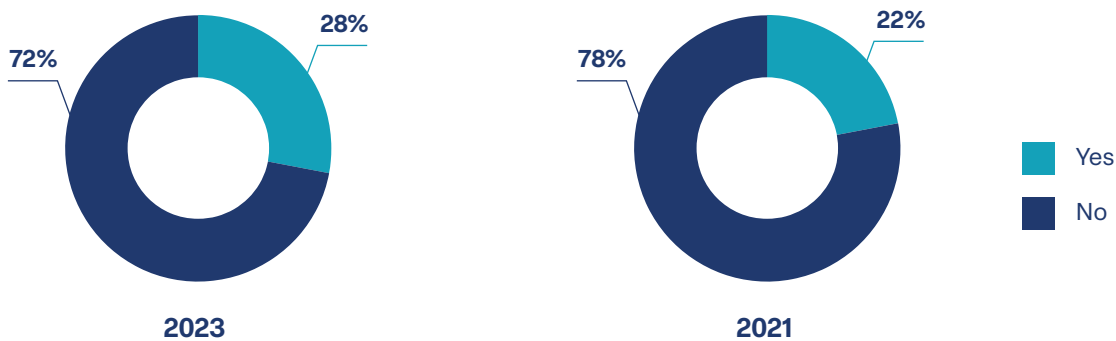
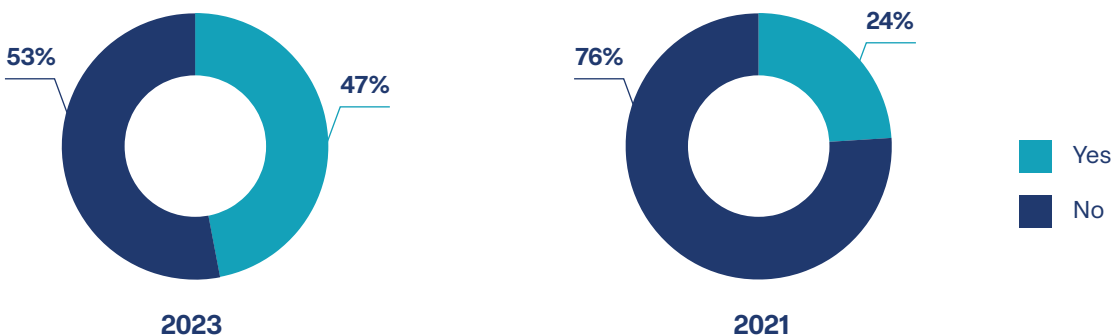


Figure 7

Have you recruited from or worked directly with External Affinity Organizations such as the Color of Biotech, Latinos in Bio, Women of Color in Pharma? (n = 79)





## Spotlight on Bioversity: Developing the Diverse Talent Pipeline

Launched by MassBio in 2023, Bioversity is a Massachusetts incorporated non-profit with pending 501c3 status formed to make the whole of the life sciences workforce development landscape more efficient, allowing people from underserved communities to find jobs faster and employers to have easier access to a broader and more diverse talent pipeline.

Alongside the opening of the Bioversity lab and classroom space in Dorchester, the most diverse neighborhood in Boston, Bioversity will be launching its inaugural certificate training program in January 2024. Open to those with a high school degree or a GED, this free, 8-week program aims to provide graduates with a clear pathway toward a rewarding entry-level career in scientific operations roles at local life sciences companies.

**For more information visit:**

**[bioversityma.org](https://bioversityma.org)**

# A Look at Company-wide Dashboards and Statements

Having called out the lack of implementation of certain foundational DEI practices in 2021's report, we have been pleased to see the data suggesting an improvement here. 2023's report shows that 75% of companies report that they now have a company-wide diversity, equity, and inclusion statement in place (Figure 8), compared to 56% in 2021. DEI statements are important to inform employees of the expectations the company has and how they link to broader corporate goals. They are also useful when shared externally, acting as public proclamations which help hold the company accountable while providing insight to potential employees on what kind of organization they can expect to join. We have encouraged companies not to oversell the progress and investments they've been able to make in DEI, and instead focus on the genuine commitments they can make to ensure every employee can experience a feeling of inclusion and belonging.

We also see the number of respondents saying that they utilize a diversity dashboard or diversity scorecard doubling since 2021 (Figure 9). This allows a company to establish a baseline, establish goals, and have metrics in place to monitor progress. Those driving DEI have also had more compelling facts and figures to take to leadership to encourage further investment and action. Despite the increase in the number of companies using dashboards or scorecards, still only half of respondents said they are. We encourage all members to use a dashboard or scorecard to uncover opportunities and blind spots as well as (re)align their DEI efforts with corporate goals.

Figure 8

**Do you have a company-wide diversity, equity, and inclusion statement? (n = 80)**

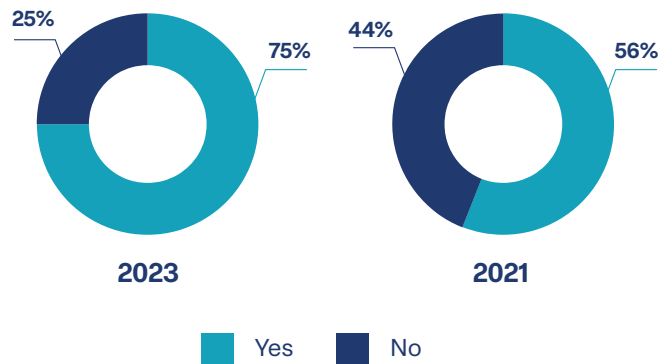
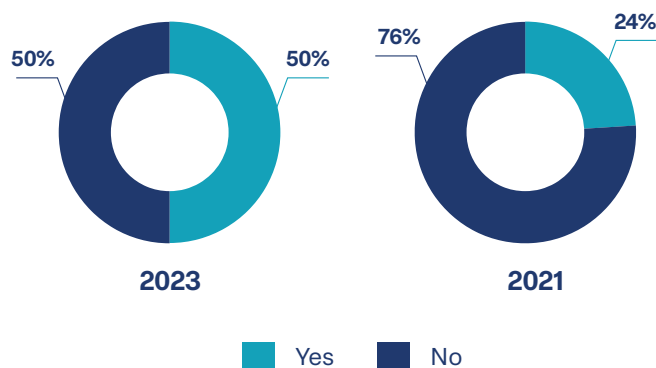


Figure 9

**Do you currently utilize a diversity dashboard or diversity scorecard? (n = 79)**





# What More Needs to Be Done?

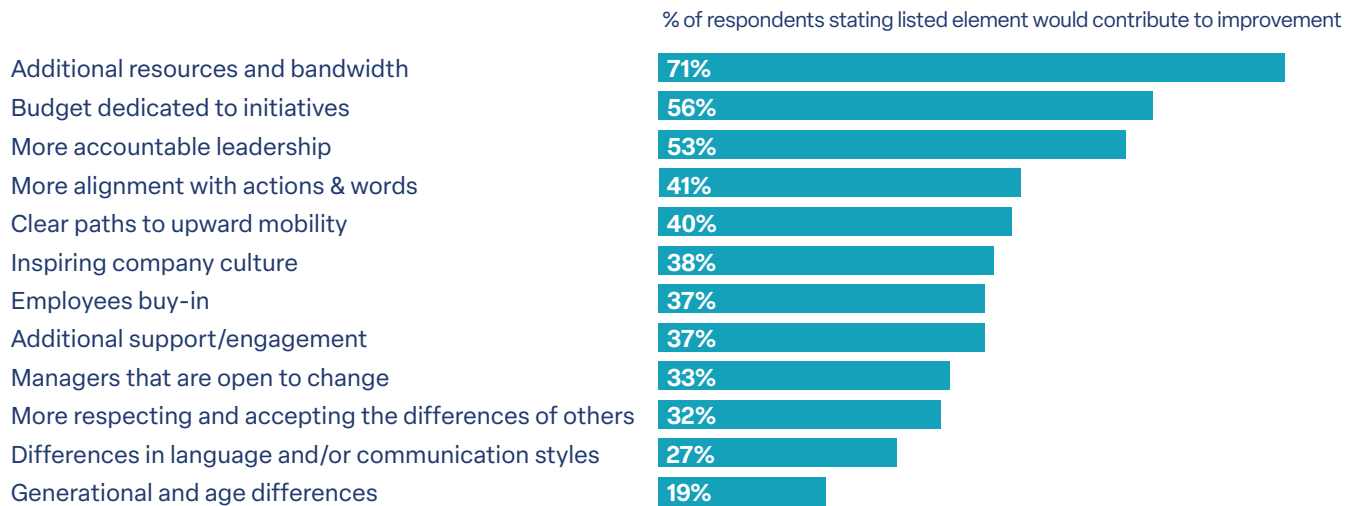
# Increased Investment in DEI and Leadership Accountability

Despite the developments and strides made, many of the same barriers that were holding back progress in 2021 are reported as being the same in 2023 (Figure 10). The reported underinvestment of resources and budget assigned to DEI and a lack of bandwidth for those trying to drive improvements with this lack of resources raises particular concern. We believe this underinvestment may be compounded further by the uncertainty around what the Supreme Court’s affirmative action ruling means for corporate DEI practices<sup>1</sup>.

The third most highly reported barrier to improvement was the need for more accountable leadership (Figure 10). We have heard time and time again that the more DEI goals are tied to corporate goals, similar to the prevalence of sustainability metrics, the more commitment and investment in DEI comes from the top. Relatedly, as illustrated in Figure 11, only 23% of companies report that they have tied DEI initiative outcomes to executive compensation/bonus structure. Would leadership accountability increase if DEI initiative outcomes were tied to executive compensation/bonus structure?

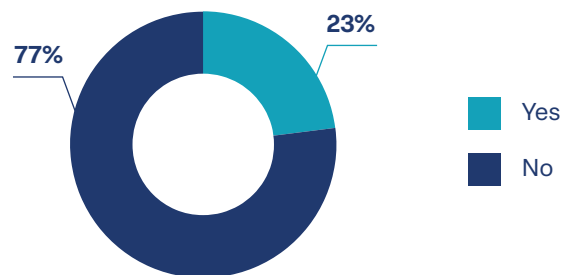
**Figure 10**

## Which of the following, if any, do you believe would improve the implementation or success of any best practices or new diversity, equity, and inclusion initiatives? (n = 73)



**Figure 11**

## Have you directly tied DEI initiative outcomes to executive compensation/bonus structure? (n = 79)



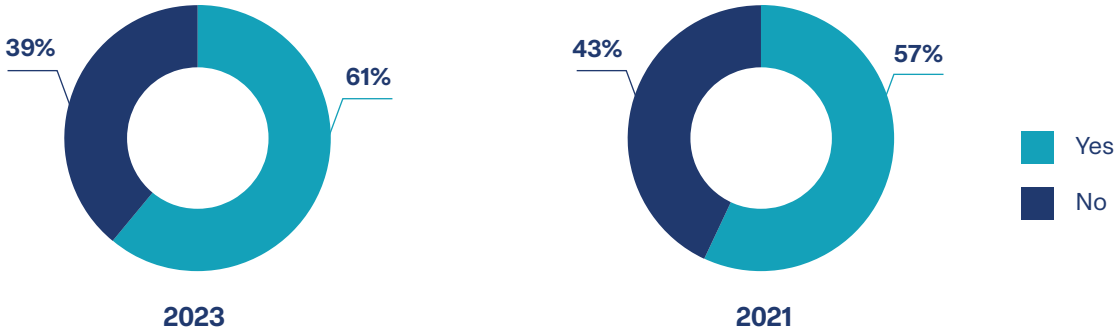
<sup>1</sup>Harvard Business Review, *What SCOTUS’s Affirmative Action Decision Means for Corporate DEI*, 2023

# Understanding the Employee Experience and Opportunities to Demonstrate a Commitment to DEI

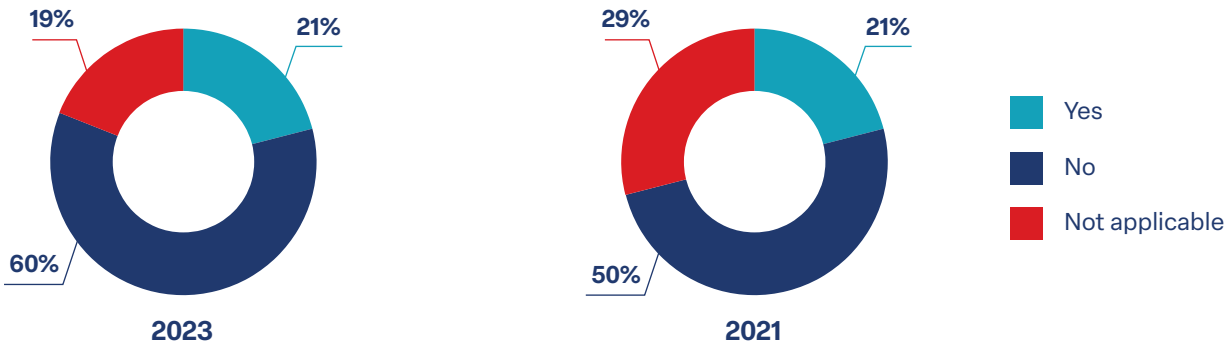
As referenced previously, ensuring employees feel a sense of belonging and understanding of the company culture is critical to retention. We have always promoted the use of an engagement survey as a tool to gain critical insights and provide opportunities for employees to feel heard. We share survey templates and links to external consultants who can help run engagements surveys for corporations, yet as seen in Figure 12, we have barely seen any change in the percentage of organizations conducting staff engagement surveys that include a DEI section. In some cases, it seems that a concern about what will be uncovered in such a survey is limiting the use of this tool; however, when a review and implementation plan is put in place, we find that the surveys are actually very effective. This helps companies decide which actions to prioritize, helping them avoid overpromising and acting in a knee jerk fashion. Any survey should be anonymous to get the most truthful insights, and any implementation plan should always include ERGs or employees in the actions taken.

We have also experienced companies demonstrating their commitment to DEI by intentionally procuring more products and services from minority owned businesses and diversifying their spending. This willingness to change practices and the status quo to be more equitable has brought diverse individuals and cultures into businesses. That said, only 21% of respondents say that they have a supplier diversity program in place (Figure 13). Within this poor statistic, however, is an opportunity for program growth. Companies need not create a fully structured and formalized supplier diversity program. Rather, simply improving how accessible contract opportunities are and company spend is portioned can make a difference to diverse businesses.

**Figure 12** Have you conducted an employment engagement survey that includes an DEI section? (n = 79)



**Figure 13** If applicable, do you have a supplier diversity program? (n = 81)





## Spotlight on MassBioEdge: Diverse Supplier Rebate

Our MassBioEdge program helps our members save money on critical supplies and services. By aggregating the purchasing power of MassBio's over 1,600 member companies, MassBioEdge provides members with competitive discounts, preferred terms and conditions, and personalized customer service. In January 2021 we renewed our longstanding partnership with Fisher Scientific and were able to work together to add an innovative initiative that not only builds on the quality of the Fisher Scientific marketplace but also encourages our members to support small and diverse businesses. Now when a member chooses to buy a product or service from a small or diverse business they receive a 1% rebate through the partnership. Since 2021 over 700 members have received this rebate, spending over \$50 million with small and diverse businesses in the process.

**For more information visit:**  
[connector.massbio.org](https://connector.massbio.org)





# Looking Ahead



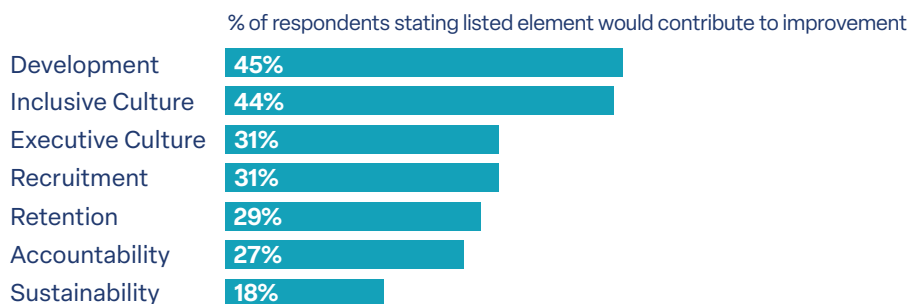
We hope that this survey acts as a point of reference and call to action for our members and the broader ecosystem when analyzing the state of racial, ethnic, and gender diversity in the life sciences industry. We have been able to show where the industry has made progress, where we are still falling short, and what might be holding us back. One of the final questions respondents completing our survey were asked to answer was “what area(s) did the survey identify as needing more attention right now compared to others?” Figure 14 illustrates that the two most frequently selected options were “development” and “inclusive culture.”

With 44% of respondents suggesting that achieving an inclusive culture needs more attention, this is a reminder for us not to lose sight of the work that also needs to be done beyond simply increasing the diversity of our workforce. A focus on inclusion will support the sustainability of our efforts, where engendering a feeling of belonging in employees can increase retention and appetite for internal progression. And with 45% of respondents suggesting more attention needs to be spent on the development of their DEI programs, we can see that the appetite exists, at least with those focused on the work. In addition, it is felt that many of our members have a good level of foundational DEI knowledge, accessed through tools like we have in our **DEI Resource Center**, and are now trying to understand how to successfully implement these within an increasingly politicized context.

For MassBio, we commit to continuing to be a thought partner and convener for those interested in driving success throughout our industry, monitoring change, sharing best practices, and delivering programming for the benefit of our employees and communities here in the Commonwealth and further afield.

Figure 14

### What area(s) did the survey identify as needing more attention right now compared to the others? (n = 55)





# Support Available Through MassBio



MassBio's mission is to advance Massachusetts' leadership in the life sciences to grow the industry, add value to the healthcare system, and improve patient lives. MassBio represents the premier global life sciences and healthcare hub, with 1,600+ members dedicated to preventing, treating, and curing diseases through transformative science and technology that brings value and hope to patients. Founded in 1985, MassBio works to advance policy and promote education, while providing member programs, events, industry thought leadership, and services for the #1 life sciences cluster in the world.

As part of our longstanding commitment to improving DEI across the life sciences, developing a more diverse talent pipeline, and pushing our members to be more successful and better aligned with patient populations, we offer:

- Bespoke consultations and one-to-one meetings with members
- Curated DEI resources and tools
- Premier conferences and convenings focused on DEI
- Multiple platforms to share our members' successes, learnings, and commitment to DEI
- Benchmarking across the industry

As MassBio has progressed on our own DEI journey, some of our proudest moments to date include:

- Employing a dedicated DEI officer since 2017
- Spearheading two public open letters/pledges, in 2017 and 2020, committing signing companies and executives to comprehensive equity, diversity, and inclusion initiatives
- (Re)designing our programming and initiatives to ensure they bolster DEI progress, as highlighted throughout this report
- Hosting six DEI conferences to spotlight best practices to address opportunities and challenges around diversity, equity, and inclusion
- Launching Bioversity in 2023

Learn more at [massbio.org](https://massbio.org)

# Special Thanks to the Report Team

## MassBio Board:

### DEI & Health Equity Subcommittee

**Chip Clark (Chair)** - Entrepreneur in Residence, SR One Capital Management

**Cheryl Blanchard** - President & CEO, Anika Therapeutics, Inc.

**Edward Kaye** - CEO, Stoke Therapeutics

**Eileen Elliott** - Executive Director of Scientific Affairs & External Partnership  
& Kendall Square Site Lead, Pfizer

**Lauren Celano** - Founder & CEO, Propel Careers

**Liz Lewis** - Head of Global Oncology Patient Value, Policy and Access,  
Oncology Business Unit, Takeda

**Michal Preminger** - Head of Johnson & Johnson Innovation LLC,  
East North America, Johnson & Johnson

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## MassBio Staff:

**Kendalle Burlin O'Connell** - CEO & President

**Zach Stanley** - Executive Director, Bioversity

**Ross Marshall** - Senior Director of Community Engagement

**Tom Browne** - Director of Diversity, Equity, & Inclusion

**Ryan Boehm** - Director of Communications and Media Relations