

# RACIAL AND SOCIAL EQUITY INITIATIVE

## 2022 IMPACT SUMMARY

RACIAL  
& SOCIAL  
EQUITY



CLS's Diversity Equity and Inclusion journey started a year and a half ago with our Racial and Social Equity Initiative grounded in a simple goal: to do the right thing.

With significant support from many of our engaged members and supporters, we've established partnerships and programs with organizations across the state doing the work of creating a more diverse and equitable environment within our life sciences ecosystem.

We're committed to change, and we're making an impact:

- We're working to improve health access and health outcomes in underserved communities;
- We're building a diverse talent pipeline of future STEM leaders, and connecting them with organizations and mentors to guide them on their career path;
- We're creating opportunities for, and investing in, BIPOC entrepreneurs to ensure our innovation landscape benefits from the diverse capabilities our great state offers; and
- We're partnering with member companies committed to increasing diversity on their board of directors.

As we prepare for the new year, I will look forward to sharpening our focus and having deeper conversations about our collective roles in driving change within California's life sciences community.

I'm proud of what we've accomplished and energized for what's ahead in 2023. Thank you, to the CLS community, for your continued support.

### MARC FIELDS

Senior Vice President, Racial & Social Equity and Culture  
California Life Sciences (CLS)

## Building a Pipeline of Diverse Talent and Future Leaders



Over **2,067** students and families impacted across all our partnered programs/partnerships



**NEXGENE** Girls  
ENCOURAGE. ENGAGE. EXPLORE.

**NexGeneGirls (SF Bay Area)** Rigorous science research and leadership development program for high school women of color

**52**

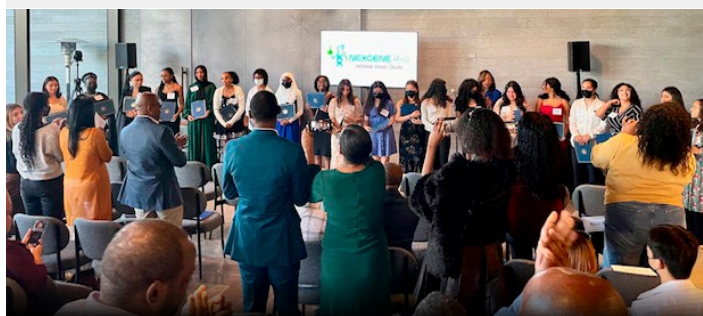
young women of color

**20**

paid internships with AbbVie, Fibrogen, Gladstone Institutes, Invitae, SFSU, Sutro Bio, The Allen Group and UCSF

**50+**

industry volunteers from 13 companies/organizations



"I was able to meet mentors that helped me along the journey ... I was able to experience what it's like to work in a STEM career and learn about the college process." - **NGG 2022 Scholar**



University Lab Partners (ULP) Medical Innovation, Research and Entrepreneurship (MIRE) Program - My Sister's Keeper Success Initiative (Orange County)



Virtual pilot program for high school BIPOC teams to work with industry leaders/mentors to solve real-world unmet pediatric clinical needs.

**Kits Cubed 2nd Annual STEM Fair (SF Bay Area)** A youth-led, nonprofit organization based in Oakland, California. The STEM Fair attracts more than 2,000 attendees—science kits are offered to engage and ignite every child's scientific imagination!



**A Black Education Network (ABEN) STEM Initiative:**

Development of culturally relevant STEM curriculum for grades 3-5.



**Health Career Connection (statewide)** Provides paid real-world experience, mentoring, and networking to undergrad and recent graduates, empowering them to choose and successfully pursue health careers that best suit their talents and goals. In 2022, the program provided 16 BIPOC undergraduates paid internships.

## Empowering Diverse Entrepreneurs



**Inclusive Research Mentor/Manager Training (statewide)** The University of California at San Francisco (UCSF) and City College of San Francisco (CCSF) program helps life sciences organizations build inclusive management practices and workplaces. Funded by the National Science Foundation (NSF).

Almost  
**400**  
professionals from  
**MORE THAN 60**  
companies have gone  
through the series  
in 2022.

"We've been given tangible tools to use in conversations with our co-workers and management to bring more openness and understanding of each other in the workplace."

— Associate Director, Denali Therapeutics

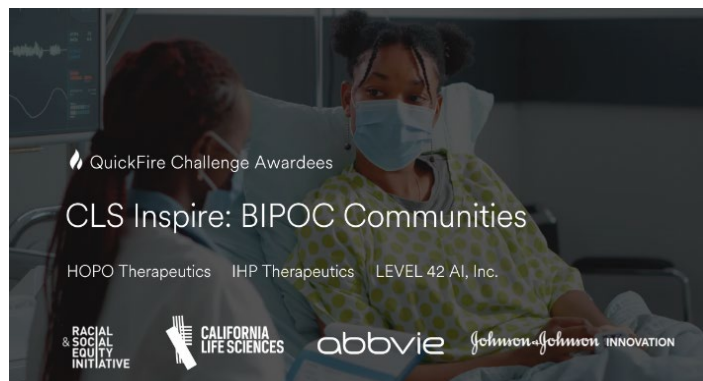


## FAST MedTechColor Track, Fall 2022:

Troy Barrington, founder and CEO of Tab Diagnostic, and 2022 MedTechColor Pitch Competition finalist was selected to participate in CLS's Fall FAST advisory program. The CLS / MedTechColor collaboration stems from a mutual desire to offer direct support to startups led by Black and Brown founders through funding and mentorship from industry leaders.



In September 2022, **MARC FIELDS** spoke at a virtual workshop, hosted by Johnson & Johnson Innovation focused on gaining a deeper understanding of the necessity of workforce diversity, with an emphasis on best practices for leading diverse teams.



CLS Quickfire Challenge for BIPOC Communities invited California-based innovators to submit potential solutions for BIPOC communities which have been historically marginalized. Winners receive \$150K in grant funding, one year of CLS membership and business advising through CLS's FAST Advisory Program to advance their science.



This past spring, Mabswitch founding director and CEO, **DR. YEMI ONAKUNLE** was a finalist of the first QFC challenge and was selected to join the Spring 2022 FAST co-hort. Mabswitch was also invited to pitch in Start-Up Stadium at the BIO International Convention.

## Public Health and Its Access to Historically Excluded Communities



## Center for Excellence in Nonprofits (statewide)

CLS funded a training focused on supporting the development and leadership capacity of BIPOC people who are underrepresented in leadership within the biological science and public health sectors.







California Black Health Network (statewide) Webinar series to improve health literacy and ensure that all Black Californians have equal access to health care.

More than **500** registrants  
**72%** of attendees indicated their knowledge of health equity improved after participating in the webinars.



## Advocating For All Patients: Championing Access to Innovative Healthcare Solutions



### African American Community Service Agency – COVID-19 Vaccine Equity Project

With COVID-19's disproportionate impact on people of color, AACSA's COVID-19 Vaccine Equity Project aims to remove access and trust barriers to ensure people of highest risk for contracting COVID-19 receive vaccinations.

- **3,600** people received COVID relief support
- **4,500** COVID tests provided
- **2,900** PPE distributed
- **520** people received the vaccine
- **50+** industry volunteers from 13 companies / organizations



This webinar explored the value of diverse and equitable clinical trials and how we can leverage tech-enabled, human-centric solutions to take action on FDA guidelines, meet industry commitments and uphold the ethical responsibility to diverse communities.

**CLS's Pro-Patient Legislative Package** focuses on bills that aim to mitigate barriers to critical health care needs that many populations do not currently have access to. Many of the bills mandate certain testing and treatments be covered by health care plans that operate in the state of California so that patients do not have to pay out of pocket costs to obtain critical care.

**BUILDING DIVERSE BOARDS (STATEWIDE)** – CLS is working to increase diversity and inclusion at the board level by providing networks and resources to board ready diverse leaders, and forging partnerships with organizations focused on acclimating diverse leaders to the board environment.