

RACIAL & SOCIAL EQUITY 2023 Mid-Year Report

This report covers the accomplishments and DEI strategies of California Life Sciences' racial & social equity activity.

This is an interactive document. Please click on the various photos and graphics for further engagement.

Programs & Partnerships

Reimagined framework to align with CLS' life sciences focus, member engagement, integration strategy and industry impact



NexGeneGirls

Rigorous science research and leadership development program for high school girls of color

20

scholars

7

host sites

Company Labs: FibroGen, MantraBio, Sutro Biopharma

Academic Labs: Gladstone Institute, San Francisco State University, Stanford University, University of California - San Francisco



KitsCubed

A youth-led, nonprofit organization based in Oakland, California with the mission to engage and to ignite every child's scientific imagination

2

STEM Fairs
Palo Alto & Oakland

2,500+

projected attendees

Partner Development

- 501(c)(3) designation
- Financial training
- Project management consultation
- Member engagement

The CLS Team



Marc Fields
Senior Vice President,
RSE & Culture



Satsuki Shumate
Director,
DEI & HR



Yamilex Peña
DEI Project Manager,
RSE

Exposure & Engagement

Moving the needle towards greater equity in the life sciences, while positioning California Life Sciences as a DEI thought leader

Award

San Diego
Business Journal



Speaking Events

BIO International Convention

Biopharma Leaders of Color Panel

Thermo Fisher
Black History Month

Stanford University

System Change Through Empathy & Culture

Mercer | Leapgen

NOW of Work Digital Meetup (podcast)

Social Media

13,540

people reached

9,814

views

Black History Month Video Series

Life Sciences History Makers

This series highlighted Black leaders making history today, changing the narrative that Black history is associated with the distant past



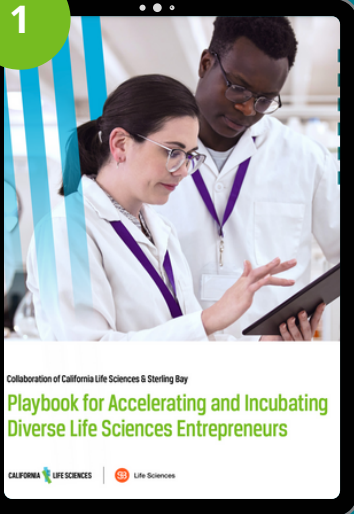
Industry Initiative

BIPOC Diversity in the C-Suite and on the Board

In 2023, we created an initiative to establish a committed community of industry leaders who view fostering diversity on boards of directors and in the C-suite as a strategic imperative for the growth and resilience of the life sciences industry.

Industry Intelligence and Resources

1



Playbook for Accelerating and Incubating Diverse Life Sciences Entrepreneurs

CLS and Sterling Bay recently launched a playbook that offers insights into the current state of equity and inclusion across the startup landscape, and meaningful calls to action that can level the playing field.

click on the graphic to watch the event recording!

Playbook Launch Webinar Event

Conversations With Thought Leaders

From Ideas to Impact: Actions to Unlock Diverse Startup Success

Our panel of experts discussed their lived experience as champions driving needed change, and the practical steps we can take to be diversity leaders within the life sciences startup ecosystem.

THOUGHT LEADERS



MARC FIELDS
Senior Vice President
Racial & Social Equity
and Culture, CLS



DR. JAMES GILLESPIE
Managing Director
Life Sciences & Technology
at Sterling Bay



KARIN KOCH
Executive Director
University Lab Partners



**STANLEY LEWIS,
MD, MPH**
Founder and CEO
A2B Therapeutics



KWAME ULMER
Venture Partner
WaveMaker
Three-Sixty Health

2



Diversity, Equity, and Inclusion

CLS gathered perspectives from a wide variety of leaders within the life sciences sector regarding its overall progress on its journey towards a more diverse, equitable, and inclusive ecosystem. CLS sponsored a series of interviews with industry and nonprofit executives, start-up founders, department heads, board members, and diversity leads to gauge current perceptions of the challenges, opportunities, and risks to the advancement of DEI.

This report presents the common themes that emerged from the interviews. In addition, the report highlights the challenges that underrepresented talent face and the opportunities for growth and advancement. The report also includes a list of resources and a call to action for the life sciences sector.

Thematic Interviews With Stakeholders

The themes that emerged from the stakeholder interviews focused upon multiple aspects of DEI within the life sciences industry. The themes included:

- **Current State:** Many respondents expressed that the life sciences sector is not doing enough to advance diversity, equity, and inclusion. They noted that the industry is slow to change and that there is a need for more action. They also noted that the industry is not doing enough to support underrepresented talent.
- **Challenges Remain:** The top challenge identified by respondents was the lack of representation of Black, Hispanic, and Native American communities in the life sciences sector. Other challenges included the lack of mentorship and networking opportunities for underrepresented talent, and the lack of inclusive hiring practices.
- **Opportunities for Growth:** Respondents identified several opportunities for growth and advancement. These included the need for more inclusive hiring practices, the need for more mentorship and networking opportunities, and the need for more representation of underrepresented talent in leadership roles.
- **Call to Action:** Respondents called for more action from the life sciences sector to advance diversity, equity, and inclusion. They noted that the industry needs to take more steps to support underrepresented talent and to create a more inclusive ecosystem.



California Life Sciences' 2023 Sector Report Diversity, Equity, and Inclusion topical section

In a special topical section of our 2023 CLS Sector Report, we explored common themes that emerged from interviews with a variety of leaders within the life sciences sector regarding its overall progress on its journey towards a more diverse, equitable, and inclusive ecosystem. After covering the challenges, opportunities, and risks to the advancement of DEI, we concluded with a series of calls to action that emphasize leadership accountability and the empowerment of underrepresented talent.

3

Life Sciences Insights: Environmental Sustainability - "Environmental Justice: A Conversation With The California Black Health Network"

Environmental hazards, like pollution, disproportionately affect marginalized communities, resulting in health disparities. In this Q&A session, CLS sat down with Rhonda Smith, the Executive Director of the California Black Health Network (CBHN), to explore the connection between environmental justice, environmental sustainability, and the role of the life sciences industry to develop innovative solutions.

"Tesoro trio win pitch award from California Life Sciences"

Shark Sessions, a CLS youth pitch contest in collaboration with Create The Space & Triton Consulting, was a key part of CLS' efforts to recognize students' innovation and entrepreneurship while providing a pipeline for students from diverse backgrounds.

4



Upcoming RSE Events



TALENT PIPELINE

KitsCubed STEM Fair
in Palo Alto, CA



HEALTH EQUITY

California Legislative Black
Caucus Partnership Event
in Culver City, CA



CLS DIVERSITY SUMMIT

Leading the Change: Embracing
Inclusion for Collective Success
in San Francisco, CA

2023

AUG

SEP

OCT

2024

FEB

TBD



TALENT PIPELINE

KitsCubed STEM Fair
in Oakland, CA



FUNDING DIVERSE INNOVATORS

Industry Leader Dinner
at BIO Investor Forum
in San Francisco, CA



FUNDING DIVERSE INNOVATORS

Industry Leader Dinner
in San Diego, CA

"Leading the advancement of equity within the life sciences is core to California Life Sciences' strategy and values. The continued support from our membership community enables our achievements and progress."

Marc Fields
Senior Vice President, RSE & Culture