2023 Mid-Year Report

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

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

Company Labs: FibroGen, MantraBio, Sutro Biopharma
Academic Labs: Gladstone Institute, San Francisco State University, Stanford University, University of California - San Francisco

20 scholars
7 host sites

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
Marc Fields
TOP 50 BLACK LEADERS OF INFLUENCE

Speaking Events
San Diego Business Journal
BIO International Convention
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.
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.

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

1. MARC FIELD S
   Senior Vice President
   Human Resources
   and Culture, CSL

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

3. KARIN KOC H
   Executive Director
   University Life Ventures

4. STANLEY LEWIS,
   MD, MPH
   Founder and CEO
   A2X Therapeutics

5. KIYAMI ULMER
   Venture Partner
   Elevate Venture

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.

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.
“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