Hello WIB Community,

This month we are covering two important topics: the celebration of Black History Month and the impact that Black and African American women have had on our society, and we are also looking deeper into Equity and what it means for women of color in STEM and the life sciences.

Equity is the idea that resources must be allocated based on each individual having a different set of circumstances that affect their access to opportunities and resources. Whether it's in school, at work, in doctor's offices, or at home, women worldwide are fighting for equitable access to decision-making spaces every day. Although there is no one way for everyone to implement equitable practices, the first step we can all take is acknowledging that imbalances exist, and it's up to each one of us to take small steps toward a more equitable future for all.

Women In Bio is committed to championing the importance of equitable access to decision-making spaces for all women. We hope you join us in empowering each other to create a better future.

Happy reading,
WIB
Join Us for Intervening for Yourself & Others

Thursday, February 2, 2023
3:00 p.m. – 4:00 p.m. ET / 12:00 p.m. – 1:00 p.m. PT

Join WIB-National and the Unconscious Bias Project (UBP) for this custom presentation perfect for WIB members exploring their role in making change. No one wants to be racist, sexist, or prejudiced in general.

In this virtual session together, we will review takeaways from Part 1: Why & How to Tackle Bias in Yourself and dig deeper into how to deal with bias when it comes up in interpersonal relationships and organizations. Please join us even if you were not able to attend part one.

Register here.

Executive Women In Bio Luminary Event Recap

The 2023 Executive Women In Bio (EWIB) Luminary event welcomed over 80 women to a rooftop location in downtown San Francisco. Guests appreciated the view and surroundings while networking and enjoying appetizers and drinks. The panel of industry leaders from the legal, venture, real estate, and executive recruiting sectors was moderated by Martina Doleshal, WIB-San Francisco Bay Area Chapter Co-Vice Chair.

The distinguished group of speakers included Antoinette Konski and Brandee Diamond, both Partners at Foley & Lardner, Hannah Evans, Lead Consultant at Hunter Healthcare, and Jen Zhu, CEO & Co-Founder of Maida Al.

Read the full recap and see event photos here.
WIB's Boardroom Ready Application Is Open

The 2023 Boardroom Ready application is now open! **Built to get C-suite executives into board seats** in the life sciences and biotech industries, the Boardroom Ready program aims to make an impact toward a more equitable future. **Read our announcement.**

UPCOMING VIRTUAL EVENTS

**EWIB-National & PNC:** Money 101 – Develop a Playbook for Managing Your Wealth, February 9, 2023

**MAPS-Capital Region:** Takeaways and Concepts from the Book *Super Mentors*, February 16, 2023

**WIB-RTP:** New Member Welcome, February 22, 2023

**WIB-Philadelphia Metro:** Financial Fraud – Protecting Yourself and Your Business, February 22, 2023

**WIB-Greater Montreal:** Career Options in BioPharma/Pharma Manufacturing, February 23, 2023

View Full Calendar

EDUCATE®

Equity in the Workplace

Diversity, equity, and inclusion are interconnected — it's difficult to have one without the other two.

Find out why companies need to look at **the "E" in DEI** and the reasons why it's
often the missing piece in many organizations.

How to Design Gender Bias Out of Your Workplace

Equity expert Sara Sanford offers a certified playbook that helps companies go beyond good intentions, using a data-driven standard to actively counter unconscious bias and foster gender equity — by changing how workplaces operate, not just how people think.

Women In The Workplace Report

McKinsey & Company and Lean In banded together to bring us an insightful report on the state of women in the workplace. We invite you to read through the report on the progress that's been made, and the challenges women in the workplace still face.

Women of Color Get Less Support at Work

It's clear that the factors preventing women of color from advancing at work are quite different from those holding white women and even men of color back. Here are six ways managers can be supportive of women of color in their teams and workplaces.
EMPOWER®

The Black Women Making an Impact in STEM/STEAM

Black women have been instrumental in STEM/STEAM fields for a long time, yet they still don't receive the exposure, acclaim, or recognition they deserve. Here's a list of 50 Black women who have made an impact on our society.

Lifting Others up While You Climb

Want to Truly Succeed? Help others grown no matter where you are in your career. Hear ACLU Chief Equity Officer Amber Hikes lay out three ways we can help those who historically have been left behind to succeed, empower, and advance.

The National Science Board Gets a Diversity Boost

Find out how Biden's choices for the National Science Board are a step toward restoring its diversity with the presence of women and minority scientists.

How to Be an Ally for Black Women in the Workplace
Black leaders share what they need from allies based on their own lived experiences, as well as many conversations with other Black women in leadership. Here is their advice.

**NATIONAL UPDATES**

**WIB Executive Director Search**

We are excited to announce that we have kicked off our search for a new Executive Director for Women In Bio! The Board of Directors has formed a committee to find and onboard our next long-term leader for WIB grounded in WIB's strengths and core values, as well as our ambitions for the future. We seek to have our next Executive Director selected by mid 2023. If you have any questions or comments, please email searchcommittee@womeninbio.org. On behalf of the Board, we look forward to our work with you and to seeing WIB's continued growth in 2023!

Azurii Collier  
*Search Committee Chair*

Katie Williams, Lili Zakarija, Amy Millman, Sarah Odeh  
*Search Committee*

**SPONSOR SPOTLIGHTS**

**Bio International Organization's Interim CEO Says "Diversity Is a Pathway to Excellence"**

Rachel King, the trade association's interim CEO, told *The BioCentury Show* about BIO's top priorities for the future.

They include implementation of the Inflation Reduction Act, the FDA's accelerated approval pathway, capital formation, and diversity, equity, and inclusion issues, Read more here.
Thank you to new National Elite Sponsor and WIB-Greater Boston Community Sponsor, Moderna. They recently announced that mRNA-1345, an investigational mRNA vaccine candidate for respiratory syncytial virus (RSV), has been granted Breakthrough Therapy Designation by the U.S. Food and Drug Administration (FDA) for the prevention of RSV-associated lower respiratory tract disease (RSV-LRTD) in adults aged 60 years or older. The designation was based on positive topline data from the ConquerRSV Phase 3 pivotal efficacy trial. Read the full press release here.

Thank you to new National Signature Sponsor Deloitte. Deloitte works to connect the right people, partners, and technologies to orchestrate and deliver the business of science. They work with innovators who are developing therapies, treatments, devices, and cures for society’s most pressing health challenges. Read their report on why US health care can’t afford health inequities.

Thank you to renewing National Champion Sponsor Axiom. Axiom is the trusted partner of small-to-medium medical device organizations around the world doing critical research in a diverse number of specialized fields. Their highly configurable Fusion eClinical Suite – with over 15 fully integrated modules to choose from – has powered over 200 device and diagnostics studies in more than 20 countries around the world.
Thank You to Our National, EWIB, and YWIB Sponsors