

Diversity, Equity & Inclusion in Biotech

Life Sciences Leadership Summit - June 2022



Why is ED&I important for UK Biotech?



Investment



Innovation



Talent

UK Research and Innovation

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What does diversity in investment mean to you?

"It's really important that we do a good job of making sure that all entrepreneurs in the UK feel that they have access to venture."

Jon Coker, Founding Partner, Eka Ventures

As the UK's largest domestic investor in venture capital, the British Business Bank champions diversity within the industry. This is not only the right thing to do, but it is also the smart thing to do. Evidence shows that diversity of background, views and experience is better for business* and better for investors alike**.

We recently interviewed a selection of our Fund Managers from the Enterprise Capital Funds (ECF) programme to find out exactly what diversity in investment means to them. Watch the video below to find out:

What does Diversity mean?

British Business Bank

GLOBAL DIVERSITY
Fostering a Diverse

techUK
FOR WHAT COMES NEXT

Shaping policy | Accelerating innovation | Dev

You're here: The UK's technology trade association > Shaping policy > Diversity and inclusion

Diversity and inclusion

Diversity and inclusion sits at the heart of digital growth. The tech sector understands that innovation thrives from diversity of thought and is continually looking to attract,

abpi | **BIA**
UK BioIndustry Association

Harvard Business Review

Diversity | Latest | Magazine | Ascend | Topics | Podcasts | Video | Store | The B

11 Trends that Will Shape Work in 2022 and Beyond

by Brian Kropp and Emily Rose McRae

January 13, 2022

"Diverse teams drive best returns"

"Diversity is a key driver of innovation"

"Fairness & equity will be the defining issues"

How can BIA support your company?



Investment



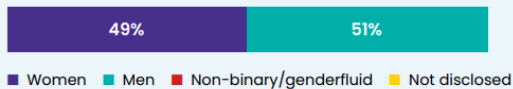
Innovation



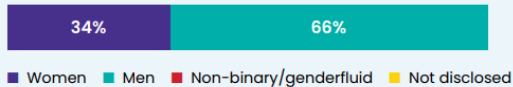
Talent

Figure 4a. Representation by gender (2021 data)

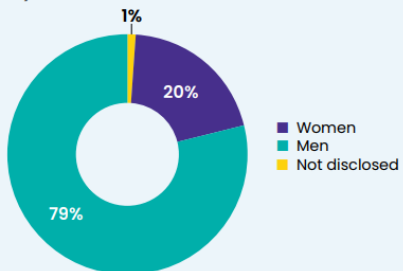
Total employees (n=36)



Executive (n=39)

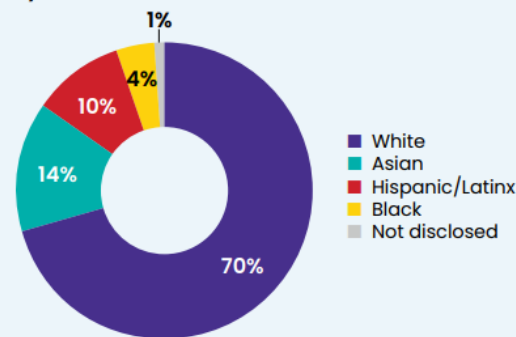


CEO (n=84)



Don't companies have diversity & inclusion strategies in place – how effective are they?

CEO (n=71)



How can BIA support your company?

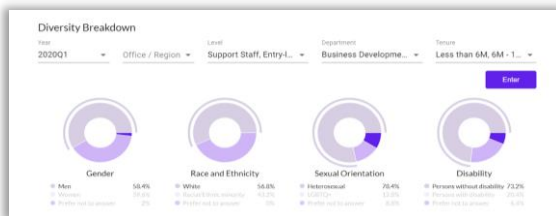
1. Collate the evidence - core UK biotech
2. Benchmark sector – comparators
3. Contributors dashboard access
4. Provide effective strategies/policies
5. Offer company recommendations
6. Partner on sector actions

Introduction to Diversio

Measure, track, and improve diversity, equity, & inclusion.

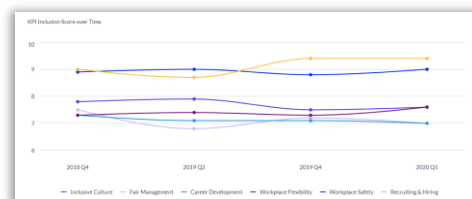
1

Capture



2

Identify



3

Diagnose

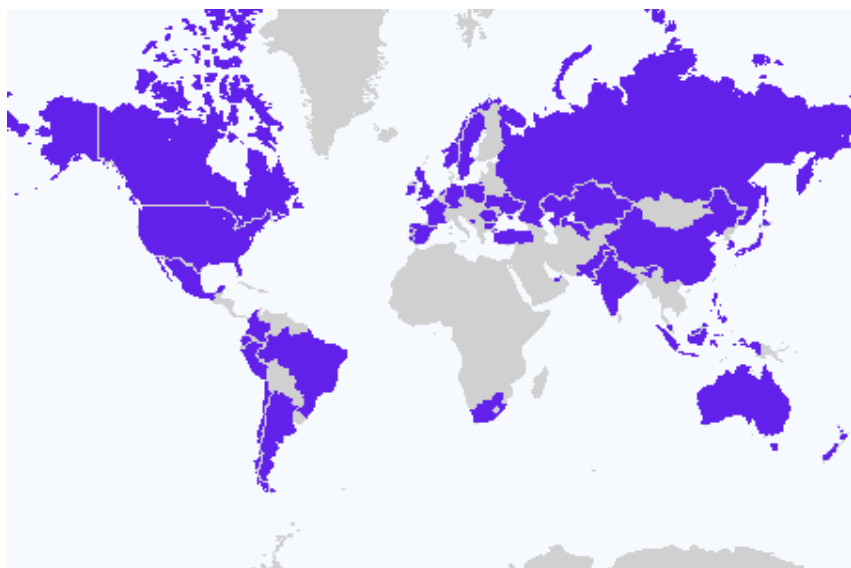
Overview	Department	Location	Level	Year	Tenure	
	Inclusive Culture	Fair Management	Career Development	Workplace Flexibility	Workplace Safety	Recruiting & Hiring
Industry Average	7.6 (7.6)	7.2 (7.2)	6.9 (6.9)	7.5 (7.5)	8.6 (8.6)	7.3 (7.3)
Your KPI Score	7.6 (7.5)	7.0 (7.2)	7.0 (7.1)	7.6 (7.3)	9.0 (8.8)	9.4 (9.4)
Dominant Group	8.0 (8.0)	7.3 (7.4)	7.4 (7.2)	7.4 (7.8)	9.0 (8.6)	8.6 (8.6)
Women+	7.0 (7.1)	6.4 (6.9)	6.8 (6.7)	7.5 (6.9)	8.8 (8.7)	8.7 (9.8)
Racial & Ethnic Minorities	7.6 (7.5)	6.5 (7.1)	6.5 (7.0)	7.1 (7.1)	9.1 (9.0)	10.0 (10.0)
LGBTQ2+	8.1 (7.5)	7.2 (7.0)	6.7 (7.0)	7.0 (6.7)	8.8 (8.5)	10.0 (10.0)
Disability / Mental Health	7.5 (7.0)	7.3 (6.9)	6.4 (6.9)	7.9 (7.8)	8.6 (8.6)	10.0 (8.7)

4

Track & Transform

Current Programming			
Programs, policies and solutions your organization is currently implementing.			
Location	Level	Target Group	
All	All	All	
Solution			
Remote Work Software			
Shift Swapping			
Inter-Divisional Sponsorship Program...			
Flexible Working Options			
Remote Work Software			
Adopt telecommunications software used by other divisions (e.g. WebEx) to enable virtual meetings and facilitate greater flexibility.			
Department	Target Group	Annual Cost	
Communications and Marketing	Everyone		
Location	Level	Pain Point	
All	All	Remote Work	
Relevant KPI			
Flexible Working Options			

Diversio Impact



- Countries covered
- Countries not yet covered

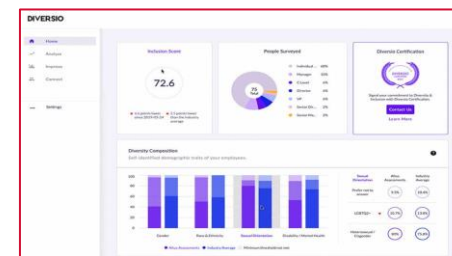


Diversio Benefits for BIA Companies

Templates Programmes & Policies



Company ED&I Dashboard



- 12-month access to your company's dashboard
- Custom diversity assessment (included in the Dashboard)
- Promotion pipeline assessment (included in the Dashboard)
- Customised and dynamic Inclusion Scorecard (included in the Dashboard)
- An intersectionality assessment tool (included in the dashboard)
- Text analytics (included in the Dashboard)
- Comprehensive sector benchmarks (included in the Dashboard)
- Customised recommendations (included in the Dashboard)
- performance tracking (included in the Dashboard)
- Access to Diversio's resource library

A case study - Theolytics

How can BIA support your company?



Diagnose: Data collection to define current ED&I position of UK biotech

- Launch communications & gather interest– June
- Marketing and company sign-ups – July
- Gather data – August to mid September



Report: Report on current ED&I position of UK biotech

- Collate data across sector – End Sept
- Access to policies & guidelines - Oct
- Report sector results - Oct



Action: Partner on sector recommendations & company support

- Agree & launch impactful recommendations
- Start action planning & pilot programmes
- Review and grow implementations

**Sign-up
NOW!**

