

A letter from the President/CEO and Board of BioCT March 2021

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BioCT is committed to addressing racism through its members' employment practices, their development of therapeutics to benefit all patients, and our support of educational and job initiatives that promote inclusive economic opportunity.

In June 2020, BioCT issued a [statement](#) supporting BLACK LIVES MATTER and Equity, Diversity and Inclusion ('ED&I') in the life sciences with the promise of sharing our progress with you. Since that time, a board-level ED&I committee has been established, chaired by Erika Smith, CEO of ReNetX, to formalize BioCT's path forward.

This committee is dedicated to exploring ways BioCT can promote ED&I within our community and through collaboration with our members. The ED&I committee is comprised of the following directors:

- Mostafa Analoui, Executive Director of Venture Development & Technology Incubation Program (TIP), UConn
- Rob Bettigole, Managing Partner, Elm Street Ventures
- Carine Boustany, Global Head, Development Science & Head, Development Site U.S., Boehringer Ingelheim
- Dormer Stephen, Partner, Shipman & Goodwin
- Elizabeth Sullivan, Executive Director, Quality - Business Planning and Strategic Ventures, Alexion

With the committee's stewardship, BioCT has authored and adopted the following ED&I pledge, endorsed by our Board of Directors, as well as a number of organizational goals for 2021 and beyond.

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Equity, Diversity & Inclusion Pledge

Engaging Communities, Influencing Change

BioCT believes that all people should experience dignity and respect in their personal lives and in their workplace. As such BioCT pledges:

To create and maintain a respectful workplace that values:

- Diversity and the human rights of others, and does not discriminate on the basis of race, national or ethnic origin, color, religion, age, sex, marital status, family status, any physical or mental disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran, and sexual orientation or gender identity and expression
- The dignity of every person
- Mutual respect, fairness, and equality
- Courteous conduct and positive communication between people
- Collaborative working relationships

Equity Diversity & Inclusion Goals

- Build a diverse Board of Directors
- Add a one-year term on BioCT's Board of Directors for a diversity officer
- Incorporate equity, diversity, and inclusion (ED&I) in all BioCT programming
- Support and host panels which showcase the diversity of talent in our industry
- Build on the best practices of BioCT's members
- Support the ED&I efforts of BioCT's members with resources and education
- Share personal stories by individuals and companies in our community
- Create a survey to benchmark our current ecosystem and to track progress on towards our ED&I goals

Reflective of these goals, we are pleased to announce the creation of a new video series titled, "Stories Behind the Science", in which members of our community share their unique journeys and backstories.

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We are excited to share the varied backgrounds and roads people have taken in order to make an impact on the bioscience industry. The first two interviews in the series showcase [Angela Hwang](#), Group President, Pfizer's Biopharmaceutical Group and [George Llado](#), CIO of Alexion. The series will be published via our regular news channels and available on demand in BioCT's [virtual library](#). Please let us know if you have a story you would like to share.

Additionally, the ED&I committee has developed an industry [survey](#) to establish a benchmark for the community so we can develop metrics and track progress over time. Please click this link to participate in the survey. It should take no more than 5 minutes. Your voice and your experience matters.

Looking ahead, BioCT will continue to work towards its goals with the promise of keeping you informed of our progress. Please let us know if you are interested in participating or have best practices to showcase or resources to share. Together, we can be part of the solution in helping find new ways to build inclusivity.

Sincerely,

BioCT and the BioCT Board of Directors