



ANNUAL REPORT

July 1, 2021 - June 30, 2022

Reflect, Reimagine, and Emerge Stronger

WESTORG.ORG

2021 - 2022 WEST Events

Top Attended Events

Broadway: Engineering Art: Radioactive, A musical about Marie Curie*

Broadway: Finding Your Voice through Creativity and Adversity*

Broadway: The Writer's Lab - Art and Science: Similarities in Processes*

Conquer Impostor Syndrome to Advance Your Career

Get on Board: Inside the Board of Directors

How to Be Inclusive when Differences are Less Visible*

Speak Up & Be Heard: How to Speak Up at Work Without Fear of Being Judged

Unlocking the Mystery of Drug Development & Drug Pricing*

**New this year*

New Events

Are You the Science Type? A Discussion With Women in Science

Be a Better Ally

Career Growth Spotlight - How a Great Manager Can Support Your Career Aspirations

Easing Anxiety in the New Work Environment with Self-Care

How to Make Time for YOUR Goals, Even if You're Drowning in To-do's

Navigating a Hybrid Team Dynamic

Prioritizing Planning Helps Families Manage Financial Risks of Alzheimer's and Dementia

Members-Only Rockstar Events

This year we welcomed the following inspiring senior leaders who shared the lessons they have gained along their career journeys: Tim Clackson, Meredith Fisher, Luba Greenwood, Eleanor Howe, Laura Sepp-Lorenzino, Gregory Verdine, Jo Viney, and Shelia Violette.

50+ EVENTS

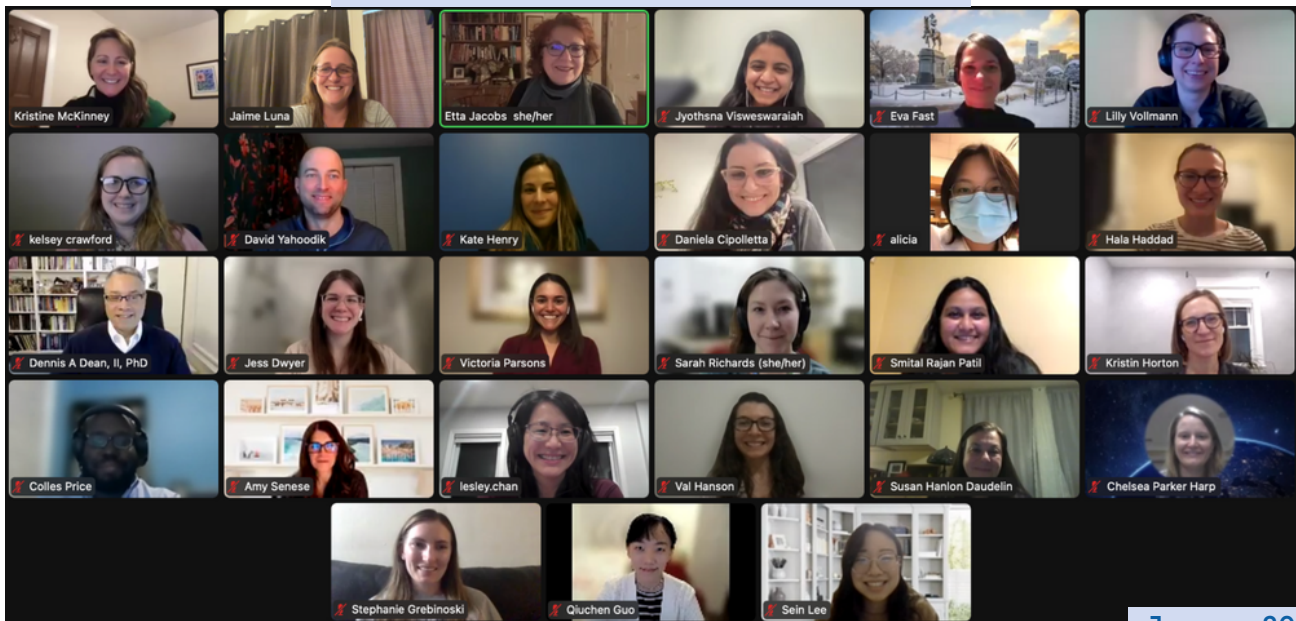
How we gathered in 2021-2022...

Faces From Zoom

Career Possibilities Panel with Speed Networking Events

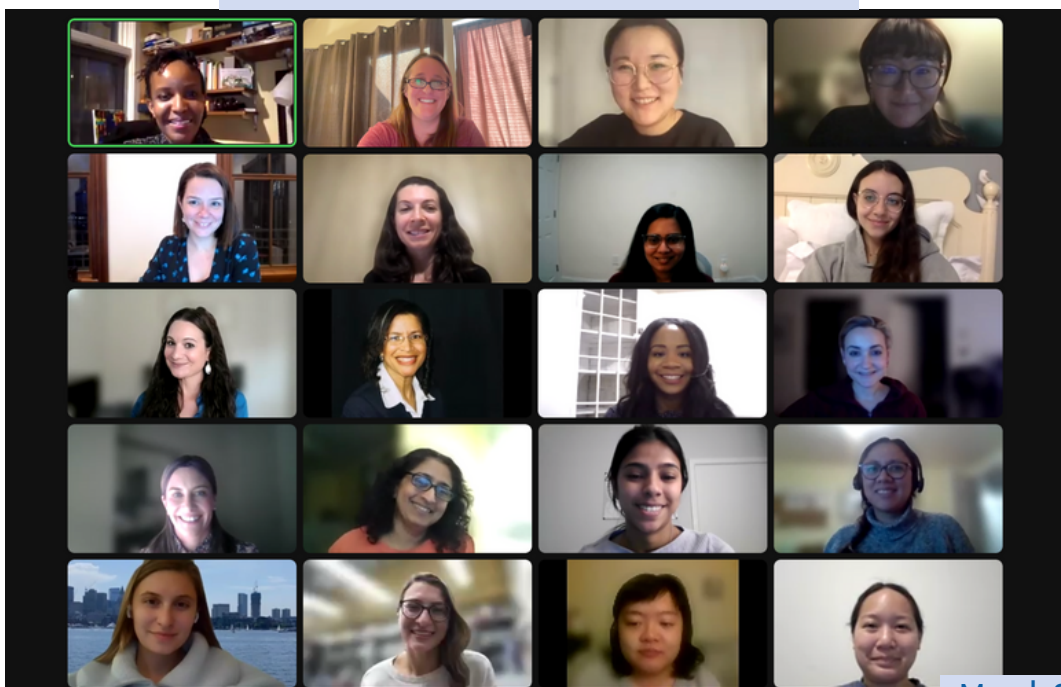
WEST continued our annual series designed to help people think about their career path and the different options that are open to them. The panels have an informational interview type feel with panelists sharing their career paths, a look at what their job entails, transferrable skills for those looking to make a change, tips for uncovering opportunities, and advice for taking the leap.

Research & Development, Discovery



January 2022

Commercial, Medical Affairs, Market Access



March 2022

WEST on Broadway

WEST and Takeda hosted an innovative three-part STEAM (Science, Technology, Engineering, Arts, & Mathematics) series in the spring, to highlight Women's History Month. These virtual events offered the attendees the opportunity to enjoy live interviews and vocal performances without leaving their homes. We presented this series during the height of the pandemic, when it was challenging to gather in person for any theatrical experiences.

The theme of the series was how women in both science and the arts face similar creative challenges.

The performers joined us on Zoom and shared their insights on the creative process. We witnessed six solo performers sing songs from their Broadway shows. Each performance was heartfelt and captivating.

We also heard from four fascinating keynote speakers about their work on Broadway. They reflected on the parallels between artistic and scientific innovation. One keynote presentation even gave us a peek into the creative process and inspiration behind the songs for the musical *Radioactive* about Marie Curie.



SPECIAL SERIES: THE ART OF WOMEN IN SCIENCE AND ON BROADWAY

SOLO PERFORMERS

-  **Nikki Renée Daniels**
Direct from Broadway's *Company* and *Hamilton*
Performing "The Spark of Creation"
-  **Pearl Sun**
Direct from Broadway's *Come From Away*
Performing "I Miss the Mountains"
-  **Beth Malone**
Tony Nominated for *Fun Home* and *Angels in America*
Performing "Stirr"

Join us to:

- Watch Broadway stars perform from the comfort of your home
- Hear from compelling keynote speakers
- See the portrayal of women in STEM fields in the arts
- Explore the parallels between artistic and scientific processes of creation and innovation

**MARCH 10
MARCH 24
APRIL 7**

LIVE on Zoom 5-6 pm EST
<https://bit.ly/22STEAM>

KEYNOTE SPEAKERS

-  **Molly Smith**
Artistic Director, Arena Stage in Washington DC
-  **Will Reynolds & Eric Price**
Creators of *Radioactive*, a musical about Marie Curie
-  **Schele Williams**
Broadway Director, Author, and Advocate

SOLO PERFORMERS

-  **Hannah Corneau**
Star of Broadway's *Wicked*
Performing "Getting Closer"
-  **Denise Summerford**
Star of Broadway's *Rocky Horror Picture Show* and *Tapeel*
Performing "If You Knew My Story"
-  **Jennifer Leigh Warren**
Star of Broadway's Original *Big River* and TV's *Rent Live!*
Performing "Finishing the Hat"



Three years ago, a fellow working mom introduced me to a WEST in-person event, which has led me to this nurturing community, made a long-lasting uplifting impact in my career development. WEST empowers everyone by breaking down silos, quieting the doubt, sharing ideas and experience so that everyone can make their stride towards a better version of themselves. WEST gives us a home worth returning to, where we find resilience, build strength and enjoy giving back whenever we could - in homage!

- Diane Ma



OUR RETURN TO IN PERSON EVENTS!

June 2022

After years of meeting virtually, we finally met in-person! The sold out networking event had attendees from 35 companies. The energy was electric and we look forward to continuing to offer in-person networking in the coming year.



July 2021



July 2021



VOLUNTEER APPRECIATION EVENTS

June 2022

WEST is grateful to our volunteers for their dedication and work throughout the year.

WEST's Impact on our Community

WEST assesses its impact each year via an Annual Survey. Respondents are asked to select one or more of the following statements that reflects WEST's direct or indirect impact on them and their development. Responses below reflect members that attended at least two events during the year.

20%

"I have a new role at work"

31%

"I have become a mentor or received mentoring"

51%

"I have made valuable connections or expanded my network"

6%

"I have hired someone or been hired"

9%

"I have negotiated a better salary or position"

66%

"I have gained a greater knowledge of skills valuable to my professional development"

43%

"I have been exposed to senior leaders in my industry"

74%

"I have been inspired by panelists, workshop leaders, or awardees"

14%

"I am new to WEST"

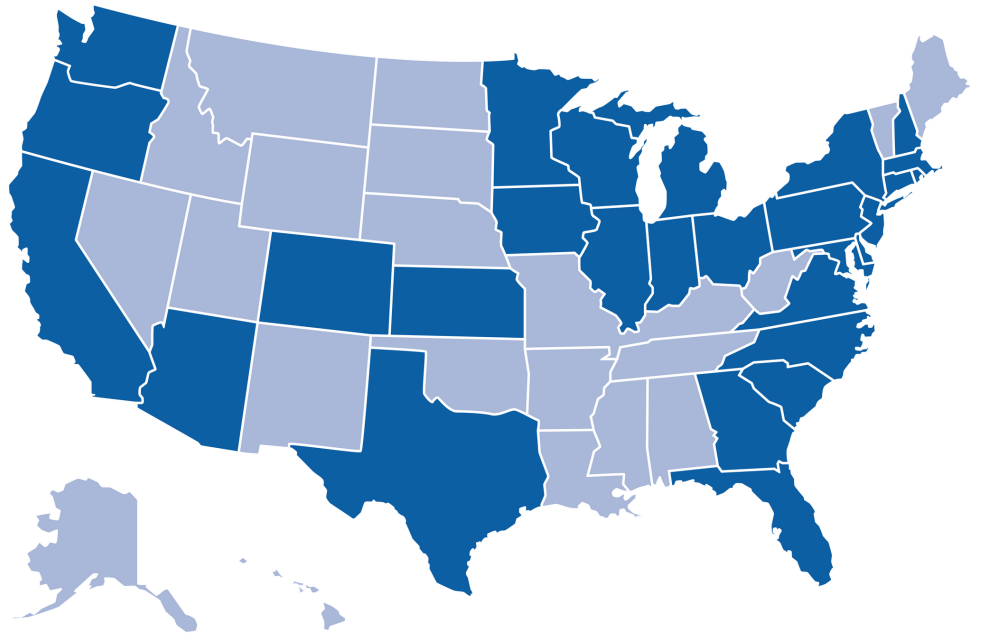
SURVEY COMMENT SPOTLIGHT:

“

A WEST member had multiple conversations with me (she reached out to me and was very proactive about the relationship building) about job opportunities, resume review, and negotiating job offers.

Membership

Pre-pandemic with less virtual offerings, WEST's membership was primarily from Massachusetts and the neighboring New England states. **Now we have members from 28 US states and a few other countries.** We look forward to expanding even more as we go hybrid in the coming year. We also want to thank the 15% of our members who have been members for 5 years or more.



Our members live in

28

U.S. STATES

15%

HAVE BEEN MEMBERS
FOR 5+ YEARS

“

I started volunteering with WEST in order to connect with other STEM professionals soon after I moved to Boston in 2018. My first activity was helping to facilitate a book club, and since then I've joined the AdBoard. I have stuck with WEST because of the scope of our membership: I can learn from senior leaders in the field and also mentor scientists just beginning their transition into an industry role.

- Aliyah Weinstein



WEST Leadership

In July 2021, our Board leadership transitioned from Meena Subramanyam (Vice President and Global Program Leader, Takeda Oncology) to Etta Jacobs (Founder and Principal of Power in the Middle), previously WEST's Vice President. WEST's Vice President was Patrice Torcivia Prusko (Director, Learning Design, Technology and Media at Harvard's Graduate School of Education). Etta and Patrice have served together on the WEST Board since 2019. The WEST Board was excited to welcome five new members: Clive Patience, Cristina Almansa, Elena Spencer, Leah Cole, and Rekha Paleyanda. They joined the 14 returning members for the 2021-2022 term.

Our Advisory Board, representing a wide range of organizations, continued to support the Board by taking on special projects and broadening our perspective on ways we can support and expand our community. We are grateful for our dedicated volunteers who help us design our programs and support committee projects.

Overseeing all our programs and operations is WEST's Senior Director of Operations, Jaime Luna, who has served as the glue and continuity manager for WEST for 10 years. Jaime also supervises our part-time staff who help with our bookkeeping and social media projects.

WEST is grateful to its many volunteers for the dedication and work throughout the year.

Outreach

WEST continued to focus on engagement in a virtual environment and rolled out a welcome crew for new and renewing members...to build some much needed connections during a pandemic. WEST remains committed to providing valuable content via our blog, the [WEST Wisdom Blog](#). This year's top posts were The Great Resignation of Women in STEM, Get on Board: Inside the Board of Directors, Our First Networking Event... OUTSIDE, How a Great Manager Can Support Your Career Aspirations, and Career Pivots: A normal part of work-life Jenga.



I joined WEST's mentoring program as a mentee at a time in my career when I was looking to transition from academia to industry. Being a physician-researcher, there were aspects of industry that I was not very familiar with. Through thoughtful and insightful feedback from the mentors over the course of the program, paired with deliberate actions on my part to incorporate that advice, I landed my first job in industry by the end of the program, and could not be happier. Now, as part of the mentoring program organizing committee, I strongly urge each mentee to build an action plan with their incredibly experienced mentors, do their homework, and be deliberate in working towards their goals. Success will follow.

- Yureeda Qazi

Expanding Financial Support Base

WEST is grateful to its sponsors who support and enable WEST's mission. A special thank you to the year's **corporate sponsors and institutional supporters**:



2021 - 2022 Sponsors

The **Viney Wallach Foundation** gifted WEST a large donation that was used for our annual volunteer recognition event, university outreach, event scholarships, mentoring program scholarships, and staff professional development.

Cooley, for the fourth year in a row, sponsored our holiday party. During the two years of the pandemic, they recruited creative and highly entertaining hosts for Zoom Parties.



2021 - 2022 Sustained Sponsors



A photograph of three people in conversation. A woman in the center is smiling and clapping her hands. To her left is another woman with glasses, and to her right is a man and another woman. The woman in the center is wearing a name tag that says "WEST Whitney Henry".

2022-2023 ANNUAL THEME:

Strong Women, Strong Science, Strong World

In a world that has been shaken, paused, and isolated over the past two years, WEST's annual theme of "Strong Women, Strong Science, Strong World," is a tribute to the **inspirational people, stories, and accomplishments** that have inspired and sustained us during these challenging times. We look to the strong voices of women in Science, Technology, Engineering, and Mathematics (STEM) fields to foster a thriving global community.

We also applaud the **support of our allies** in this community whose voices rise above conflict to strengthen the shaken communities around the world. We want to shine a light on the development, engineering, and production of medications, vaccines, and technologies that have allowed our world to **emerge from a global pandemic stronger than before.**

WEST is here to amplify women's voices - encourage, inspire, and connect them to harness their power and foster a thriving global STEM community that will strengthen the world we live in.

[Visit Our Website](#)