



“I inspire inclusion by recognizing that we each have a responsibility to do so at every level, and as that as leader, we must lead as role models, by example. This often requires continuous self-education, self-awareness, introspection, and commitment to-through in words and actions. Words, practices, and outcomes all matter. I try to engage my teams and direct reports by creating a safe space where we can share our experiences and what we believe an inclusive and diverse workplace not only looks like but also the value this brings to achieving our organization’s mission and vision. I remind myself of the importance of being authentic, and that traits such as curiosity, humility, and empathy are critical in our pursuit to achieving greater inclusivity.”

-Nikki Amaratunge, Vice President, Clinical Development Operations (CDO), Head of Clinical Site Management (CSM), **AbbVie**



International Women's Day



“I will inspire inclusion through continual reflection and approach all engagements as an opportunity to elevate others. I endeavor to create safe spaces in which we can all benefit from working together as part of a greater whole. I strive to be an advocate, ally, and accomplice for change, while focusing on the talent and development of girls and women in business and beyond. #BMSEmployee”

-Kellie Malloy Foerter, Vice President, Head of Global Trial Management/Immunology, Cardiovascular & Neuroscience, and Head of Global Biospecimen and Imaging Management, **Bristol Myers Squibb**



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“I promote inclusion by nurturing and empowering women to assume leadership positions and play an active role in decision-making processes, while also advocating for the retention and growth of female talent. By fostering women's professional growth, as a leader I enable an inclusive and supportive environment for women at Merck/EMD Serono.”

-Maria Koutsopoulou, Senior Vice President, Head of Global Development Operations,
Merck KGaA

A large, light blue graphic of the Merck KGaA logo, which consists of two stylized, rounded shapes that resemble the letters 'M' and 'K' intertwined.

Merck KGaA
Darmstadt, Germany



International Women's Day



"Amidst rapid changes in the era and advancements in science and technology, it is important to approach work innovatively, by forming diverse teams and encouraging each member to demonstrate their expertise, while creating an environment where opinions can be easily expressed. To achieve this, it is essential for both women and men to develop at least one area of specialization that can be considered a strength, as well as skills such as creativity, imagination, perspective, conceptualization, and communication. Additionally, understanding the unique challenges and needs specific to women around the world is still a strength. Let's continue to consider designing solutions for these unique needs of women."

-Takuko Sawada, Director, Vice President of the Board for Shionogi & Co., Ltd.



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“I inspire inclusion by recognizing that the small moments matter – every day there are decisions that I make, some big and some small, that impact the degree to which those around me feel seen, heard, and important. I challenge myself to be the change I want to see – to invest in those who are overlooked, to ask the difficult questions of myself and those around me, and to constantly find ways to make a difference.”

**-Allison Cuff Shimooka, Chief Operating Officer,
TransCelerate BioPharma Inc.**



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TransCelerate
BIOPHARMA INC.

Accelerating Answers.

“I inspire inclusion by reminding everyone that all insights and opinions matter – even what may seem like a tiny change in one place can have a huge impact in another. We can all bring something to the table – no matter what our background, age, education – we should all feel confident to speak up and be heard – and I openly encourage my team, my colleagues, and my friends to do so!”

-Diane Driver, Head Program Delivery,
UCB



International Women's Day



“I always think about the leaders who have encouraged, championed and believed in me over the years to push me beyond where I thought I could go. I try my best to pay that forward by inspiring others to believe in themselves, so that they can succeed beyond what they imagine.”

-Michelle Geller, Executive Medical Director,
Immuno Oncology Safety Therapeutic Area
Head
Amgen



International Women's Day



“I inspire inclusion by mentoring women. Specially I act as dependable counselor, providing encouragement and advice as well as assisting mentees in advancing in their professional lives. I challenge myself and other women to increase their self-confidence, gain leadership abilities, and widen their professional networks through mentoring connections.”

-Maria Alejandra Vazquez-Gragg, Senior Vice President & Head Medical Safety Science, **Astellas**



International Women's Day



“I advocate for policy changes that promote gender equality and eliminate barriers to women’s advancement in society.”

-Christine Mayer-Nicolai, Vice President,
Global Regulatory and Scientific Policy
Merck KGaA



International Women’s Day



“As a leader I hold myself accountable to creating a safe environment where each woman’s unique voice is heard.”

-Odette Anyangwe, Head of Clinical Development Quality Solutions,
Roche



International Women’s Day



“At Shionogi, respect for diversity is one of our global values and here in the U.S. we bring this value to life with a focus on inclusion and belonging. Through our Women’s+ Forum ERG, a voluntary, employee-led diversity and inclusion initiative, we are focused on advancing professional opportunities for female team members. Our events and programs are open to all employees and are designed to expand professional networks and provide mentorship opportunities on topics including personal branding, time management and gaining influence. The Shionogi Women’s+ Forum is working to embrace the success of all employees, regardless of gender identity, location or professional level.”

**-Maria Larsen, Executive Director Clinical Operations,
Shionogi Inc.**



International Women’s Day



“I inspire inclusion by knowing everyone of us deserves to work and operate at our absolute best. We all come with different working styles, preferences and backgrounds and it is not always easy for everyone to speak up and voice their opinions and ideas. To drive more inclusivity, I work to elevate all voices in the room. If people don’t feel empowered to share their voice the best ideas may never be brought forward!”

-Emily Bachman, Executive Director, Data Science Business & Operations Management, **Astellas**



International Women's Day



“I inspire inclusion through empowerment and action — creating space for my fellow women in STEM to believe in the value of their voice, the power of their passion and the strength of their ideas. Much like other women have nurtured and helped pave my own path, I am committed to doing the same for those who are building their careers”

**-Kate Owen, Head of Global Development,
Johnson & Johnson Innovative Medicine**



International Women's Day



“I inspire inclusion by remembering to simply say ‘thank you.’ For me, and I think many women, there is a journey to develop self-confidence. However, feeling appreciated and receiving positive feedback helps instill confidence and inspires one to believe that the adventure ahead is reachable.”

**-Liza DeAnnuntis, Senior Director,
Pfizer**



International Women's Day



“I hope to inspire inclusion by letting colleagues know I want to hear their views. That they feel safe and embrace their right to speak up. If we want truly inclusive organizations, we need not only to achieve diversity but honor it by fostering equitable and psychologically safe working environments. We need to nurture a culture that enables diversity to thrive.”

**-Karin Kramer Nielsen, Corporate Vice President, Data Management,
Novo Nordisk**



International Women's Day



“How I inspire inclusion: Shortly after being hired as a manager, I sat in my office, with the door wide open, pondering, ‘Why is no one coming to me for help?’ The answer was that I hadn’t invited anyone. So, I took action. I invited peers to coffee or lunch. In team meetings, I invited the input and feedback of those with different opinions and perspectives. In employee development settings, I invited colleagues to step out of their comfort zone to expand their skills. That’s when the magic happened....my network expanded, and I was invited into conversations that expanded my skills! So don’t sit passively and wait for something to happen; you can take the first step. Invite others to get to know you; invite other perspectives ... You’ll be amazed at the response!”

-Laura Galuchie, Senior Director, Global Clinical Trial Operations, Merck



International Women's Day

*“Inspiring inclusion means always fostering a safe and empowering space for all voices to be heard. Voices can be communicated in different forms: verbally, written, and through body language. As leaders, it is critical to listen to both verbal and nonverbal communication actively. We must **intentionally and consistently** encourage and promote this type of environment.*

*Numbers and metrics do not inspire inclusion, but **authentic storytelling and human connections** can through:*

- *Using personal stories to change how people think and start different conversations.*
- *Creating opportunities for people from all walks of life to tell their stories in their voices. People desire authenticity and transparency. These stories become powerful vehicles for promoting connection and trust, leading to a more inclusive environment for all.”*

*-Janice Chang, Chief Executive Officer,
TransCelerate BioPharma Inc.*



International Women's Day



“One of the ways I try to inspire inclusion is by mentoring fellow female colleagues at all stages of their careers. I take the time to get to know them well, as well as listen to and better understand their personal and professional circumstances and what is truly important in their lives. Trust is fundamental to every relationship building and mentoring is no exception. Open questions allow us to distill a high level of clarity on expectations, ambition, and perceived constraints. Finally, this way the important themes crystallize. In the end, it is not about the answers - it is all about the increasing illumination of what truly matters to the individual, to show avenues to push boundaries and remove the barriers, very often those in our minds, and to unleash new energy and translate it into personal growth. It is incredibly rewarding to have the opportunity to invest in and support my fellow colleagues and watch them grow, succeed, lead and live fulfilled lives.”

-Iris Loew-Friedrich, Executive Vice President and Chief Medical Officer,
UCB



International Women's Day



“I inspire inclusion by leading with authenticity, recognizing the dynamic balance between my personal and professional roles as a woman. By prioritizing genuine connections, I’m dedicated to uplifting and empowering women in our collective professional journey.”

-Sana Gadd, Senior Director, Clinical Program Management
Amgen



International Women's Day



“I inspire inclusion by eliciting perspectives of others, truly listening to those voices, and incorporating them into decisions and approaches.”

-Ginny Beakes-Read, Head, Global Regulatory Policy and Intelligence, Global Regulatory Affairs
The Janssen Pharmaceutical Companies of Johnson & Johnson



International Women's Day



“I am committed to help fostering an ecosystem that will help support leadership career pathways for women by sharing my experiences, both the challenges and the successes. I strive to lead by example and serve as a mentor to inspire women to take risks, create their own opportunities, and lead with confidence.”

-Bari Kowal, Senior Vice President, Development Operations and Portfolio Management
Regeneron



International Women's Day



“I am really passionate about highlighting opportunities and providing encouragement through real life experience, in particular to young women launching their careers. I believe that anything can be achieved with the support of an inspiring and empathetic leader, many of whom I have been so lucky to have in my working life to date.”

-Candice Fitzgerald, Global Clinical Development & Operations
Boehringer Ingelheim



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