



## Diversify Biotech

### Stanford Biotechnology Group Diversity Statement (June 26, 2020)

The Stanford Biotech Group (SBG) is committed to combating systemic racism by taking specific actions to work toward racial & gender equity in biotech. Our action items can be broadly divided into SBG Structure and SBG Activities. Regarding SBG Structure, we will i) appoint a Diversity, Inclusion and Outreach Officer tasked with routinely strengthening diversity and inclusivity in pre-existing and new SBG programming and courses, (ii) institute new service initiatives for our club leadership team to engage with the broader Bay Area community, and (iii) increase recruiting and representation of underrepresented minorities within SBG. We will also (iv) continue our practice of demographically balancing panels & events and (v) strengthen our collaborations with Stanford, Bay Area, and national groups serving underrepresented communities. We will (vi) further call attention to racial and gender inequities and injustices in the Biotech industry both through dedicated events on these topics, as well as by asking panelists at all SBG programming to speak to these critical topics. As this is an ongoing process, we will regularly provide updates on our progress here.

### Joint Biotechnology Club Diversity Statement (June 26, 2020)

View more initiative details and updates at [diversifybiotech.org](https://diversifybiotech.org)

We, the student biotechnology organizations of Harvard, MIT, GRO-Biotech, and Stanford, represent the next generation of scientists, entrepreneurs, venture capitalists, and biotech leaders. Collectively, our mission is to bridge gaps in our biotech community, and to empower our members to succeed in the biotech ecosystem. This mission is strengthened by the inclusion of diverse perspectives.

As a community, we are outraged by the recent and pervasive acts of police brutality that have led to the murders of George Floyd, Breonna Taylor, Tony McDade, Rayshard Brooks and countless other Black Americans. We mourn for these innocent lives and recognize that these incidents have impacted communities already disproportionately affected by the global pandemic.

We condemn police brutality, racism, and systemic oppression, and understand that in order to combat the structure of white supremacy that has led to the disproportionate loss of Black lives, we must confront it in all spheres of society, not simply in policing and criminal justice but also in our workplaces and institutions. Consequently, as the next generation of therapeutic innovators, we feel both responsible and obligated to address the manifestation and perpetuation of racial inequality within the biotech and healthcare industries. Biotech's contribution to systemic oppression of Black communities is not unique to the current moment. Through its contributions to racial bias in clinical trial design, disproportionately low study of diseases affecting Black communities, underrepresentation in company leadership positions, gentrification of surrounding communities, and creation of educational and professional access barriers for young scientists, we know biotech has upheld numerous systems of oppression both consciously and through inaction.

We are eager to learn from these mistakes and leverage our unique positions within influential institutions to enact lasting change for underrepresented minorities in our industry. Ultimately, we deserve a biopharmaceutical leadership pool representative of the population it is intended to serve. Accordingly, we stand in solidarity to expose, educate on, and address how racial injustice has shaped the biotech ecosystem; and challenge the current industry to increase transparency and make use of resources we compile, some of which are listed below. For more specific action items for industry leaders, we refer you to the Harvard Business School African American Student Union's [Open Letter to Corporate Leaders](#) instructing executives to publicly disclose racial equity data, implement diversity initiatives, and calculate the success of those initiatives.

Additionally, we recognize that while we encompass a diverse community of young scientists, our own initiatives have not always been representative of national demographics. Towards this end, we have defined concrete action items and new initiatives for our organizations, which we hope will serve as an example for the industry as a whole and other student-run biotechnology educational and professional development organizations. In brief, we will reorganize and expand existing club efforts to:

1. Explicitly increase the **representation** of underrepresented minorities in club activities and leadership
2. Promote **knowledge** and discourse on racial & gender inequity in the biopharmaceutical industry at our respective institutions

3. **Collaborate** across our organizations to co-host national event/s pertaining to diversity & inclusion within biotech
4. Support the creation of a diverse future generation of biotech and pharmaceutical leaders by promoting **outreach** activities into the Biotech ecosystem outside of our academic communities
5. Increase **collaboration** with identity & mentorship groups that serve underrepresented minorities in our respective academic communities
6. **Challenge** the current leaders in biotech to prioritize diversity and inclusion

All of these initiatives will be conducted with an emphasis on uplifting Black perspectives.

More specific action items can be found on our individual websites in the upcoming week, including the appointment of a Diversity & Inclusion Officer to ensure that action items are being routinely addressed by the club and that data is collected on the results of new initiatives; the diversification of club leadership advisory boards; increased transparency about club diversity initiatives & leadership team demographics; commitment to demographically balancing panels & events; outreach; and seminars designed to call attention to race/gender inequity in the Biotech industry. Our goal is to make significant and measurable progress on each of these action items by the end of 2021, and we will be administering regular surveys to collect data at the outset of these initiatives, at regular intervals throughout, and at the end. **All of this information will be displayed on our joint website ([diversifybiotech.org](https://diversifybiotech.org))**. Altogether, we believe these sustained actions within our organizations will increase representation among the next generation of biotech leadership, resulting in a more diverse and equitable biotech industry.

As a starting point for educating our communities, we have gathered the following resources about racial inequality in Biotech/healthcare and its socioeconomic consequences:

- Black biotech leaders discuss their experience in the industry: [Link](#)
- NIH study shows Black scientists receive less funding because the problems they choose to study are not seen as “cutting edge” or important: [Link](#)
- Survey results from ~100 biotech companies on their leadership demographics. Few have adequate representation of women and people of color. Only 12% had initiatives to promote the professional development of people of color: [Link](#)
- Studies show that Black and Hispanic people are vastly underrepresented in clinical trials compared to their US cancer incidence. This report evaluates the frequency of race demonstrating disproportional race representation in trials supporting USFDA oncology drug approvals: [Link](#)
- CDC report outlines the potential of economic and social factors that result from the COVID-19 pandemic disproportionately affecting Black and Hispanic communities: [Link](#)

Any additional resources you'd like to share with our communities on diversity in biotech can be added through [this link](#).

This statement serves as the catalyst for continued conversations about race, diversity, and inclusion within our organizations, on our campuses, in our labs, and with our industry peers. If your student-run biotech organization would like to endorse this statement, please fill out this [form](#).

Signed,

Stanford Biotechnology Group  
GSAS Harvard Biotechnology Club ([Link](#))  
MIT Biotechnology Group ([Link](#))  
Graduate Research Organizations for Biotechnology (GRO Biotech; [Link](#))

SELECTED COMPANIES THAT ATTENDED/SUPPORTED EVENTS :

 sequoia capital

 Genentech

 23andMe

 OrbiMed  
Healthcare Fund Management