



ISPE FOUNDATION

# Workforce Diversity

The ISPE Foundation accelerates the availability of transformational medicines for all patient populations – fueling global health equity by fostering access to knowledge and nurturing diverse talent. Through our Workforce Diversity Pillar, we accelerate diversity, equity, and inclusion initiatives in our industry. With your support, you will invest in our industry’s next generation of leaders and will shape our industry’s future.

## Workforce Diversity Pillar

Within this pillar, the ISPE Foundation provides equitable and inclusive opportunities to marginalized communities pursuing pharmaceutical industry careers through various programs.

## The ISPE Foundation Diversity Internship Program

The ISPE Foundation Diversity Internship Program supplements formal higher education through the placement of diverse talent into pharmaceutical corporations via an internship program.

## ISPE Women in Pharma®

ISPE Women in Pharma raises awareness of the unique perspectives regarding women in the pharmaceutical industry workforce. The engaged membership bridges gender, cultural, organizational, and geographic boundaries.

## Diversity in Our Industry

- Centers health equity at every stage of medicine and therapy development
- Expands inclusivity in clinical trials
- Builds patient trust in medical professionals and treatments
- Accelerates access to global innovation

## Shaping the Future of Our Workforce

Your charitable donation will help drive professional development for women, students, emerging leaders, and individuals from underrepresented and underserved communities – changing these professionals’ lives as well as those of the patients they serve. Together, we will attract and retain the future workforce who will help improve global patient outcomes.

### \*Footnotes

1. The Manufacturing Institute and Deloitte. “The Skills Gap in US Manufacturing 2015 and Beyond.” 2015
2. Gibson, Michael. “Big Pharma sets ambitious diversity goals to ensure ‘pipeline’ of talent.” S&P Global Market Intelligence. 2021.

*“The lack of diversity in the pharmaceutical engineering industry is widely recognized. Less well understood is why change is so hard to achieve... Ultimately, we need to recognize that diversity is a business must-have, a driver of our bottom line, and a key element that will allow us to adapt to our industry’s changing demands.”*

**Joydeep Ganguly,**  
*Senior Vice President, Corporate Operations and Chief Sustainability Officer*  
Gilead Sciences, Inc.



Scan our QR code  
to give now!

### To Learn More About the ISPE Foundation Contact:

Tori Johnson, Director, Development and Foundation Operations  
(301) 364-9217  
TJohnson@ISPE.org  
ISPEFoundation.org

