

# ATTRACTING DIVERSE TALENT INTO STEM

A strong focus on diversity, equality and inclusion is an increasingly important priority for young people entering careers in science, technology, engineering and mathematics (STEM). This infographic explores how the pharmaceutical industry is attracting and supporting the future STEM workforce with DE&I initiatives. From Bayer to Moderna, discover what companies are doing to encourage the next generation to enter the field

## PHARMA LEADERBOARD FOR DIVERSITY, EQUALITY AND INCLUSION

Companies ranked following analysis of content pieces across traditional and social media, non-governmental reports and regulatory data.



Source: Alva, 2022

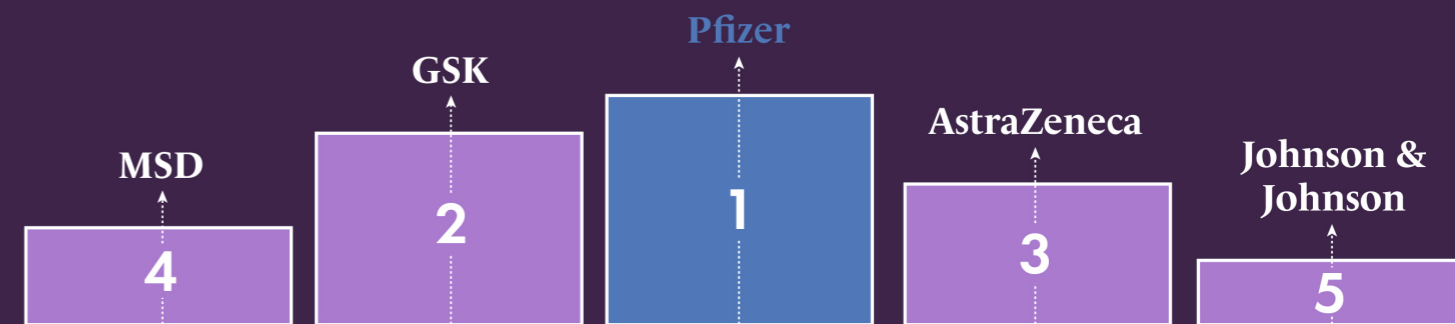
## GOLD MEDAL FOR BAYER



Winner **Bayer** received a **perfect score** from the Human Rights Campaign Foundation's 2022 Corporate Equality Index, which evaluates LGBTQ+ workplace equality.

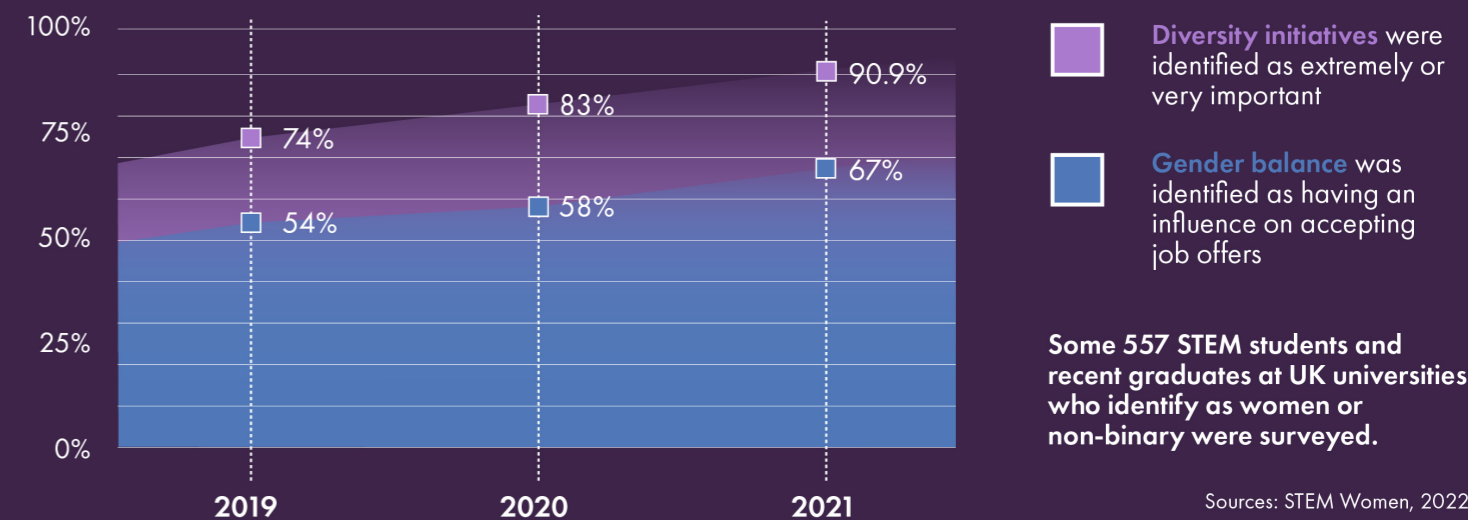
The company's **resource groups**, **interactive workshops** and **allyship dialogues** were deemed particularly notable.

## TOP GRADUATE EMPLOYERS IN UK IN STEM



Source: Ratemyplacement, 2022

## PRIORITIES OF GRADUATES ENTERING STEM CAREERS



Sources: STEM Women, 2022

## THREE COMPANIES' EFFORTS TO CHAMPION DE&I

Pfizer	AstraZeneca	Moderna
<p>Pfizer aims to move from <b>19%</b> to <b>32%</b> minority representation at <b>Vice President level and above</b> in the US by <b>2025</b></p> <p>The company has a dedicated DE&amp;I strategy and implemented a <b>non-linear colleague growth</b> model</p> <p>Over <b>95</b> colleague resource groups, including 'DisAbility' and 'Veterans in Pfizer'</p>	<p>In <b>2021</b>, AstraZeneca had 7,908 employees – <b>60% of men</b> and <b>40% of women</b> were in the <b>upper pay quartile</b></p> <p>The company's global commitment to D&amp;I sits within its <b>great place to work</b> strategic priority</p> <p><b>20</b> employee resource groups, including 'AZ Pride' and 'Safe Space'</p>	<p>In <b>September 2022</b>, <b>50%</b> of Moderna's workforce were women, including <b>41%</b> of leaders at Vice President level and above</p> <p>The company has created a holistic <b>five-year</b> belonging, inclusion and diversity roadmap</p> <p><b>9</b> employee resource groups, including 'UNIDOS', meaning 'united' in Spanish</p>

Sources: Pfizer, AstraZeneca, Moderna, 2021/2022