

#SWDSS



NIH Scientific Workforce Diversity Seminar Series

How Does Diversity Affect Innovation in Pharma?

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Highlights Of Takeda's Strategy

Taking bold steps to strengthen DEI

- Diverse representation of talent at all levels of management globally.
 - Workforce reflects talent pools in communities in which we operate. Diversity encompasses the full range of differences beyond gender/ethnic diversity, including physical, cognitive, relational, occupational, societal and value-related.
- Enhancing leadership capability to foster a company culture that is inclusive and equitable
- Removing barriers to inclusion by implementing programs that provide support including training and mentoring and equitable access to opportunities for career mobility based on meritocracy to help everyone achieve their full potential.
- Establishing a workplace where people feel a sense of belonging, respected and valued and that they have a voice, feel heard and feel psychologically safe. Employee feedback through social listening and internal surveys.

An Inclusive Ecosystem is the Foundation of Takeda R&D's DEI Strategy

WHY A DE&I STRATEGY?



To support our R&D Vision and create an exceptional people experience

Diversity Is the PEOPLE

Equity Is the OPPORTUNITY

Inclusion Is the CULTURE

DE&I DRIVES INNOVATION FOR PATIENTS

Recruit

- **Manager Training Regarding DEI Principles** - Anti-Bias Tool; Behavior-based Interview Skill Training; Diverse interview panels.
- **Patient diversity in Clinical Trials** – D&I in Clinical Trials – Director hired; PAVE initiative; Diversity dashboard created to review DI in 100s of Takeda-sponsored trials; Playbook for GPTs to plan inclusive clinical trials.

Inspire

- **Intern program** focused on low/under-represented communities: 20% increase in applications; 13 interns in 2022 sourced through 2 partnerships (Project OnRamp; UNCF Ernest E Just STEM Scholar Program)
- **External Partnerships:** Global framework for community engagement (CAUSE); Support local STEM education and equity initiatives for underserved populations.
- **Access to Medicines** program in 54 countries/territories around the globe; benefitted 70,000 patients

Retain

- **Diverse Workforce Development:** Achieve Program – pairs mentors with mentees from all backgrounds to develop leadership skills
- **Teams:** Inclusion Accelerated to develop high performing teams with inclusive behavior
- **Leadership:** R&D Diverse Talent Advisory Board
- **Supplier Diversity:** 41,000 global third-party suppliers to support production/distribution of medicines.

Strength in Diversity, Empowerment in Inclusion and Fairness in Equity

Building a culture of representation

- Ten **Takeda Resource Groups** (TRGs), with local chapters across the world to engage and help create a **sense of belonging for employees** across the organization.
- The Black Leadership Council, Building Asian Leaders, EnAbles (Engaging Those with Disabilities and Allies), Faith@Work, Gender Parity Network, IGNITE (Young Professionals), IMPACTO (LatinX Community), PACT (Parents and Caregivers at Takeda), STRIVE (Supporting Troops and Inspiring Veteran Engagement), Take Pride (LBGTQ+ Network and Allies).
- Voluntary, employee-led groups are driven by individuals with shared aspirations, characteristics and life experiences, as well as allies and advocates.
- In 2021, TRG membership nearly doubled, from 3,500 to 6,000 people.

FY2021 Highlights

- Global DEI Head to build vision.
- **Fierce Pharma top 10 companies for DEI efforts in 2022**
- Global Top Employer for 2022 for fifth consecutive year
- Perfect score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index for the sixth consecutive year
- Science Journal's 2021 Top Employer
- Gold rating in PRIDE Index 2021 by work with Pride (wwP), a voluntary organization that promotes LGBTQ+ diversity management in Japanese companies and organizations

- **Workforce Diversity**
- **Hiring Process**
- **Inclusive Ecosystem for Patients**