

First of its kind diversity and inclusion report published

2 years ago



The importance of building a thriving, diverse workplace is a widely recognised priority across all industries. The first of its kind sector data analysis by the BioIndustry Association (BIA) demonstrates strong inclusivity and an overall level of diversity in talent working within the UK innovative life sciences and biotech sector.

The new state of the nation report, [*Diversity and Inclusion in UK Biotech*](#), also reveals significant diversity gaps across disciplines, management levels and demographic traits which require action at both a company and sector level. Representation of women drops significantly from senior leadership to C-suite and CEO positions and is far from parity across biomanufacturing, engineering and computational roles. There is also a lack of black employees and even fewer black leaders within the sector.

Based on a research study with over 1,200 employees across 30 self-selected organisations that took part in the data collection effort last year, the report offers a sector-first benchmark on diversity, equity and inclusion (DEI) for the broader life sciences and biotech industry. The companies that participated represent a core BIA membership and a variety of sizes, investment stages and locations across the UK.

Chief executive officer Steve Bates OBE said: “Thank you to BIA members who have enabled us to bring together this first of its kind measurement of diversity and inclusion across UK-based life science and biotech companies. This report showcases the inclusive nature of our sector and some of the incredible diversity of talent in it. But there is much, much more to do.

“This agenda is one that all UK life science company leaders need to engage with. Diverse teams allow for a wider range of skills and knowledge in an organisation, which leads to more innovative solutions and new

ways of thinking. Increasingly investors, employees and potential staff are seeking out companies committed to, and delivering on this agenda. The BIA understands every company will embark on its journey from its unique heritage. I hope this collective snapshot of where peer-like companies stand, helps everyone with a vital sector benchmark, answers initial questions and enables planning routes forward with confidence.

“Sector data presented in this report highlights some key areas of success across UK life sciences and biotech, which should be celebrated. It has also identified areas for change which will require collaboration, effort and commitment. The considered recommendations provide workable next steps at both a company and sector level.

“I, and the whole BIA team, look forward to championing and supporting members making sustainable change.”

Carried out in partnership with Diversio, the research study provided individual member companies taking part with the specific diversity and inclusion data for their organisation, while allowing employees anonymously share their identities and experiences. Altogether, Diversio collected more than 20,000 data points across demographics, workplace experience metrics and social mobility.

The availability of the right skills in an organisation plays a key role in where investors decide to invest and is therefore central to our competitiveness for investment. Investors are setting high expectations when it comes to diversity and inclusion performance and in the current economic climate meeting these expectations is another piece of gaining that financial commitment.

The report offers key recommendations for the UK life sciences and biotech sector to improve diversity and inclusion as well as guidance to support individual organisations in attracting diverse talent, accessing investment and retaining the skills needed to start, grow and deliver world-changing innovation.

Inclusion scores for workplace safety and workplace flexibility demonstrate secure working environments. The data suggests that the biggest improvement that could be made was targeted career development, and a need for workplace mentors and sponsors to create opportunities and invest in their success.