



WEST

Women in the Enterprise
of Science & Technology

Promoting women's careers, preparing tomorrow's leaders

WEST ANNUAL REPORT Fiscal Year July 1, 2019 – June 30, 2020

WEST wrapped up another fulfilling year of helping women advance their careers in science, technology, and engineering. The annual theme of **"Be Fearless, Be Brave"** empowered all members to take charge of their careers and enhance their professional network. The associated workshops, panel discussions, and networking events engaged the WEST community for personal and professional growth opportunities. These events brought together senior leaders and early to mid-career professionals to share insights and ideas about how to be successful in a STEM career.

Another Year of Successful Events

In total, WEST produced over **50 successful events** attended by **more than 3,500 individuals** over the course of the 2019-2020 year. Topics included How to Advocate for Yourself, Finding Community in the Midst of Social Distancing, Negotiation, Interrupting Bias, and Using Self-Promotion Strategies to Advance Your Career. Our annual networking night filled the room with **over 200 attendees**. WEST engaged the community in new programming in both format and content. On the content side, there was a parenting power hour, a women in venture panel, and a virtual fundraiser benefiting Life Sciences Cares COVID-19 Response Fund in April.

Alongside most of the professional world, WEST had to unexpectedly pivot its program delivery, and membership engagement early in 2020, as a result of the COVID-19 pandemic. However, in living up to its theme, the staff, board, volunteers, and members of WEST carried on fearlessly and bravely, shifting the delivery of its events, training and meetings to a virtual format. From March through June, WEST **offered 19 virtual events that had over 1,500 cumulative registrations**. This presented a unique experience for many participants and proved to be a challenge the WEST team met with grace.

Expanding Financial Support Base

WEST is grateful to its sponsors who support and enable WEST's mission. A special thank you to the year's corporate sponsors: **Alnylam Pharmaceuticals, bluebird bio, Ipsen Biopharmaceuticals, Sanofi, and Takeda.**



WEST is a professional organization that also cares for your personal development. To be part of this has been inspirational, insightful, and a positive experience. - Shreosi Ghosh



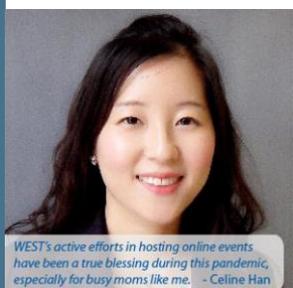
WEST has provided me the opportunity to connect with peers from vast and heterogeneous backgrounds in STEM and the opportunity to become involved in areas that I am passionate about as a Scientist. - Makeda M



Being part of the WEST community has allowed me to engage with, & learn from, an impressive group of STEM professionals & truly enriching content. - Ryan Higginson-Scott



WEST offers a supportive space for connecting professional women with different academic and cultural backgrounds; opening opportunities for career and personal development. - Juliana Soto



WEST's active efforts in hosting online events have been a true blessing during this pandemic, especially for busy moms like me. - Celine Han



WEST provides workshops, panels, networking events, and other activities that provide me with training in leadership, project planning, negotiation, and other skills that are important for advancing in my career. - Connie Jeffery



WEST has helped me develop skills to grow as a leader and has provided a supportive community to empower its members. - Hicham Mahboubi





WEST Leadership Remained Strong

Board leadership transitioned to Meredith Fisher, Partner at Partners Innovation Fund at Partners Healthcare and Chesley Chen, Managing Director, Life Sciences Advisory at blumshapiro as Co-Presidents and Meena Subramanyam, Vice President & Global Program Leader at Takeda Pharmaceuticals, Inc., as Vice President. WEST was excited to welcome 5 new Board members, who joined **13 returning Board members** during 2019-2020. The **Advisory Board grew to 33 women and men** who guided WEST's programming and membership engagement. WEST also had over **30 volunteers** who supported WEST through work on various committees. WEST made two additional part-time hires during the year, adding two part-time Administrative Assistants to focus on marketing, social media, and website updates.

WEST's Outreach and Impact

WEST's **membership increased by 32%** during the 2019-2020 year, including a **13% increase in individual memberships**. WEST also **partnered with 12 new companies** on top of its existing corporate relationships. Together, this grew **WEST's total membership to 882**, including both individual and corporate members. WEST was also able to successfully market its activities through the **addition of 15 company Ambassadors to help spread the word** about WEST and WEST events. A total of **34 blog posts** were published in 2019-2020, attracting **over 12,000 views**. Highlights from the blog include Senior Leader Interviews and content to supplement WEST events on topics such as impostor syndrome, gender parity, and wealth management.

Annual Theme

WEST's theme for the upcoming (2020-2021) year is **"Building Community, Resilience, and Impact."** As 2020 has been a year full of unprecedented events, the 2020-2021 annual theme was purposefully chosen to help members navigate the "new normal". WEST's commitment to the community will continue through events that bring members together to tackle challenges in the workplace that impact personal growth, career development and beyond. Through virtual workshops, panel discussions with WEST Board and Advisory Board members, networking events, and more, WEST will continue its mission to empower women to overcome obstacles and rise to the occasion. WEST is proud to mark its 20th anniversary in 2020! Stay tuned for special programming and celebrations to commemorate the occasion.

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www.westorg.org

