

CPSA USA Executive Roundtable teleconference, May 2 10-11 AM EDT

Attendees: Emily Ehrenfeld, Lucinda Hittle, Mike Lee, Neal Spooner, Tim Olah, Brad Ackermann, Robyn Rourick, Binodh deSilva, Joanna Rols, Carla Cuthbert, Lori Bachman, Alla Kloss

Mike's notes

- Lori
 - Improving health a complex issue
 - Especially when considering business, community, patients, even religion/religious beliefs
- Brad
 - Diverse; an amalgam of experiences - existing or pre-existing
 - Experiences shape us; must acknowledge this
 - Cant divorce yourself from own background; how raised and personal values
 - Is the water safe to wade in?
- Robyn
 - Layered effect; not one dimensional
 - Experience shaped as an opportunity to learn
 - Environment to connect; make a connection
 - Celebrate unique perspectives - diversity and perspectives
- Binodh
 - Common sense run amok
 - Needs are different- from scientist to executive
 - How can this voice be heard?
 - How to lean in?
 - How to address?
- Joanna
 - Leadership circle/minority - new tools to survive
 - Executive coach
 - How to lead
- Neil
 - Its about story telling; tell your story
 - Share experiences

Emily's notes

Thank You

CPSA/Mike for the opportunity to have these discussions and bringing together an amazing group

Tim and Neil for the theme of this year's Executive Roundtable – so important and universal

What we mean by diversity and inclusion

Cultural/mindset – brings a layer effect

Unique perspectives set by experience provides opportunity to learn

Ongoing conversation/not going to solve quickly/embrace challenge to work it out

Not just visible diversity – how is everyone heard?

Connected to business outcomes

Broad perspectives gives strategic advantage

Lessons learned from one community can give larger community advantages

Generational differences
Younger generation doing better with women in leadership
Different needs: younger - How to get to C-suite/ older - How to navigate politics to be heard

Starting place
What motivates us to come to work
Is gender part of that?
Start at common themes and common core
Storytelling/show vulnerability/from the heart
Don't stop telling story and start now

Lucinda's notes:

What does "leverage diversity and inclusion for better business outcomes" mean to you?

Brad

Celebrate and learn from perspective amalgam of diverse voices

Acknowledge our own perspective – upbringing, environment shaped us.

Complex issues and problems. Need to listen and consider to resolve

Not one perspective – layered. Once business has understood fiduciary impact – diversity and inclusion becomes the secret sauce.

Lori:

Make the most of your team – different backgrounds, experiences

Impact the community, patients

Jehovah's Witnesses refused blood transfusions – drove development of synthetic blood products, higher quality

Neal –

Good video resources to review (ASK HIM FOR LINKS?)

Joanna

Regeneron not very diverse – top down. Telecon focused on this topic very refreshing!

(Re)turned to Bealthcare Businesswomen's Association (HBA) to meet needs outside of Regeneron.
Leveraging Circle of Advisors, Executive Coach

Comes down to personal values – how do you treat others

Binodh

Diversity and Inclusion initiatives have run amok. We've lost respect for one another.

Everyone has different needs. Junior scientists want to know how to get to the C suite. Executives want to understand how to navigate political situations, lean in.

Some themes are applicable to everyone.

You have to work at it.

Brad

You have to make it safe to thrive

Actively mentor and pull people – can't be just them pushing for people. He paired up a female report with a female mentor because he knew he couldn't speak to that perspective.

Binodh

Inclusion of invisible diversity. How do we make sure everyone is heard? Too much emphasis on "visible" diversity

Robyn

Current initiative is Diversity Circle – opportunities for improvement

Joanna

Consider unconscious bias – listen to each other

Japanese male as direct report – very different perspective

Alla

How do we understand decisions being made wrt promotions, hiring? Males hiring males.

Neal

Would like to hear from all

Why did you become a scientist?

What motivates you?



Mike

Story telling – make it a continuous conversation, don't limit just to the actual meeting.

Action item: Lucinda to compile list of questions, ask all to fill out and share as pre-work to conference.

Why did you pursue a career in science?

What are some important life events that have made you the person you are today?

Who are your role models?

What qualities do/did they display that are admirable and to be emulated?

What do you consider your core values?