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HBA, Healthcare Companies partner for Gender Parity

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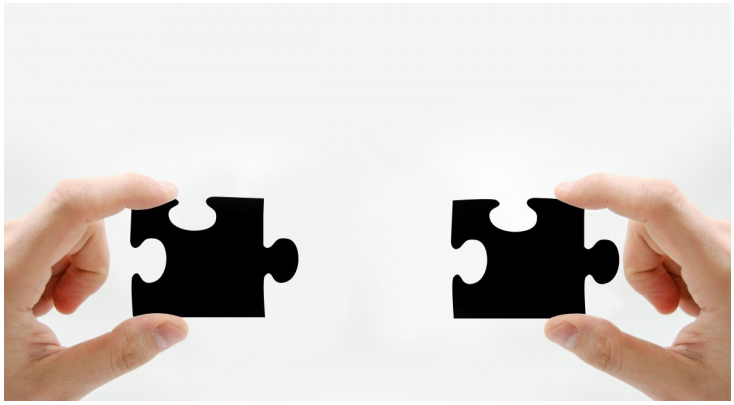

The Healthcare Businesswomen's Association (HBA) has announced that twelve prominent healthcare and life science companies have joined a game-changing partnership—the Gender Parity Collaborative—to advance initiatives fostering measurable gender parity progress in the industry. Beyond representing a substantial work force of more than 750,000 thousand employees collectively worldwide, the founding member companies also serve as innovative role models with all twelve organizations championing internal women's leadership networks and more than half recognized by national business media outlets for progressive diversity and inclusion programs.

"For more than 40 years, the HBA has been helping to advance the impact and influence of women by providing leadership development and networking opportunities to individuals. But today with the launch of this united force for change, we expect the Collaborative to be a transformative "game changer" driving the top-down systemic and organizational change that's critical to advancing gender parity in the future," said Laurie Cooke, HBA's president and CEO.

While similar corporate partnerships to advance workplace equality issues exist, the HBA's Collaborative is unique in that all member companies are in the healthcare and life science business. The twelve founding member companies are Advanced Clinical, Bristol-Myers Squibb, Celgene, Eli Lilly and Company, GlaxoSmithKline, Medidata Solutions, Novartis, Pfizer, Quest Diagnostics, Genentech, a member of the Roche group, and Sanofi.

Another key differentiator is the future data and research to which the Collaborative companies are committing and supporting with leading global management consulting firm McKinsey & Company. The HBA has recently become an industry champion of McKinsey & Company and LeanIn.org's highly respected Women in the Workplace study.

Core to the vision of the Collaborative is the access and integration of key metrics that will enable the HBA and Collaborative members to set future benchmarks, guide prioritization and demonstrate results. The HBA is confident this unprecedented insight and step will inspire participating companies to transform the parity and equity movement in their companies and our industry. "In a year when women's work place equality issues have dominated the headlines, the HBA is proud to be calling timely attention to industry leaders championing impactful and sustainable progress for women. As a global not-for-profit with a 50,000 strong community, the HBA is uniquely positioned to convene and facilitate a consortium of these companies to join forces and collectively dismantle the gender-based inequality that exists in our global workforce," said Cooke.

The Healthcare Businesswomen's Association (HBA) is a global not-for-profit organization dedicated to furthering the advancement and impact of women in the business of healthcare. With more than 40 chapters throughout the US and in Europe, the HBA serves a community of nearly 50,000 individuals and 125 Corporate Partners. The HBA provides networking forums to build relationships; knowledge sharing and access to thought leaders to broaden perspective; educational programs to develop leadership skills and high-profile industry recognition of outstanding women and companies to promote visibility of their achievements.