



ANNUAL REPORT

July 1, 2022 - June 30, 2023

Strong Women, Strong Science, Strong World

WESTORG.ORG

2022 - 2023 WEST Events

Top Registered Events

Speak Up & Be Heard

Accelerate Your Career Through Personal Branding and Marketing Yourself

WoW - WEST on Wednesdays Networking

Career Possibilities Panel & Speed Networking

Leadership Strategies for Advancing Your Career in Science

Laid Off Series: Landing a Job through Recruiters Eyes

Holiday Cocktail Party

Events on Mission

In our Annual Survey, respondents provided insight on topics that would be helpful, interesting, engaging, or supportive of their career goals. We make sure to offer the top choices each year. This year, we found ourselves taking new perspectives on career development, leadership, and job searching skills. Our events featured topics like: “What’s Your Leadership Style,” “Overcoming Overwhelm: A 3 Step Model to Bouncing Back,” “How to Cultivate a Winning Mindset as an Introvert,” and “Nurturing Confidence: The Path Through Courage & Authenticity.”

We also found ourselves being faced with a community stricken by many companies’ layoffs this year. WEST stepped up and supported our community with frequent networking opportunities and we creating a series called “The Laid Off Series: Navigating the Storm & Moving Forward with Your Career.” This series focused on the skills and mentality necessary to bounce back from a layoff and find the next role. It featured an event to hear from recruiters with decades of experience and learn what they're looking for and some tips to help individuals make a great first impression.

“ I just wanted to reach out to say how much I benefited from the Laid Off Series, and ask that you relay my gratitude to all the women who shared their experience and/or expertise. It gave me such hope, and a renewed belief in myself. I don’t believe it is any coincidence, the week after listening to the series, I was offered a job! After 4 months of searching!

- VB

How we gathered in 2022-2023...

WoW - WEST on Wednesdays Networking

The WoW - WEST on Wednesdays Networking series kicked off in September. From the very beginning this series has been well received and well attended by many STEM professionals in the area. We have partnered with many of the STEM organizations in the Boston area. These partners have provided spaces, appetizers, drinks, and activities at each of the events.

WoW - WEST on Wednesday Networking events are intended to further the WEST mission by fostering an opportunity to build an interconnected community and empowering women to take control of their professional careers through networking. WEST members have praised these events for the welcoming community found at each event.



What People Are Saying About WoW Events

“ Making connections and networking is critical for career growth. I’m grateful for the WoW events providing a fun, friendly, caring and welcoming environment. I always leave with several new connections, nuggets of advice, and new learning from so many inspiring stories.

**-Patrice Torcivia Prusko,
WEST Past Board President**

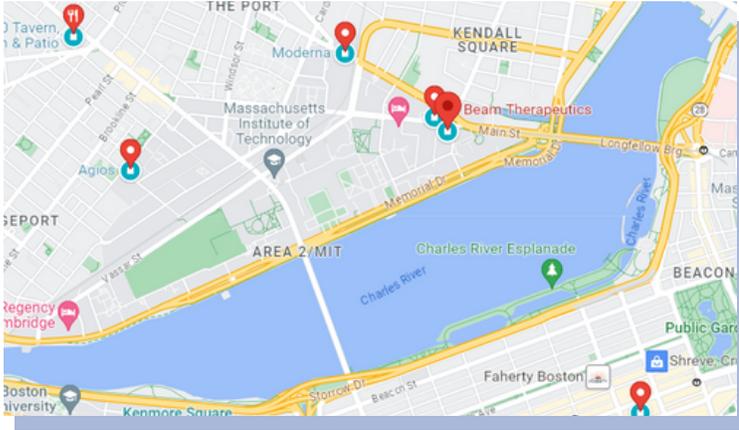
“ WEST has cultivated something really special in their WoW networking series: open networking in such a welcoming community that feels like a delight rather than more work... Every WEST conversation has strengthened my professional foundation and it’s thanks to the people, culture, values and mission that is uniquely WEST.

**-Jessica Louie,
Advisory Board Member**

“ WEST has been immensely valuable to me, providing a diverse range of relevant networking events and an exceptional professional networking group that fosters genuine friendships and meaningful connections within the community.

**-Karen Weisinger,
WEST Member**

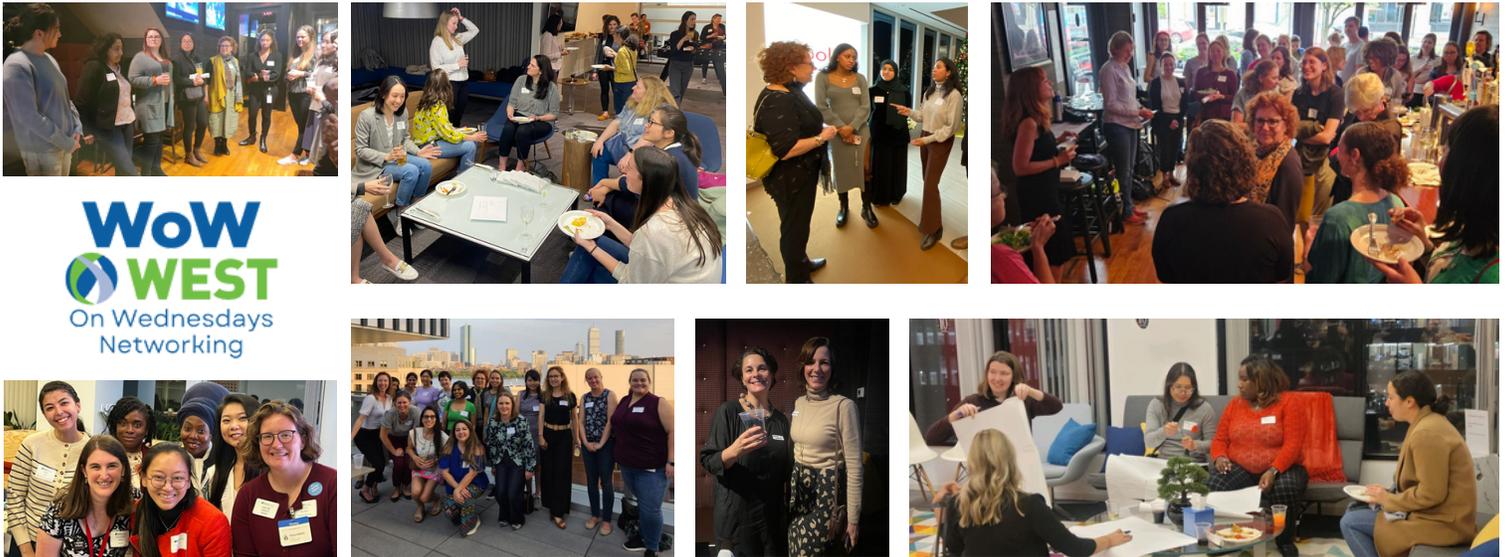
WoW - WEST on Wednesdays Networking



“ I love when corporations in the heart of the innovation hub here in Cambridge/ Boston generously provide their locations. The inspirational surroundings help create a vibrant atmosphere that fosters both professional and personal conversations.

333 Attendees **6** Locations **25%** Attended 2+ WoW Events

-Jocelyn Dunphy,
WEST Member



Membership

WEST has paid members in about **50%** of the states in the US and several **international** members.

Paid membership grew by **23%** during the 2022-2023 fiscal year.



WEST Leadership

In July 2022, our Board leadership transitioned to President Patrice Torcivia Prusko, the former Vice President, and Vice President Elena Spencer. Patrice is the Director of Learning Design, Technology & Media, in the Teaching & Learning Lab at Harvard Graduate School of Education. Elena is the Director of Technology Platforms & Outreach for Pfizer at Kendall Square. In addition, the Board welcomed four new members: Karin von Hodenberg, Kellye Eversole, and Kristen Lorentz, and Kristine McKinney.

The Advisory Board features members from a wide range of industries. Advisory Board members took on several special projects this year including the development of a Women's History Month fundraiser slated to be an annual project to support WEST membership and financing goals.

WEST hired Courtney Cyron, a part-time Business Operations Specialist this year who handles website management, social content development and event promotion, and data entry and management.

“Serving on the DEIB committee has provided me with the opportunity and resources to increase the visibility of underrepresented communities in STEM careers. It has also enabled me to engage with a diverse audience, fostering the exchange of experiences and stories within a multicultural context.

- Juliana Soto



Outreach

WEST continued to bring quality content on various valuable topics to its community through the WEST Wisdom Blog. This year, we began featuring profiles of prominent women in STEM of celebrated ethnic backgrounds during heritage months throughout the year. We began with African American History Month, and continued with Asian Pacific Islander Heritage month and LGBTQ+ Pride Month. This, among other conversations around inclusion, diversity, and unconscious bias are just a few of the steps WEST took this year to put in place DEI conversations and practices that continue to promote WEST being a welcoming, inclusive community.

Some of our most popular blog posts on our [WEST Wisdom Blog](#) this year were: “Senior Leader Interview: Kristine McKinney,” “Look Inward, Look Outward, Take the Leap: A Senior Leader Interview with Diane Ma,” “AAPI Women in STEM You Should Know,” “Getting to the Heart of WEST Leadership: A Conversation with Clive Patience,” and “Preposterous Stigmas Resulting in Mental Health Epidemic for Women in STEM.”

We continued to focus on outreach. We hosted an open house with local HR leaders, women's development initiative leaders, diversity change makers, and interested professionals from STEM companies. We held a Hispanics & Latinos in Biotech event and planned events with LGBTQ+ and neurodiversity organizations. We know that creating intersections between individuals from different backgrounds, diversifies our networks and build an understanding of what we have in common, and what is different, when it comes to the challenges we face in our careers.

WEST's Impact on our Community

WEST assesses its impact each year via an Annual Survey. Respondents are asked to select one or more of the following statements that reflects WEST's direct or indirect impact on them and their development. Responses below reflect members that attended at least two events during the year either virtual or in-person.

87%

of members who attended 4 or more events, were inspired by the speaker(s).

70%

of members who attended 2 or more events made new connections.

80%

of survey requested topics were covered in events this year.

“

PROGRAM COMMENT SPOTLIGHT:

I truly enjoyed the mentorship program at WEST. It gave me a great opportunity to sharpen my networking skills while receiving valuable advice and feedback from leaders in multiple areas of expertise. -Sviatlana



Spring 2023

June 2023

Volunteers and Volunteering

WEST is grateful to our volunteers for their dedication and work throughout the year. Volunteers help onsite at events with registration, in committees sharing ideas and making things happen, and with special interest projects to make WEST better. We also have wonderful volunteers leading workshops and participating as panelists and moderators.

WEST Board, Advisory Board, Volunteers, and our community also give back. This year, we partnered with Dana Hall and brought in four women in various fields of STEM to talk about their careers with the 5th grade class to inspire the next generation. We also partnered with Zaidi-STEM and several members of the WEST community signed up to be mentors in their 8-month program serving high school girls in Kenya.

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 and institutional supporters**:



2022 - 2023 Sponsors

Gilead Foundation provided WEST with a \$25,000 donation which allowed WEST to provide a 2 year career possibilities panel series free of charge and provide additional scholarships to community members in need.



Sustained Partners



- Engage in relationship conversations
- Share regular updates
- Don't oversimplify; communicate complexity



2023-2024 Annual Theme

Empower, Amplify, Advance

In a world where the interpretations of the rights and opportunities of many demographic groups, particularly women, are constantly up for debate and are ever-changing, we can and must work for consistent progress. The only way that women will see consistent progress in their opportunity to excel in previously male dominated professions, like the STEM industries, is if we make the constant effort to **amplify the voices of women and their allies**. These strong voices push for the empowerment of women to fulfill their full potential in any and all fields of study and work. These voices shout from the rooftops that **women deserve a seat at the table, every table**. Only when women are given the opportunity to excel in anything they are passionate about, will true advancement be possible. WEST's 2023-2024 Annual Theme **speaks to the necessity of amplifying the voices that will support the empowerment of women and the advancement of women's STEM careers around the world.**

WEST is here to amplify women's voices - These strong voices push for the empowerment of women to fulfill their full potential in any and all fields of study and work. These voices shout from the rooftops that women deserve a seat at the table, every table.

[**Get Involved**](#)

