



ANNUAL REPORT

July 1, 2023 - June 30, 2024

Empower, Amplify, Advance

WESTORG.ORG



WEST

Women in the Enterprise
of Science & Technology

Promoting women's careers, preparing tomorrow's leaders

2023 - 2024 WEST Events

Top Registered Events

International Women's Day Concert

WoW - WEST on Wednesdays Networking Series

Career Possibilities Series

Networking Night with Alnylam's iThrive & SAGA ERGs, OUTbio

Introverted & Influential: Strategies for Visibility & Presence

Conquer Imposter Syndrome

Empowering YOU: How to Be a Great Coach or Mentor

Serious About Our Series

Some topics take more than one event to properly cover, and some events are so fun and valuable that they're worth hosting regularly. WEST series take the deepest dive into specific topics, cultivate the deepest network connections, and are one of the ways our community thrives. In this past year, WEST series received many of the largest registration numbers and some of the best feedback. Check out our top-registered series:

WoW - WEST on Wednesdays Networking

Career Possibilities Panel & Speed Networking

Summer Management Skills: Feedback, Delegating, Managing Up, & Team Potential

GPS Your Career: Career Coordinates, Know Your Why, Unique Career Paths

“Joining the WEST community has given me the opportunity of engaging with an exceptional community of women in science and technology. As a member of the Advisory Board and Programming Committee, I have contributed to shaping initiatives that promote professional growth and connection. WEST has provided a platform for meaningful relationships, knowledge sharing, and collaborative opportunities, demonstrating the power of collective support and inspiration. Notably, my involvement with WEST has also enabled my company The Wellbeing Ways LLC to amplify its mission, empowering women leaders to elevate their leadership, performance, and resilience, fostering a positive impact on their professional journeys.

- Pallavi Srivastava



How we gathered in 2023-2024...

Women's History Month + Kendall Square Orchestra

WEST celebrates women year-round, but International Women's Day is extra special. WEST was thrilled to partner with the Kendall Square Orchestra. WEST and the Kendall Square Orchestra hosted a concert evening featuring a panel discussion, networking reception, and a 90 minute orchestra performance featuring pieces written by women. This inspiring event brought science and the arts together to show just how complementary they can be.

The event, hosted in the historic, hallowed halls of The Sanders Theater in Cambridge, was absolutely a night to remember. The panel discussion featured Gretchen Cook-Anderson of LabCentral, Elena Spencer of WEST and The Kendall Square Orchestra, Mena Subramanyam of Takeda, Francine Trestler of the Berklee College of Music, Jo Viney of Seismic Therapeutic, of Dewpoint Therapeutics and The Kendall Square Orchestra.



Supporting the Community Through Career Planning

We often ask, 'What's next?' in our career. Sometimes, we have a good idea of what we want, and other times, we need to do a little self-reflection. This past year, WEST provided a series of events centered around learning how to answer that question and how to create an action plan around it. The "GPS Your Career" Series featured three events: "Plotting Your Career Coordinates," "Know Your Why," and "Navigating Unique Career Paths." These three events allowed attendees to dive deeply into the questions 'Where do you want to go from here,' 'Why is that your goal,' and 'How do you make that happen.' This series supported 86 attendees in their career planning.

“ I appreciate how in-tune WEST is with the members of our community. The Laid-Off series was tailored for those who were impacted or even just looking for a new opportunity. This series on career mapping, Interview preparation, and framing the right mindset, met the need and we had so many positive comments. I'm glad we could reach out to those who needed it most.

-Karin von Hodenberg

WEST Leadership

In July 2023, our Board leadership transitioned to President Elena Spencer and Vice President Karin von Hodenberg. Elena is CEO and co-founder at Kendall Square Orchestra. Karin is the Vice President of Quality at Monte Rosa Therapeutics. In addition, the Board welcomed new members: Alissa Brown, John Hallinan, Elissa Hobert, Kristin Gerber, Shannon Moesaa, and Jyothsna Visweswaraiiah.

The Advisory Board features members from a diverse range of industries. This year, the Advisory Board grew from 22 members to 28. These amazing members provided support to the WEST organization by expanding outreach efforts for our International Women's Day Celebration, participating on committees, and being key points of contact for the WEST community at our in-person events.

Outreach

Inclusivity comes naturally to WEST because we believe that all are welcome who simply have a passion for making the world a better place through the STEM industries. During 2023-2024, WEST made it a priority to partner with groups focusing on taking action for Asian and Pacific Islanders, LGBTQ+, neurodiversity, women of color, and food & agricultural science & technology leaders.

WEST was proud to highlight amazing women on our blog and social media during Pride Month, Hispanic Heritage Month, and Native American Heritage Month. This was an opportunity to highlight the work of women that may be traditionally underrepresented and show women in STEM at all levels that your background does not and will not limit your potential.

WEST continued to increase our virtual presence by growing our LinkedIn, Instagram, and newsletter engagement.



Membership Statistics

WEST has paid members in **236** organizations.

Paid membership grew by

34%

during the 2023-2024 fiscal year.



WEST's Impact on our Community

Each year WEST assess the value that our members are finding in being part of the WEST community. We evaluate the value found in being part of the WEST community, attending events, types of programming, and more. This year a few highlights were:

78%

of members reported benefitting professionally from attending WEST events.

98%

of WEST members found value in the hybrid programming model.

100%

of respondents agreed or were neutral to the statement "I feel like I belong at WEST."

“ WEST mentorship program has been a transformative experience for me. Having a mentor who understands the challenges in STEM has provided invaluable guidance and support. The program has helped me clarify my career goals, build confidence, and gain insights that have been crucial for my professional growth. I am incredibly grateful for the connections and encouragement this program has provided.

- Peren Coskun



Volunteers and Volunteering

WEST is deeply grateful to the dedicated volunteers who generously contribute their time, energy, and expertise to our activities. Their commitment plays an essential role in advancing our mission and ensuring the success of our programs. Whether assisting with events, providing mentorship, or supporting organizational operations on a committee, these individuals are the backbone of our community, and their invaluable efforts help create lasting impact. We truly appreciate their unwavering support and dedication to empowering women in STEM.

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:



2023 - 2024 Sponsors

A special thank you to HAVEN, a leadership development firm focused on igniting exceptional performance in leaders and teams. Together with Brad Hartman of BeBio, Ben Olds of HAVEN stands proudly with WEST in efforts to improve gender diversity and professional development in STEM in Boston through their We Rise Together Program.



Sustained Partners



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



2024-2025 Annual Theme

Grit, Growth, Gratitude

"**Grit, Growth, Gratitude**" is a powerful mantra for women in STEM, highlighting key qualities that can lead to success and fulfillment.

Grit

Women in STEM often encounter obstacles: gender bias, balancing work and personal life, or tackling complex problems. Embracing grit means pushing through difficulties and staying committed to goals.

Growth

In STEM, where knowledge and technology evolve rapidly, cultivating a growth mindset is essential. Women can support each other's growth by sharing experiences, mentoring, and fostering inclusive environments that encourage exploration and innovation.

Gratitude

Gratitude helps us maintain perspective and fosters a positive outlook. Recognizing and appreciating the support from peers, mentors, and role models can empower women in STEM.

WEST is focused on this triad that serves as a reminder that challenges can be overcome, that personal and professional development is a lifelong journey, and that fostering a supportive community is vital for success.

[Get Involved](#)