



**WEST**

Women in the Enterprise  
of Science & Technology

*Promoting women's careers, preparing tomorrow's leaders*

# Building Community, Resilience, and Impact



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**WEST ANNUAL REPORT FOR FISCAL YEAR**

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**JULY 1, 2020 – JUNE 30, 2021**

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**[WWW.WESTORG.ORG](http://WWW.WESTORG.ORG)**

**2020-2021**

**ANOTHER YEAR OF SUCCESSFUL EVENTS**

**EVENTS**

**50**

**REGISTRATIONS**

**4,000**

**TOP ATTENDANCE**

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Everyone Communicates, Few Connect: Communicating for Impact and Results

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Women and Wealth: Setting Your Course to a Strong Financial Future

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WEST's 20th Anniversary/12th Annual Awards Celebration

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Mindset Mastery: How to Gain Clarity and Create the Career You Want

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How to Advocate for Yourself

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Building Relationships and Your Influence to Thrive in Your Organization

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How to Captivate Your Virtual Audience

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Career Possibilities Panel Series

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The Anxious Go-Getter: Keep The Achievement, Lose The Anxiety\*

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Surviving and thriving through career transitions: It's not the end of the world\*

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Demonstrating Business Impact\*

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Walking the Tightrope: Mastering the Balance between Likability and Respect\*

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**NEW PROGRAMMING**

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Micro-Aggressions 101

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Empathy Works!

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Self and Collective Care for People of Color in a Majority White Workplace

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Courageous Conversations

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Organizational Change to Achieve Equity

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Picture a Scientist - Film Screening and Discussion

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\* NEW PROGRAMMING THIS YEAR



# 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:



## WEST LEADERSHIP REMAINED STRONG

Board leadership pivoted to Meena Subramanyam (*Vice President and Global Program Leader in Takeda Oncology*) as President & Etta Jacobs (*Founder and Principal of Power in the Middle*) as Vice President. WEST was excited to welcome 5 new Board members, who joined our 13 returning Board members during 2020-2021. The Advisory Board grew to 36 individuals. WEST also had over 25 volunteers who supported WEST through their work on various committees. WEST added 2 part-time Administrative Assistants to focus on blog writing and bookkeeping.

## WEST'S OUTREACH AND IMPACT

Highlights from the blog include senior leader interviews, inspirational women highlights, and content to supplement WEST events on topics such as Career Possibilities, Navigating a Nonlinear Career Path, Networking to Build Meaningful Relationships, and Relaunching Your Career.

### BOARD & AD BOARD

**18 & 36**

MEMBERS

MEMBERS

### VOLUNTEERS

**25+**

ACROSS COMMITTEES

### EMPLOYEES

**1** **4**

FULL-TIME

PART-TIME

## 2020-2021 | ANNUAL THEME



# Building Community, Resilience, and Impact

2020 was a year of unprecedented events. WEST's response to the pandemic, was to provide programming around our annual 2020-2021 theme: Building Community, Resilience, and Impact. Our programs helped our community navigate through the disruptions and uncertainty. WEST supported our community by organizing events that brought members together to tackle the challenges in the workplace and their lives. Topics included: personal growth, career development and work-life balance. Through virtual workshops, panel discussions, networking events, and more, our community was empowered to face the disruptions with greater resilience and a sense of connection to each other.



—Tatiana  
Novobrantseva

*“WEST is a place to both learn, teach, feel supported and give back to the community. When I'm surrounded by strong-minded individuals with various perspectives towards biotechnology, drug development, entrepreneurship and work-life balance, who produce meaningful accomplishments, I feel great being a part of it!”*

*“I joined WEST about 10 years ago during my post-doc, when transition to industry wasn't readily supported by academic mentors. I was looking for role models and inspiration. I am humbled and honored to serve on its Board of Directors now and give back to the community, to continue to inspire, support and empower others to lead with courage.”*



—Yelena  
Wetherill



—Caroline N

*“Being part of WEST has contributed greatly to my professional growth and expanded my network. I enjoy WEST events which foster an environment where everyone is welcome to share their ideas freely.”*

*“WEST gave me a tremendously resourceful community that is intentional in mentorship and empowerment for women. For busy moms like myself, WEST's active efforts in hosting online events have been a true blessing, especially during this pandemic. I feel like I have hit the jackpot in finding a valuable group of peers and mentors who are like personal career coaches that is essential in helping me grow in my career. Thank you, WEST; I hope to grow and give back to our community together.”*



—Celine H

# MENTORING

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MENTORINGWEST introduced a novel dynamic pod mentoring program this year. The mentees achieved their personal and career goals by joining small mentoring groups to obtain diverse perspectives. This diversity provided an enriching experience for mentees and enabled them to execute successfully on their goals through focused actions and shared accountability. Each session included structured networking and mentoring on two topic areas.

*“I would highly recommend this program. This platform helped me build my network of mentors. I also met a lot of great women with diverse backgrounds, which helped me build a strong network.”*

—(mentee)

*“This is a great learning and growing experience for all. WEST has created an open, supportive environment where you can receive non-judge mental feedback and practical advice.”*

—Mary Ann O’Loughlin (mentor)

*“This is a really great program. I felt supported and empowered after talking to the awesome mentors!”*

—Stella (mentee)

*“The WEST mentoring program offers mentees a diversity of perspectives on topics key to their professional progress and development. And for mentors, it’s a great chance to connect and give the valuable gift of reflection and experience. Never underestimate the value of an outside view and the power of giving back!”*

—Noël Theodosiou (mentor)



—Adrienne

*“I really enjoyed this mentorship program. Everyone, mentors and mentees, tries their best to help you and I feel comfortable to ask them anything! I connected with multiple people after the mentorship sessions and I plan to stay connected with them.”*

## 2020-2021 SPONSORS

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## SUSTAINED SPONSORS

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## 2021-2022 | ANNUAL THEME

### Reflect, Reimagine, and Emerge Stronger

WEST's annual theme of "Reflect, Reimagine, and Emerge Stronger" represents what we have gained and have lost over the past year. As we enter another year of challenges and opportunities, our goal is to connect a network of Science, Technology, Engineering and Mathematics (STEM) professionals by supporting their personal growth and career development through virtual networking events and engaging workshops and discussions. For the 21st year in a row, WEST is here to **empower** women in the workplace to **reflect** on their achievements, **reimagine** their goals, and **emerge** as leaders.