



2021 Demographics and Climate Survey

February 4, 2022

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Edritz Javelosa, VP of DEI
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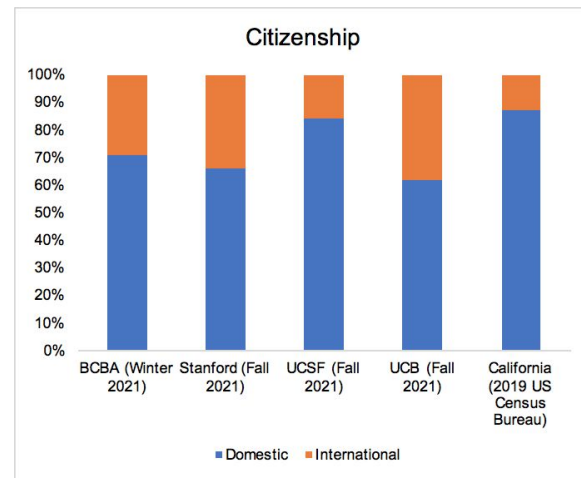
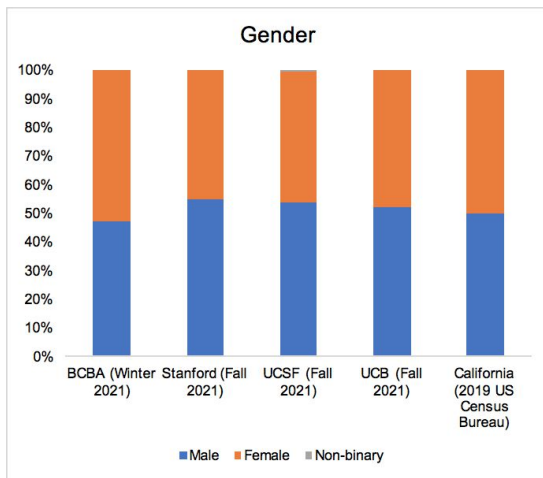
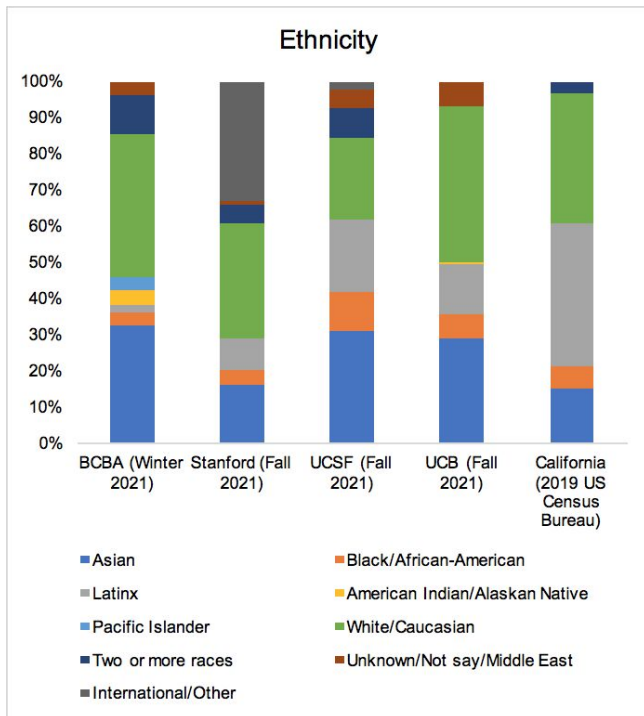


Goal: Advance diversity, equity, and inclusion

- ★ Survey the demographic makeup of BCBA members
- ★ Identify areas of low diversity within organization to prioritize DEI efforts
- ★ Understand specific challenges encountered in the biotech ecosystem
- ★ Invite BCBA members to generate ideas for new DEI initiatives

34 responses (↓25% compared with 2020)	12 demographic questions
	4 climate questions

How BCBA compares to Bay Area student demographics?

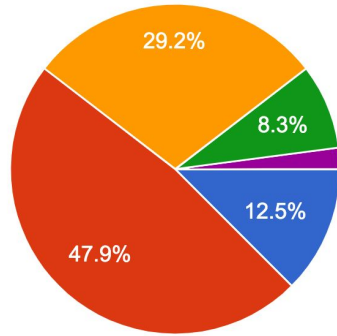


In 2022, we will focus on increasing our racial diversity, especially for Latinx and Black populations

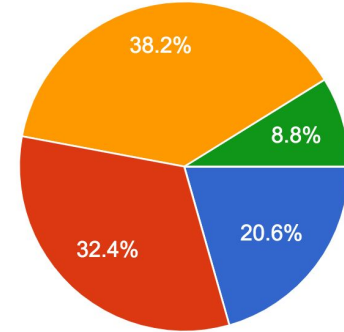
More about who we are:

Age

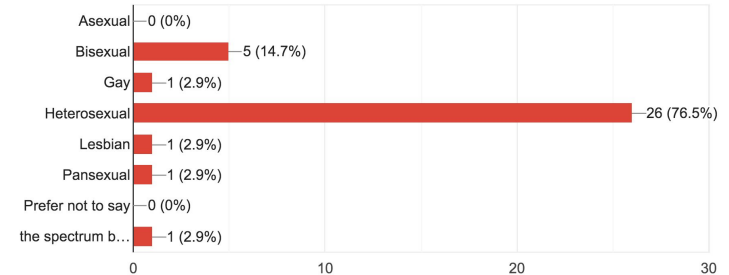
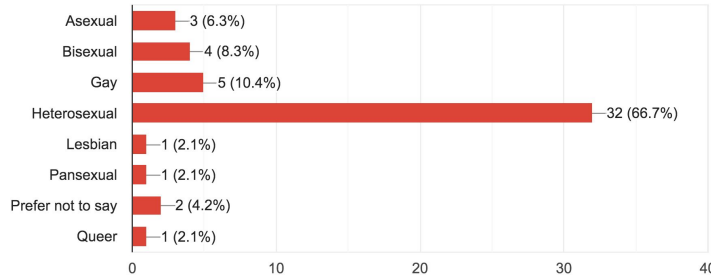
2020



2021



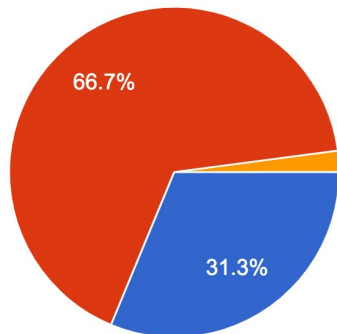
Sexual orientation



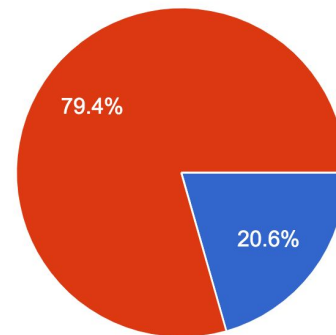
Socio-economic background:

Low income
background

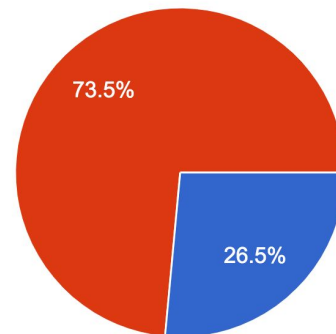
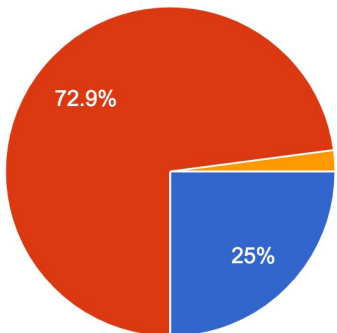
2020



2021



First-generation
college student

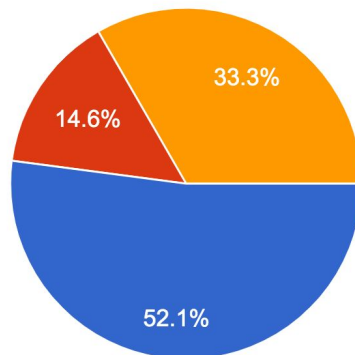


- Yes
- No
- Prefer not to say

Where we come from:

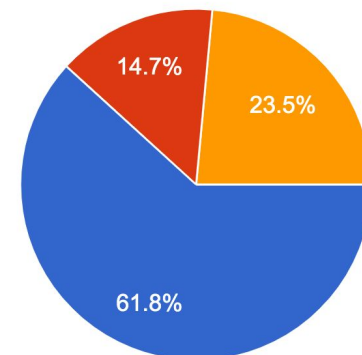
Citizenship

2020

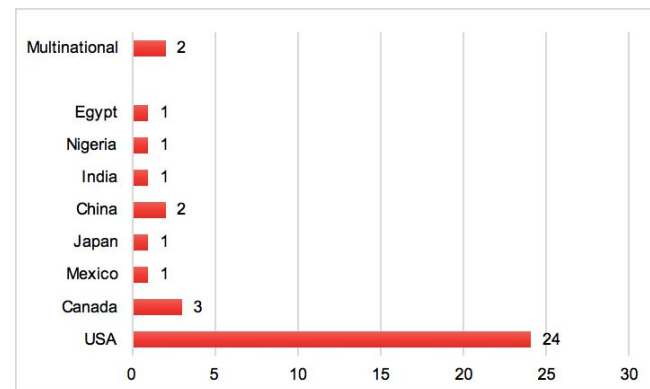


- Native born US citizen
- Naturalized US citizen
- Non-US citizen
- Prefer not to say

2021



Country of citizenship

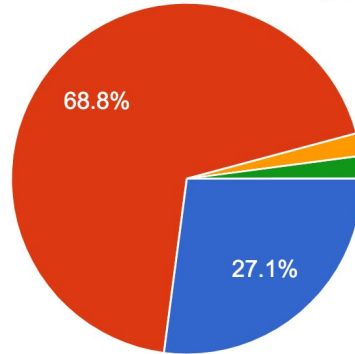


Where we come from:

Professional affiliation

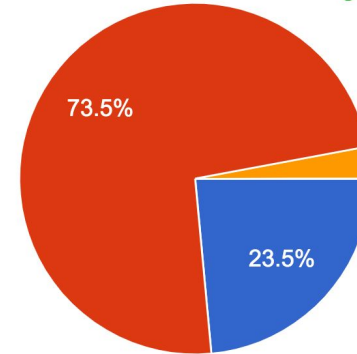
2020

- Industry
- Academia
- Prefer not to say
- Management Consulting

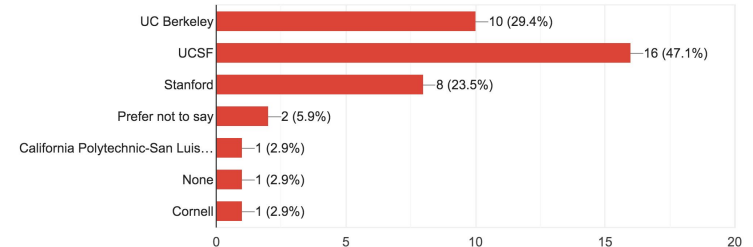
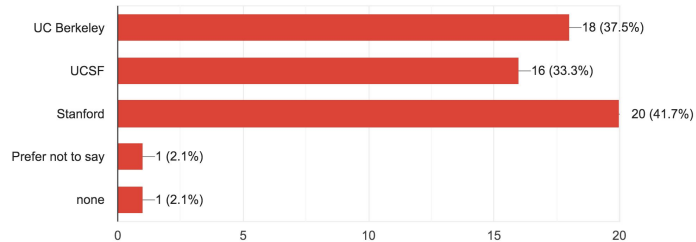


2021

- Industry
- Academia
- Government
- Prefer not to say

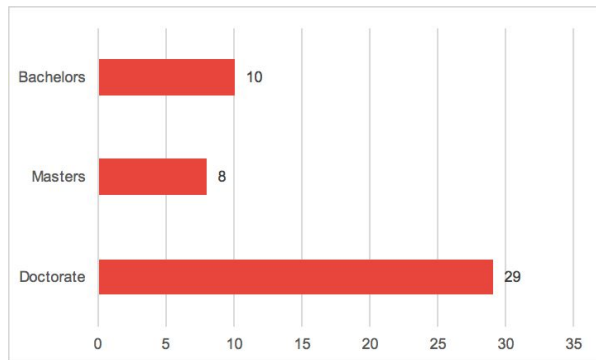


School affiliation

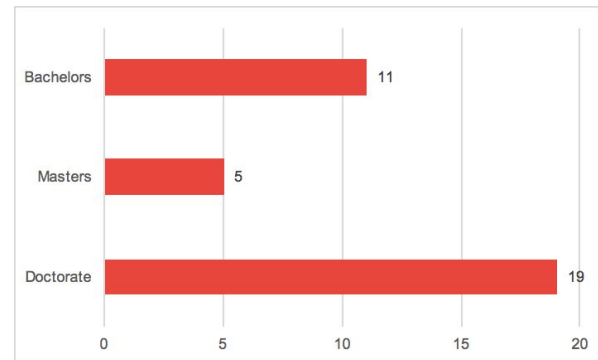


Education and involvement with BCBA:

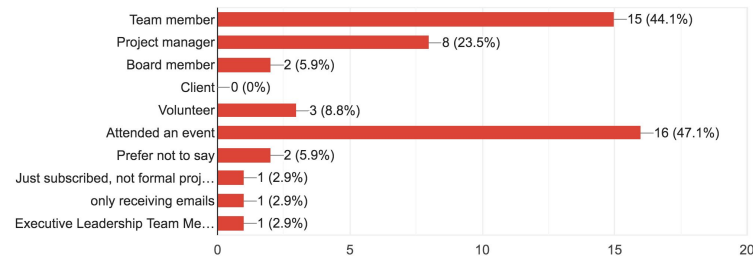
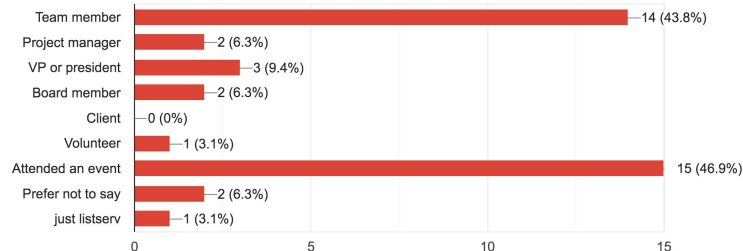
2020



2021



Affiliation with BCBA



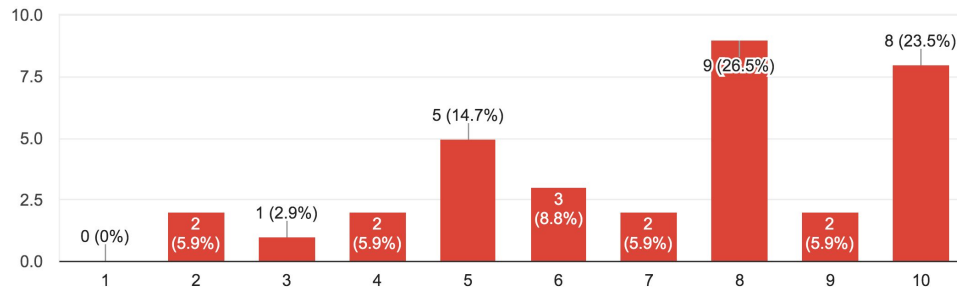
Respondents report a wide range of acceptance in the biotech ecosystem

Overall DEI score:

6.67 (2020)

7.12 (2021)

How welcome do you feel in the biotechnology ecosystem outside of BCBA? If you have not yet engaged with the biotechnology ecosystem outside of BCBA, how welcoming do you feel the industry is to people who share your social identifiers?



Challenges and comments:

- Few women in leadership roles likely due to domestic duties
- Few diversity-focused opportunities
- Some people of color feel like outsiders (less belonging)

BCBA approval scores on par with general biotech ecosystem

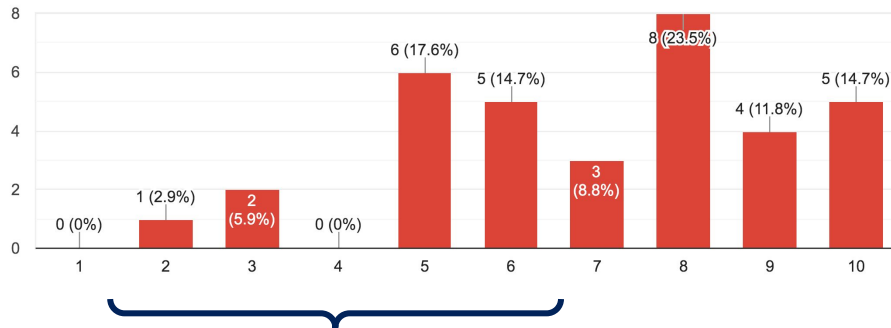
Overall DEI score:

6.50 (2020)

7.03 (2021)

How well do you feel BCBA is doing with prioritizing diversity, equity, and inclusion (DEI)? (i.e., diversity of our speakers, how well-represented you feel in our organization, etc.)

34 responses



We can improve our DEI efforts

Challenges and comments:

- Encourage more women participation
- How do we prioritize DEI efforts considering the number of applicants has been declining lately?

Be on the lookout for 2022 survey results
