

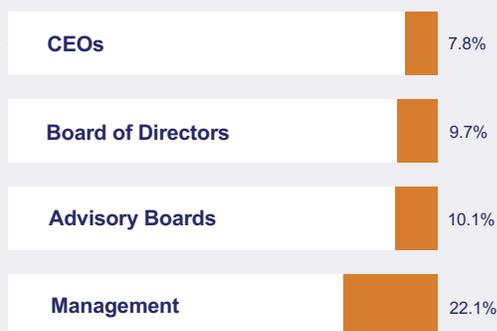
Biotech Boom A Bust for Women

AWIS research shows that lack of gender and racial diversity in company leadership can have implications for long-term success. Biotechnology companies have led the way in the initial public offering (IPO) market for the past five years. Only 21 of the 269 IPOs issued were led by female CEOs. Of those, five are women of color.

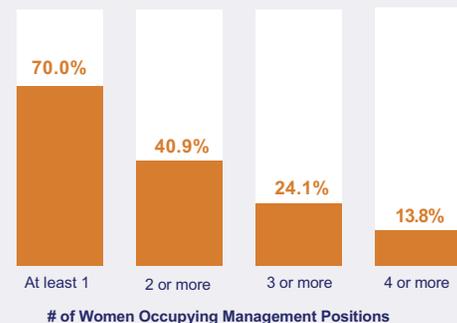
From 2013-2017, biotech IPOs demonstrated consistent underrepresentation of women among their CEOs, boards of directors, scientific advisory boards, and C-level leaders.

Biotech companies in 2017 saw dramatic improvement in the proportion of women among leadership, with about 93% of companies with women in leadership roles.

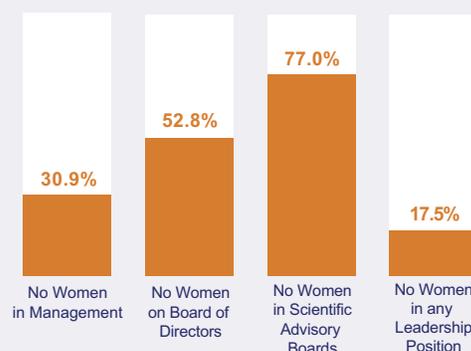
Women in Biotech Leadership



Biotech Companies with Women in C-Level Management



Biotech Firms with No Women



Despite women earning over 62% of PhDs in the life sciences, 17.5% of biotech companies had no women in any leadership position and only 23% had women on their scientific advisory boards.

AWIS

ASSOCIATION FOR WOMEN IN SCIENCE

www.awis.org

4 Reasons having women in leadership is good for business

1. Greater Financial Success

Fortune 500 companies with at least 3 women directors have experienced an:



Those companies that have sustained at least 3 women directors for at least 4 out of 5 years have outpaced their competitors by a:



Companies with more than 15% of their top management positions occupied by women experienced 52% greater returns on equity than those where women represent less than 10% of the top management positions.

2. Greater Long-term Stockholder Value

Small and mid-sized companies with at least one woman director have performed 17% better in their stock prices over a six-year period than their counterparts while large companies performed 26% better.

3. Better Decision Making, Innovation and Performance

Diverse boards are better able to consider issues in a well-rounded way and have been shown to make better decisions, have more creative problem-solving skills, be more innovative, have higher levels of effort by all members, and have better average performance.

4. Smarter

Several studies have shown that, regardless of individual IQ, teams that include women have higher levels of group intelligence than teams comprised solely of men.



Meet the Entrepreneur

I am **Dr. Pamela Marrone**, CEO and founder of Marrone Bio Innovations, I started the company in 2006 to discover and develop effective and environmentally-responsible, biologically-based products for pest management and plant health. In August 2013, I led the company to be listed on the NASDAQ stock exchange, raising net proceeds of \$56.4 million. A serial entrepreneur, I started a similar company, AgraQuest in 1995, and served as the CEO, Chairman and President. I know the challenges women face in starting their own company particularly with regard to access to capital. Research shows a mere 2.7 percent of venture capital-funded companies have a woman CEO. AWIS recognizes there are a myriad of reasons for the dearth of VC funded female entrepreneurs which don't have to do with the individual but the system. So, what can funders do?

- Invest in companies with at least one female founder
- Make sure the company has at least three executives who represent gender and ethnic diversity
- Recognize unconscious biases and focus on sound proof-of-concept

Sources:

<https://magazine.awis.org/publication/?i=491204>

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The Association for Women in Science (AWIS) is a global network with 80 grassroots chapters and affiliates connecting more than 100,000 professionals in STEM with members, allies and supporters worldwide. Founded in 1971, AWIS is the leading organization dedicated to driving excellence in STEM by achieving equity and full participation of women in all disciplines and across all employment sectors.