

### Diversity and Inclusion Lead

#### WHO ARE THEY? <sup>1</sup>

Our country's greatest scientific advances will only propel us forward if they are created, tested, and brought to market with health equity as a top priority. The work of diversity and inclusion leads therefore strive to advance health equity and inclusive research. It accomplishes this by contributing to efforts to foster belonging among their company's workforce and to advance diversity and inclusion beyond their company and the healthcare industry through partnerships and supplier relationships. People in this position, for instance, may work toward increasing quality of care for traditionally underserved communities. The role is crucial to ensuring their company is both an industry leader and a place where employees feel valued and respected. If you believe in harnessing the strength of our world's increasingly diverse population to drive better science and health outcomes, this might be the perfect career for you.

#### WHAT DO THEY DO? <sup>1, 2, 3</sup>

Did you know that only between 5% and 15% of the already small population of patients who participate in clinical trials are non-white? In an increasingly diverse world, this is a glaring issue that means we are not gleaning all the insights that we could. Diversity and inclusion leads are tasked with designing and executing strategies to ensure all research reflects real-world populations. They play a role in creating inclusive clinical research action plans to ensure clinical trials are inclusive of underrepresented groups. This is a great role for those who enjoy teamwork and thrive through collaboration because diversity and inclusion leads work not only with stakeholders within their company, but also directly with patients and patient advocacy groups. Diversity and inclusion leads plan, develop, and facilitate strategies to ensure their companies are meeting the needs of diverse patients and are an exceptional workplace for individuals historically underrepresented in the pharmaceutical industry. If you have a passion for health equity and representation, this role might be a great fit for you.

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#### SALARY RANGE <sup>5</sup>

**\$86,820-\$155,120**

#### EDUCATION/TRAINING <sup>4</sup>

**Bachelor's** degree in business administration, education, or a related field

**Master's** degree in training and development, human resources management, organizational development, or a related field may be preferred

**Professional** training and/or certification in diversity, equity, and inclusion may be preferred

## JOB OUTLOOK <sup>1,4</sup>

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Diversity and inclusion leads are among the training and development professionals who make up a rapidly growing profession. The whole industry is projected to grow at a faster rate than the average for all occupations, at about 11 percent. Advocates across the world have elevated the need for companies large and small to focus on diversity and inclusion, and because the population of the United States is projected to be half non-white by 2045, this subsection of the industry is likely to remain in high demand.

## HOW DO I BECOME ONE? <sup>4</sup>

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You will need to pursue a combination of education, training, and related work experience in order to work toward a career in diversity and inclusion. Employers will be looking for candidates with at least a bachelor's degree, and many may be looking for a master's degree or specialized training and certifications. Business administration, education, human resources management, and organizational development are among the disciplines that might be most applicable, but diversity and inclusion leads come from many educational backgrounds. You should develop communication, teamwork, and management skills through coursework and extracurricular activities. A successful diversity and inclusion lead will also have a demonstrated passion for the industry and desire to make change.

1 “Our Commitment to Diversity & Inclusion.” Genentech.  
[https://www.gene.com/download/pdf/genentech\\_diversity\\_and\\_inclusion\\_report\\_2020.pdf](https://www.gene.com/download/pdf/genentech_diversity_and_inclusion_report_2020.pdf).

2 “Senior Director of Diversity, Equity, and Inclusion.” Devex. <https://www.devex.com/jobs/senior-director-of-diversity-equity-and-inclusion-930663>.

3 “How to Become a Diversity and Inclusion Manager.” Monster.  
<https://www.monster.com/career-advice/article/how-to-become-a-diversity-and-inclusion-manager>.

4 “Occupational Outlook Handbook.” U.S. Bureau of Labor Statistics.  
<https://www.bls.gov/ooh/management/training-and-development-managers.htm>.

5 “Occupational Employment and Wage Statistics.” U.S. Bureau of Labor Statistics. <https://www.bls.gov/oes/current/oes113131.htm>.