

Women Leaders in Pharma



**For the leaders of
today and tomorrow**

A Year in Review: 2023

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We believe women, and those who identify as women, across all levels of the life sciences and pharmaceutical industry (and those affiliated with it), will continue to forge a path forward for women in the future to lead, support, and empower others.

Join us and learn more at www.womenleadersinpharma.com

Letter from Our Board Chair

2023: A Year of Transition for Women Leaders in Pharma

2023 has truly been a year of change for Women Leaders in Pharma (WLP). The first signs of this shift came from the growing desire for connection—people wanted to meet, network, and see each other again after the long period of isolation during the pandemic. We watched as members re-engaged socially and professionally, reigniting the spirit of community that defines our organization.

In Women Leaders in Pharma, change was also reflected in our leadership. Through the first six months of 2023, some of our leadership team members chose to step back from their formal roles, while remaining involved as dedicated volunteers. This transition was a natural evolution, with many having supported WLP through the most challenging moments of the pandemic. Their continued presence is a testament to their commitment to our mission, and it allowed us to seamlessly welcome new leaders who are now bringing fresh perspectives and ideas to the organization. This change has been embraced with great support, ensuring we continue building on our existing programs while growing new ones.

We owe so much to the women who helped carry us through the challenges of the pandemic; whose efforts were invaluable. We are also excited to welcome new leaders and together, they have helped us create new opportunities and evolve our offerings.

A clear shift in approach has been seen in 2023, embracing our membership needs. We saw changes on how we approached our events, placing a focus on panel discussions that resonate with women in our industry. Our communications team has worked hard to spotlight member achievements, whether through podcasts or profiles, while our membership team has introduced sessions to ensure both new and long-time members know the full value of what WLP has to offer. Mentorship, which once followed a cohort model, has now shifted to a continuous approach, making it easier for mentors and mentees to connect at any time. Our coaching team has also moved toward hosting monthly coaching sessions, ensuring we continue to provide support for personal and professional growth.

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By the close of 2023, with the help of this incredible team, we were able to celebrate the first Annual Shine Bright Awards. Through the WLP awards, we wished to recognize individuals, associations and companies who, through their actions, support our Mission. More than 400 people attended the first annual WLP Awards Gala, which was live streamed from two cities (Toronto and Montreal). It was a beautiful way to reflect on everything we've accomplished together. This event not only celebrated our collective achievements but also highlighted our commitment to diversity, equity, and inclusion. We are particularly proud of the strides we have made in empowering and supporting women within our organization. By fostering an inclusive environment, we ensure that everyone has the opportunity to thrive and contribute to our shared success.

In closing, there are three essential elements that enable WLP to support women and the industry as effectively as we do. First, none of this would be possible without the unwavering dedication, boundless energy, and innovative spirit of the women who generously give their time to advance our mission.

Second, every dollar we raise—whether through membership fees, event registrations, or sponsorships—is directly reinvested into funding activities for women in our industry. We rely on the time, efforts, and energy of volunteers, all of whom contribute without compensation. Our social media efforts are supported by two exceptional young women, who are also students and whom we compensate for the part-time support they provide. They ensure that our members and sponsors receive the continuous information and support they require and deserve.

Third, we must acknowledge and thank our sponsors, who steadfastly believe in and support our vision. Their unwavering commitment is instrumental in driving our success.

Thank you to everyone who has been part of this journey. Here's to a bright future ahead.

About WLP's Mission

Women Leaders in Pharma's purpose is to empower women working in pharmaceutical, biotechnological and medical technology industries to reach their full potential. We aim to build skills to help women be business savvy, be brave, be bold, and effect change. We provide a forum to discuss practical and real-life issues to help manage responsibilities both on the personal and business fronts.

For more information on Women Leaders in Pharma

www.womenleadersinpharma.com

www.linkedin.com/company/women-leaders-in-pharma

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Milva E. D'Aronco

Founding Member and Board President
Women Leaders in Pharma



WLP 2023: By the Numbers

Our 2023 milestones at a glance!

Our Members

Total number of members:

351



67% Paid
33% Company-Sponsored



166 New members in 2023



125 Retained members in 2023



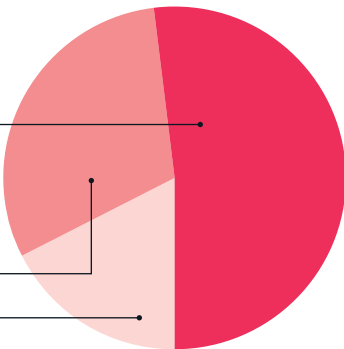
96 Cities our members represent:
Top cities: Toronto, Montreal, and Mississauga

Number of companies
our members represent

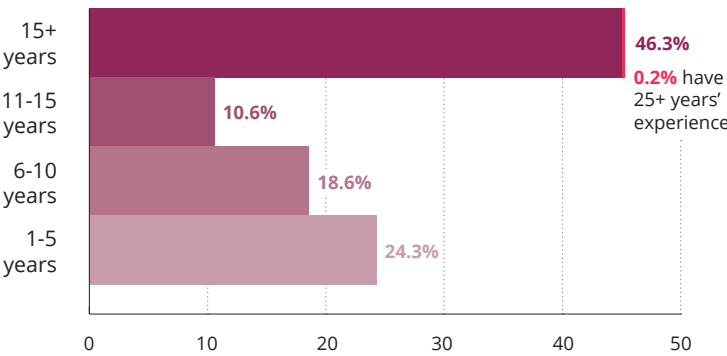
51.4% Pharma industry
*with the top 3
companies being
Novo Nordisk,
GSK, and Cencora*

30.3% Vendor companies

17.1% Consulting or other



Membership dynamics (pharma experience)



Our Volunteers



Total number of volunteers:

85



...in 2023, with 68 active
as of December 2023

"I originally volunteered with WLP to help be a part of progressing DEI&B within our Pharma industry. Along this journey at WLP, I've seen the power of remarkable women with various skill sets, from all facets of Pharma come together to accelerate impactful change to benefit our industry. Volunteering with WLP has built my network, developed new skills, given me access to career development opportunities like mentorship, and I've had a whole lot of fun!"

Virginia Fairbank

WLP 2023: By the Numbers

Our Coaches & Mentors

We are always grateful to our **coaches and mentors**, who help our members explore, unleash, and unlock their potential through our exclusive member **coaching and mentoring programs**.

Interest in mentoring and coaching relationships was strong, with 109 participants in the program across both official languages and multiple areas of expertise. A fantastic venture for mentees and mentors alike.

"I had the opportunity to be a mentor through this program and it was a positive experience that I would not have had otherwise."

WLP member

Number of coaches



Coaches' expertise



Number of mentor-mentee relationships

11



2023 LinkedIn followers: **15,040**

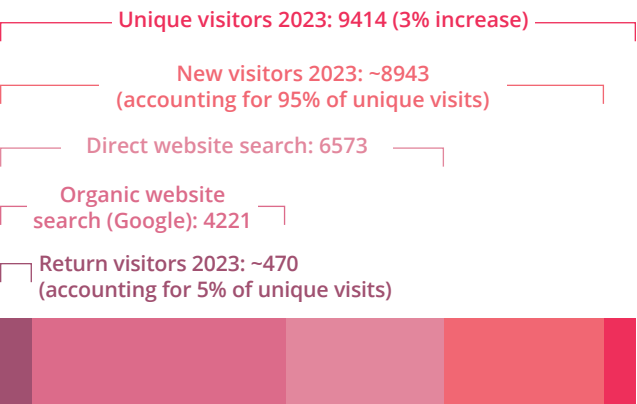


2023 Instagram Followers: **728**

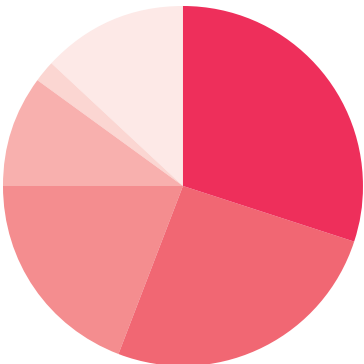
Our Digital Presence

We were busy getting social in 2023! Our LinkedIn took the lead with thousands of new and returning connections, the WLP website had many new and returning visitors, and our Instagram following also got a boost! We're anticipating even more digital activity in 2024.

Unique visits to website



How search was performed (Google or direct to URL)



Financial Performance Update

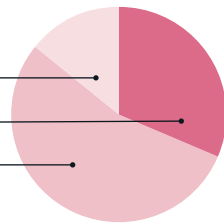
Women Leaders in Pharma's financial aspirations are to ensure that every dollar we raise is reinvested into activities supporting women in our industry to build skills to be business savvy, be brave, be bold, and effect change. I would be remiss not mention that the partnerships we have with our sponsors are pivotal to the success of achieving this mission. As a Not-for-Profit Organization, we must ensure we are creating a sustainable environment for our members all the while maximizing our offerings.

The organization's net assets as of year-end 2023 were \$21K, which is a true testament to the good standing and longevity of Women Leaders in Pharma as well as our dedication to achieving our mission.

In 2023, revenue was generated from the following sources:

Membership fees **14.2%**
Events **31.8%**
Sponsorships **54.0%**

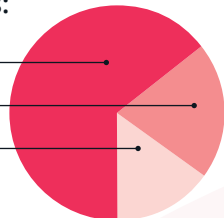
35% increase from 2022



In comparison to 2022, Women Leaders in Pharma's expenses increased by 62%. The increase was to support our inaugural Shine Bright Awards which brought together more than 400 attendees to celebrate individuals and organizations that support the Women Leaders in Pharma Mission.

In 2023, expenses were generated from the following resources:

62.6% Events
19.8% Marketing
14.5% Software and licenses



At the end of December 2023, Women Leaders in Pharma's assets were a split between cash and accounts receivable of which was predominantly related to the Shine Bright Awards sponsorships.

Furthermore, 34% of liabilities is derived from the Shine Bright Awards and approximately 54% from deferred income of both sponsors and memberships.

Statement of Operations

Statement of operations and changes in net assets for the year ended December 31, 2023

	2023	2022
Revenue	\$139,018	\$103,192
Expenses	\$183,704	\$113,271
Excess of Revenues over expenses	(\$44,686)	(\$10,079)
Net assets, beginning of the year	\$65,867	\$62,929
Net assets, end of the year	\$21,181	\$52,850

Balance sheet December 31, 2023

	2023	2022
Assets – current		
Cash	\$33,454	\$90,107
Accounts receivable	\$41,910	\$21,000
Advances to a Corporation	\$4,041	\$2,744
Prepaid expenses	\$4,110	\$4,491
	\$83,515	\$118,342
Liabilities – current		
Accrued liabilities	\$28,549	\$11,150
Due to administrators	\$215	\$215
Deferred income	\$33,570	\$41,110
	\$62,334	\$52,475
Net Assets		
Unrestricted	\$21,181	\$65,867

"The organization's net assets as of year-end 2023 were \$21K – a true testament to the good standing and longevity of Women Leaders in Pharma, and to our dedication to achieving our mission."

Cheryl Hue

Finance Lead
Women Leaders in Pharma

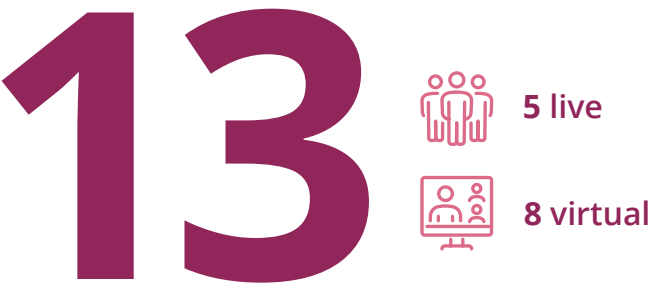


WLP Events Recap

Let's Get Together!

This year's events were a huge success, with hundreds of WLP members participating both in-person and virtually. A trend we plan to continue in 2024!

Number of 2023 WLP events



"I just listened to the WLP podcast, "The Art of Negotiation and Collaboration". It was excellent! Such an important topic, and hearing this from a woman's perspective was so valuable and relevant. I took away many practical approaches that I will utilize and share with my network!"

TJ Geddis, WLP Member



Number of Podcasts: 7

Working to Inspire Our Members Year-round

Our 2023 events with >700 attendees

Events
Mentorship and orientation
Live
Importance of Male Allyship: Advancing Women Leadership in Pharma
Michael Kors Styling for Confidence
Shine Bright Awards Gala
Coaching
Leadership Brand
Leverage Your Strengths
Unlock Career Success
Other
Get to Know WLP

Episode name	Guest Speaker
19 DEI&B as a Catalyst for Impactful Change	Christine Sakdalan, VP Customer Engagement Strategy and Solutions, Otsuka Pharma
20 Men as Allies	Chris Cummins, General Counsel Canada, GSK
21 Negotiating for You	Millie Davis, Negotiation Consultant, Scotwork North America
24 Imposter Syndrome: Time to Change the Narrative	Dr. Carol Parker Walsh, Founder and Owner of Carol Parker Walsh Consulting
25 Embracing the Unknown: Navigating Ambiguity for Innovative Success	Vanessa Roknic, Director, Digital Transformation & Innovation, Novo Nordisk
26 The Critical Role of Authenticity as a Mentor	Emma Charles, Senior Vice President – Intercontinental Markets, Bristol Myers Squibb
27 Finding Balance in Your Life as a Rule, not a Goal	Dana Singleton, Executive Vice President & Sector Lead – Health, Edelman

Our 2023 Team

2023 BOARD MEMBERS



Angelina
Habimana



Angelina
Brathwaite



Milva
D'Aronco



Sonia
Riverin



Tamara
Lovi



Thea
Discepola

2023 EXECUTIVE LEADERSHIP TEAM MEMBERS



Andie Yi



Brianne
Ligori



Cheryl
Hue



Christie
Simpson



TJ Geddis



Diana Veronica
Ferraez Morlet



Julie-Noëlle
Joannette



Karen
Aflalo



Sophie
Deschênes



Jennifer
Meldrum



Manar
Hammood

Love Letters to WLP

Testimonials from Our Members

"It was a rewarding experience to be part of the WLP mentorship program as a mentor. This program allows both parts, mentor and mentee to explore new options, to face challenges in the workplace and put in place the best approach to succeed and learn."

Diana Ferraez, Mentor Program



"I feel like there were important lessons from each one of the panelists. 1. Even the most rigid teams can/should evolve 2. Working together is what we need to aim for, adapting to our targets is what we should be doing in 2022. 3. You are a brand. Learn how to sell yourself. 4. Knowing about how others interpret your communications can bring up the efficiency of how you perform your tasks but also reduce frustrations and misunderstandings..."

Getting a full overview of our industry was great. Understanding that while we have very different positions, we also face the same problems."

WLP Member from Virtual Event

"Volunteering for Women Leaders in Pharma is a fulfilling experience that allows me to connect with like-minded professionals and contribute to a non-profit organization committed to advancing women's leadership in the pharmaceutical industry... Being part of a community of women striving for success in the industry is incredibly rewarding and inspiring, and I feel proud to contribute to a cause that will benefit future generations of Women Leaders in Pharma."

Divya Prakash, WLP Volunteer

"Volunteering in the WLP mentoring committee helped me hone my skills, expertise, and knowledge in creating and maintaining a successful mentoring program. Every day, I am learning about effective communication, active listening, and problem-solving, which are valuable not only in my volunteer work but also in my personal and professional life...It is heartwarming to see the positive impact that the mentor's guidance and support have on the lives of other women."

Danièle Thibodeau, Mentoring Committee Volunteer

"I want to thank WLP mentorship program for the guidance and invaluable experience that I received. The program was structured to set you up for success. I had the greatest pleasure to partner with a phenomenal mentor... She provided me with extremely valuable resources and career insights that I will continue to utilize throughout my career."

Mariella Toufos, Mentor Program

"I can see that the WLP mentorship and coaching programs are complementary to the Apotex Women in Leadership initiatives. I wish to see more Apotex employees benefit from the WLP resources and events."

WLP Member, from Apotex Survey

Our 2023 Sponsors

Making change possible for the WLP network!

DIAMOND SPONSORSHIP

Ogilvy Health
Healthing

Ogilvy Health

Healthing.ca

GOLD SPONSORSHIP

bMod Communications
Zeno Group

bMod

ZENO

SILVER SPONSORSHIP

Boehringer Ingelheim Canada Ltd.
Takeda Canada Inc.
Teva
Apotex
Cencora
Novartis
Novo Nordisk
McKesson
Stevenson
Telus Health

Boehringer
Ingelheim

Takeda

teva

APOTEX

cencora
Innomar Strategies

NOVARTIS

novo nordisk®

McKESSON
Canada

STEVENSON
Maîtres traducteurs - Master Translators

TELUS® Health

GALA SILVER SPONSORSHIP

JAMP
bioMérieux
Octapharma

JAMP
PHARMAGROUP

BIOMÉRIEUX

octapharma

GALA BRONZE SPONSORSHIP

Lemieux Bédard
Bracco
Corealis
Peak Pharma
Pangaea
Pfizer

LEMIEUX
BÉDARD®

BRACCO

COREALIS
Pharma

PEAK

pangaeagroup

Pfizer