

Footprints: Taking Strides Toward Gender Parity and Sustainable Diversity and Inclusion

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INTRODUCTION



Takeda strives toward **“Better Health and a Brighter Future”** for people worldwide. Our success is driven by the diversity of our people and a workplace that supports total inclusion as part of our corporate culture and path toward women’s advancement—an ideal embodied in our Corporate Philosophy and Vision 2025.

PURPOSE/OBJECTIVES

Employ a diverse group of people at every level. Implement impactful programs that engage and support women’s development. **Use Local programs on a Global scale.**



CONCLUSIONS

Takeda’s local grassroots efforts and global D&I programs have successfully engaged and empowered our female employees. Through continued efforts Takeda will make bigger footprints and larger strides towards gender parity and sustainable diversity and inclusion.

METHODS & RESULTS LOCALLY

D & I COUNCIL - WOMEN’S INCLUSION NETWORK - LOCAL

Takeda’s Diversity and Inclusion (D & I) Council was established in 2014 in Chicago and now includes employees in Boston, San Diego, and from the US Sales Force. Its mission is to embed D&I into the way we do business and use our collective experiences, skills, and ideas to develop fresh solutions.

6 ERGs



WIN

Women’s Inclusion Network

METHODOLOGY

Established Six Employee Resource Groups (ERGs): shared characteristics and life experiences, including allies.

Women Inclusion Network (WIN)—the first and largest ERG—is dedicated to advancing women at Takeda and positively contributing to business outcomes by providing a strong network of professional resources, creating a forum to share ideas and encouragement that fosters the development of leaders at all levels, and championing the continued growth of women as business, civic and family leaders.

RESULTS

- 300+ members the first year, local chapters opening across the US
- Diverse programming
- International Women’s Day Celebration
- Pledge for Gender Parity Campaign
- Girl Scouts STEM Career Workshop
- Take Your Child to Work Day
- “Reinvent Your Image: How to Position Yourself for Future Success” with Roz Usheroff

300+ MEMBERS



WOMEN UNLIMITED, INC. (WUI) - LOCAL

Since 2005, Takeda partnered with WUI to foster development and retention of high-potential women leaders.

WUI provides mentoring, educational, and cross-industry networking opportunities.



METHODOLOGY

Over the past 11 years, Takeda supported over 194 high-potential women leaders through WUI programs.

194+



RESULTS

- I!mpower: early-career women leaders, 95 participants
- LEAD (Leadership Education and Development): experienced managers/emerging leaders, 88 participants
- FEW (The Forums for Executive Women): senior-level executives, 11 participants

HBA AMBASSADORS – LOCAL

Takeda is an HBA corporate sponsor supporting employee participation in Boston, Chicago, and San Diego.

Takeda Boston piloted the HBA Ambassador program in 2012. The program provides a forum for women to enhance their influence on the company culture of inclusion and share informal feedback with senior management.



METHODOLOGY

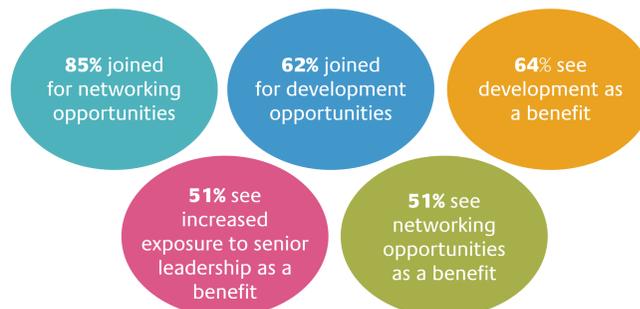
- Provides low-cost development tools:
- “Connect for Success” lunches with senior leaders
 - External speakers
 - Workshops & Panel discussions
 - Webinars
 - TED Talks
 - Mentoring Opportunities

RESULTS

Several Takeda women serve on chapter leadership boards.

MEMBERSHIP HAS INCREASED OVER 50% SINCE 2012

SURVEY OF TAKEDA HBA MEMBERS:



“... refreshing and exciting to see Sr. management respond, react and recognize that work needs to be done.”

“... interesting to hear leaders speak about an issue other than science or [clinical] studies.”

“... inspired some participants to work harder at gender parity...”

METHODS & RESULTS GLOBALLY

WOMEN’S EMPOWERMENT – GLOBAL

In Japan, Takeda is working to promote understanding and acceptance of diversity at each workplace by supporting career development for female employees. In Japan, women currently represent:



METHODOLOGY

Takeda follows the seven Women’s Empowerment Principles (WEPs) to promote active participation of women in corporate activities.

RESULTS

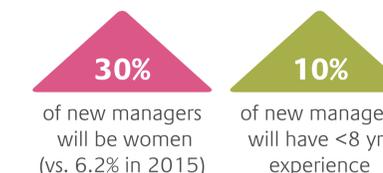
Support of work-life balance led to:

100% of working mothers in Japan taking acquired child-care leave

(vs. **30%** of working fathers).

WEPs are a joint creation of the United Nations Global Compact and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

Takeda set numerical targets for 2016 to produce female management talent:



Takeda’s initiatives:

2011: Launched Diversity Vision in Japan

2012: Announced support for Women’s Empowerment Principles (WEPs)

2016: Created the Hanamizuki network

HANAMIZUKI NETWORK – GLOBAL

Hanamizuki is an internal women’s network in Japan that sponsors activities based on the principle of “A Place Where Women Can Shine is A Place Where Innovation Happens”. The network’s goal is to retain staff and promote high-potential employees to management earlier in their careers (<8 yrs).

METHODOLOGY

Provides networking opportunities to discuss concrete ways to drive culture and mindset changes leading to women’s advancement.

RESULTS

CONNECTIONS:
300 WOMEN IN JAPAN
100+ WOMEN GLOBALLY

- Hosted discussions of TED talks and UN speeches on gender parity.
- Shared books on women’s empowerment and promotion.



References:

D & I at Takeda US: http://www.takeda.us/responsibility/diversity_and_inclusion.aspx
Takeda Global Promotion of Diversity: <https://www.takeda.com/csr/labor-practices/diversity.html>

WOMEN Unlimited, Inc.: http://www.women-unlimited.com/programs/program_overview.php
United Nations Women’s Empowerment Principles: <http://weprinciples.org>

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