

DIVERSITY AND INCLUSION PROJECT

SANOFI CASE STUDY

Our company-wide **Diversity and Inclusion** project is designed to help colleagues feel comfortable in bringing their whole selves to work without facing prejudice or discrimination. We raise awareness of experiences that people from different backgrounds have had during their time working in the pharmaceutical industry so we can tackle head-on any preconceptions or assumptions and help attitudes evolve.

Why has it been put in place?

In 2020 we had a less formal taskforce that investigated attitudes and experiences of our colleagues on diversity issues such as gender, race, disability and sexuality via surveys, interactive webinars and 1:1 outreach. We found that while attitudes within the company were certainly moving in the right direction, this was no reason for complacency and that there was work to be done to reinforce positive changes.

Sanofi has also made a commitment to achieving 50:50 gender parity at senior management level by 2025 and we hope to contribute to seeing this goal realised.

What impact has it had on the organisation and employees?

Last year, in response to company surveys, we organised some successful events within the company to help educate our colleagues on challenges outside of their own experience that different people can face in the workplace. These events gave a platform to people with protected characteristics to reflect honestly on the experiences – both good and bad – that they had had while working the pharmaceutical industry. The frank and honest sharing of experiences in a safe space meant that as a taskforce we could learn and put in place measures to ensure people felt safe to bring their whole selves to work without facing prejudice or discrimination.

Interview with Felicia Pinto, Head of Regulatory Affairs UK & Ireland, Sanofi



What is your role in the initiative?

As leader of the company-wide Diversity & Inclusion project, my job is to provide strategic oversight and raise the profile of the project both internally and externally. I am supported by a highly motivated team of volunteers representing different protected characteristics and different functions within the company.

Why did you get involved? Why are you passionate about achieving ED&I?

I'm passionate about equality for all human beings but I also identify as a member of a marginalized group therefore I know how it feels to be excluded, misrepresented and made to feel uncomfortable. I also recognize the positive power of representation and as a leader I'm passionate about driving forward meaningful and sustainable change by ensuring measurable, meaningful goals and accountability.

How do you feel it has had an impact on your work / your colleagues and/or your organisation?

Creating an environment where people can be themselves is incredibly impactful and drives productivity overall. Personally, knowing I work for an organisation that celebrates me as an individual is empowering and gives me permission to the best I can be.

What do you hope this initiative achieves in the future, in terms of ED&I?

A place where individuality is celebrated, and equality is a given not a privilege.

Thank you to our contributor



Felicia Pinto,
Head of Regulatory Affairs UK &
Ireland, Sanofi

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