

## MISSION

Our mission is to foster a community that champions diversity, equity and inclusion. We are committed to providing unwavering support, fostering education and building a robust network that empowers women at any stage in their career. Through collaboration and advocacy, we strive to create an inclusive space where every woman feels heard, valued and inspired to thrive. Together, we are dedicated to embracing our differences to make a difference.



**WEN**  
Women's  
Employee Network

Join the **WEN** to expand your network and grow your career in the healthcare distribution industry!



## OUR PILLARS



Workforce



Culture



Vendors/Partners



Infrastructure

## MEETINGS AND EVENTS



**Industry-Wide ERG Meeting**

Tuesday, June 25 at 2:00 p.m. ET

**Virtual APEN-Hosted Career Pathways Panel**

Tuesday, July 23 at 2:00 p.m. ET

**Industry-Wide ERG Meeting**

Tuesday, August 6 at 2:00 PM ET

**Industry-Wide ERG Meeting**

Tuesday, August 27 at 2:00 p.m. ET

**Industry-Wide ERG Meeting**

Tuesday, October 8 at 2:00 p.m. ET

The Healthcare Distribution Alliance (HDA) is the national trade association representing primary pharmaceutical distributors. Member companies have access to all HDA offerings including the employee resource groups (ERGs), a professional development initiative. In 2023, HDA launched four ERGs to provide networking, career development, leadership and other opportunities for these communities and their allies. Visit [hda.org/convene](https://hda.org/convene) to learn more or contact HDA's Education department at [edudept@hda.org](mailto:edudept@hda.org).



## WORKFORCE

Our companies seek to be diverse at all levels. Our industry will attract, hire and retain diverse talent pools who have the skills and potential that we need to be successful.

### Elements:

- Recruiting
- Referrals
- Interviewing
- Onboarding

### Year 1 Objectives:

- A. Create ERG member contact list and ERG leadership identification.
- B. LinkedIn: Request HDA provide guided messaging that members can post and tag to their contacts. Month of March would be ideal as it is Women's History Month.
- C. Establish cadence of virtual meetings specific to each ERG in addition to the broader messaging.
- D. Request HDA support ERG in-person networking events at the front end of HDA industry meetings.



## CULTURE

We seek to have organizational cultures with inclusive workplaces where everyone feels they belong and can be successful. Our industry events will be welcoming and accessible to people from all backgrounds.

### Elements:

- Career development
- Coaching and mentoring
- Culture
- Engagement and retention
- Feedback
- Knowledge sharing
- Promotions
- Recognition and rewards
- Succession planning

### Year 1 Objectives:

- A. Create private, members-only LinkedIn page that would allow opportunity to network and seek advocate support on an ad hoc basis from Women's ERG community. Conduct knowledge sharing webinars/workshops.



## VENDORS/PARTNERS

We identify, select and collaborate with business partners that reflect diversity.

### Elements:

- Community
- Suppliers
- Stakeholders

### Year 1 Objectives:

- A. Set agenda discussion topics for HDA ERG meetings where members are invited to volunteer and share their experiences. What is working well? What concerns do we have? Where do we need to make tweaks?



## INFRASTRUCTURE

We will collect and share the data and resources we need to prioritize DEI as a strategic enabler of our industry and to sustain DEI progress.

### Elements:

- Business Operations
- Consumers
- Products
- Services

### Year 1 Objectives:

- A. Invite member organizations to share their DEI journey and focused efforts.