

## 2022 Fact Sheet

When members of the Healthcare Businesswomen's Association (HBA) come together, it's with a shared purpose: to be a **United Force for Change**. We connect diverse groups of both women and men, across all healthcare and life science disciplines. By taking a focused action to advance our mission, we're creating a powerful movement that directly drives professional opportunity and corporate growth. We believe that by joining forces in the relentless pursuit of gender parity, we are doing more than uniting individuals – we are strengthening the business of healthcare.

The HBA was founded in 1977 when five women recognized the need for women in healthcare to come together to exchange industry and career information and resources. They began informally, but meetings quickly grew and led to the formation of the Healthcare Businesswomen's Association (HBA) as a 501© (6) non-profit organization in 1979.

### Core purpose

To further the advancement and impact of women in the business of healthcare.

### Mission

The Healthcare Businesswomen's Association is a global nonprofit organization comprised of individuals and organizations in healthcare committed to:

- Achieving gender parity in leadership positions
- Providing equitable practices that enable organizations to realize the full potential of women
- Facilitating career and business connections to accelerate advancement

The HBA accomplishes its mission through strong business networks, education, research, advocacy and recognition of individuals and companies.

### HBA boilerplate copy:

Following communications industry practice, the HBA's boilerplate should be used in press releases and other collateral materials when appropriate:

The Healthcare Businesswomen's Association (HBA) is a global not-for-profit organization dedicated to furthering the advancement and impact of women in the business of healthcare. With more than 70 locations throughout the world, the HBA serves a community of more than 70,000 individuals and nearly 180 corporate partners. The HBA provides networking forums to build relationships; access to industry thought leaders to broaden perspective; educational programs to develop leadership skills; and global recognition of outstanding individuals and companies to promote visibility of their achievements in advancing gender parity in the workplace.

### Corporate partners and individual members

The HBA serves more than 180 corporate partner organizations representing diverse sectors of the healthcare industry including pharmaceuticals, biotechnology, medical devices, marketing, contract research, payer organizations, consulting, and other firms. Our more than 12,000 individual members represent numerous sectors of healthcare as well.

### Flagship events

#### Woman of the Year (WOTY) – 10 May (Hybrid event)

The HBA recognizes the work of individuals who have made significant contributions to the business of healthcare and been committed advocates of gender parity in the workplace. These awards attract more than 2,000 attendees to the annual Woman of the Year event and garner significant visibility for the award recipients and their companies:

- **Woman of the Year** award is presented to a female executive whose work and contributions have impacted women in the workplace and helped advance women in leadership roles in the healthcare and life science industries.
- **Honorable Mentor** award is presented to one individual who is dedicated to promoting the advancement of women in the healthcare industry through mentoring.

- **STAR (Strategic Transformation Achievement Recognition)** recognizes one HBA member who has demonstrated an exceptional contribution of time and talent to strategically transform the HBA.
- **Rising Stars** are women in the early stages of their career, designated by HBA Corporate Partner companies because of their outstanding performance, leadership, commitment to excellence, and significant contribution to the company and the industry.
- **Luminaries** are women with more than 20 years of industry experience, designated by Corporate Partner companies and recognized for their impactful results of advancing women's careers, their dedication to healthcare, and because they serve as transformational leaders.

### **HBA Annual Conference – November (final dates and format TBA)**

This annual conference convenes women and men at all stages of their careers to build business connections for a sustainable leadership advantage, learn from thought leaders to broaden perspective and develop actionable insights. Keynote speakers, workshops, and networking opportunities offer robust opportunities to take advantage of HBA's influential thought leadership community and engage with global members belonging to our United Force for Change.

### **HBA European Leadership Summit – 16-17 June (Brussels, Belgium)**

HBA Europe's annual European Leadership Summit convenes over 250 healthcare leaders to enjoy interactive workshops, inspiring talks, networking, and expert speakers discussing the steps they are undertaking within their organizations in order to achieve gender parity.

## **Research**

### **Insights and Impact Report 2020 and 2021, Gender Parity Collaborative**

Based on data collected from McKinsey & Company's Women in the Workplace, and Collaborative specific-data, this annual [overview](#) shares insights and the best practices driving impactful change resulting from the collective effort of this 15 company industry consortium committed to accelerating systemic progress on workplace equality.

### **European Pay Gap Reports-Reducing the Gender Pay Gap to Drive Success in the Healthcare Industry**

Issued in 2019 with an update in 2021, this [report](#) produced by HBA Europe and Aon looks at compensation data collected from 23 European countries across more than 220 companies. The report draws distinctions among representative countries, industry sectors, company size, business functions, and job categories related to gender pay gap and bonuses.

**Women in the Workplace (2018-2020):** The HBA is proud to be an industry champion of one of the most comprehensive surveys of women in the workplace, conducted by McKinsey & Company in partnership with LeanIn.org. For access to these annual reports, visit HBA's Gender Parity Collaborative [website](#).

**HBA E.D.G.E. in Leadership Study (2012)** – E.D.G.E. (Empowerment. Diversity. Growth. Excellence.) identifies key insights and benchmarks that allow companies to accelerate the progress of high-potential women into the most senior positions in the healthcare industry. The HBA partnered with Booz Allen Hamilton, a leading strategy and technology consulting firm, to conduct a comprehensive examination of current employment data, attitudes, motivations, and initiatives, and determine practices at life science companies that impact women's progress.

## **HBA affinity groups**

Affinity groups are self-forming communities of HBA members who connect through a common interest, focus or need associated with their career and professional aspirations. Participation in HBA's career-specific affinity groups grants members access to professional development through networking, education, and career support. Affinity group events are a value-add for members only. For an updated list of HBA affinity groups, please visit the HBA website [here](#).

**For more on HBA's regional locations, board of directors and communication channels, visit [HBA.net.org](#).**

### **Marketing contact:**

**Philip George**, HBA associate director marketing  
pgeorge@hbanet.org | #HBAimpact

### **Media contact:**

**Nancy White**, HBA senior director communications  
nwhite@hbanet.org | #HBAimpact