



Inclusion,  
Diversity  
and Equity  
at Vertex



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# A message from our CEO

Vertex has built a strong foundation of inclusion, diversity and equity (ID&E), and we are poised to make even further progress.

Our ability to create transformative medicines for people with serious diseases relies on both the diversity of our people and an inclusive and equitable culture that enables all people to thrive. We believe in this not only because it's the right thing to do, and it is, but because our business depends on it. We are the most innovative, make the best decisions for patients and build the highest performing teams when these values are embedded throughout our organization.

Our commitment to ID&E is longstanding and it encompasses our workplaces and workforce, as well as our communities. We want Vertex to be a place that enables all of our people to reach their full potential — personally and professionally.

Vertex's ID&E efforts began in 2014 with the opening of our first [Learning Lab](#) and our first external commitment to [STEAM education](#) in the community. Today, our efforts have expanded to include global Employee Resource Networks (ERNs); learning, resources and forums that activate ID&E in our workplaces; efforts to develop a diverse pipeline of talent from

early career through leadership; and investments to fight racism and social injustice.

In addition to sharing the efforts we have underway to continue to make progress in ID&E, we are sharing a more comprehensive view of the gender, racial and ethnic demographics of our workforce. We do so because representation matters. Having a workforce that reflects the diversity of the societies and communities we serve is fundamental. Tracking and disclosing our workforce demographics holds us accountable to having these fundamentals in place.

We have made meaningful progress toward our ID&E priorities and recognize that achieving true excellence in ID&E takes a sustained push. We are committed to doing even more to make Vertex better every day.



**Reshma Kewalramani, M.D.**  
CEO and President  
she/her/hers



“ Vertex is made up of 3,800 people with a rich diversity of ethnicities, races, genders and gender identities, sexual orientations, backgrounds, experiences and beliefs. Together, we are united by a steadfast commitment to ID&E. We know that when we embrace our unique perspectives and strengths, we are positioned to innovate at our best and solve some of the most difficult challenges in science and medicine.

## Workforce at a glance

(All data from 2020 calendar year except where noted)

**40%** women and  
**40%** racial and ethnic minorities on Board of Directors

**44%** women and  
**33%** racial and ethnic minorities on Executive Committee<sup>1</sup>

**53%** of workforce and  
**38%** of leaders vice president and above are women

**35%** of workforce and  
**18%** of leaders vice president and above are racial and ethnic minorities (U.S.)

**53%** of new hires are women

**44%** of new hires are racial and ethnic minorities (U.S.)

<sup>1</sup> Data as of October 2021

# Our ID&E Priorities

Vertex is on a journey to build an even more inclusive, diverse and equitable workforce and culture that extends beyond an event or a program and becomes the standard for how we operate day-to-day. Our three main strategic priorities will enable us to scale and embed ID&E throughout our organization.



## Inclusion

### Definition

Inclusion is fostering a culture where each employee has a strong sense of belonging because they feel, and are, valued for sharing their perspectives and challenging ideas across differences

### Strategic Priority

Equip all Vertexians with the skills and resources to activate and live ID&E in their day-to-day interactions and decisions



## Diversity

Diversity is ensuring that our workplaces reflect the rich diversity of our communities, recognizing that each of us is different based on our life experiences, identities, backgrounds and cultures

Invest to address gaps in representation in our talent pipeline, with a focus on racial, ethnic, cultural and gender equity



## Equity

Equity is promoting balanced representation and fair treatment by providing the opportunities, information and resources needed so each of our employees can grow and thrive

Embed inclusive and equitable practices throughout the employee experience



Our ambition is for Vertex to realize the full potential of our rich diversity to innovate and deliver on our mission for patients. We want everyone to be their best at work and confident that they will be valued for their unique perspectives and ideas. Achieving our ambition takes shared ownership, a clear strategy that guides and prioritizes our efforts, and a sustained commitment. It won't happen overnight, but I know Vertexians are capable of incredible things.

### Diana Cruz Solash

Vice President, Talent and Inclusion,  
Diversity and Equity  
she/her/hers

# Engaging Everyone in ID&E

We focus on increasing connectivity across Vertex, developing inclusive leadership skills in all our people, and fostering a culture in which everyone can bring their best selves to work because they feel, and are, valued for their perspectives and unique differences. Some of our ongoing workplace ID&E efforts include:



## LIVE ID&E Learning Portfolio

We recognize that in order to embed ID&E throughout our organization, employees need the space and resources to listen, learn and advance their fundamental understanding of what it means to **LIVE** ID&E at Vertex. In 2021 we introduced a comprehensive learning portfolio to enable this work. Through this portfolio, employees **Learn** key concepts, are provided with tools to **Implement** the concepts in their daily interactions, **Validate** what works, and **Embed** ID&E in our systems and processes.

**Understanding Minority Patients** is one of the facilitated courses we offer through the LIVE ID&E Learning Portfolio. Vertexians learn about historical actions, attitudes and systems of the scientific and medical communities that have disproportionately impacted Black, Indigenous, Latinx and other peoples of color.



## ID&E Week

ID&E is part of our culture at Vertex. And while there's not just one week in which we talk about these concepts, ID&E Week is special because it provides the time and space for everyone in the company to focus on ID&E — to pause and reflect, to learn something new and to connect with colleagues on the important role ID&E plays in our business, culture and communities.

In 2021, we focused on strengthening belonging through a combination of Vertex-led panels and external speakers, including social psychologist and Columbia University professor Dr. Valerie Purdie Greenaway and activist and writer Vladimir Luxuria.



## Employee Resource Networks (ERNs)

Our global ERNs amplify the voices, insights and experiences of our colleagues from traditionally underrepresented groups. They include **Brave** for veterans and first responders, **iwILL** (Inspiring Women in Leadership and Learning) for women and allies, **Pride** for LGBTQ+ employees and allies, and **VIBE** (Vertex Includes Boundless Ethnicities) for employees from underrepresented racial and ethnic groups and allies. These employee-led groups strengthen community and belonging within Vertex across functions and levels, provide employees with access to peer and executive mentors and professional development, and enable us to shape policies and programs that impact all Vertexians.

Military leave benefits. Expanded gender affirming services. Partnerships with diversity organizations. These are all examples of the integral role our ERNs play in making Vertex a more inclusive, diverse and equitable workplace.



## Amplifying Voices

Throughout the year, we ensure that a wide range of voices and perspectives are amplified and heard throughout our organization. Our ERNs organize events and learning sessions that engage employees within Vertex and beyond. These types of events provide the opportunity for a variety of both internal and external speakers to impart their unique points of view and knowledge to Vertexians.

By prioritizing such engagement, we help nurture a culture that values inclusion and diversity.

## Awards and Recognitions

Vertex is proud to be recognized for our ID&E workplace efforts, including:

### Seramount

(formerly Working Mother Media)

100 Best Companies and Best Companies for Dads in 2021



### Human Rights Campaign's Corporate Equality Index

Perfect Score in 2020 and 2021

### Boston Business Journal

2020 LGBT Corporate Ally Award



### STEM Workforce Diversity Magazine

Top 50 Employers for Workforce Diversity in 2021

### Women Engineer Magazine

Top 50 Employers for Women Engineers in 2021

### Forbes

Best Employers for Diversity in 2019 and 2020



ID&E Week 2021 featured a panel with Vertex CEO and President Reshma Kewalramani, Stephanie Franklin, Senior Vice President and Chief Human Resources Officer, Diana Cruz Solash, Vice President, Talent and Inclusion, Diversity & Equity, and the Vertex Executive Committee to discuss ID&E priorities and progress.

# Increasing the Diversity of Our Talent Pipeline

Vertex partners with numerous organizations that help us nurture a diverse pipeline of talent and expand our outreach to communities that have been traditionally underrepresented in biotech careers. We know we can't do this work alone, and we partner with organizations that help us to drive equity across the entire educational and career journeys of students and young people in our communities.

Our programs include robust summer internships, co-op and industrial placements and several flagship initiatives such as the Vertex Fellows, Physician Investigators, PharmD Fellowship and MBA Summer Associate programs. We're intentional about leveraging these programs to provide equitable access to opportunities for traditionally underrepresented communities.

In 2020, we established a new partnership with Boston-based [Year Up](#) and launched a first-of-its-kind biotechnology curriculum — a 10-month program that helps young people of color prepare for future careers in research, development and medicine. As part of the program, the first class of 10 young adults joined Vertex in July 2021 to complete a paid, six-month internship to gain valuable skills while working in areas critical to our business.

## Our Partner Organizations



THE  
CONSORTIUM



As part of the 2019 Hack.Diversity cohort, I had the opportunity to start my career as an intern at Vertex. One of the things I realized during my internship is that when you start working, it takes more than just the skills to do the work. I learned how to be flexible, how to be inclusive, and how to think about what's best for my team. And I'm grateful, as a Vertexian, that Vertex has resources for new, early career individuals like me — they are preparing us to become future leaders.

**Kehinde Adelabu**

Data Engineering Engineer  
he/him/his

# Promoting ID&E in Our Communities

Our efforts and investments in ID&E are holistic, going beyond the workplace to address the root causes of inequity in society. In support of its mission, the Vertex Foundation, a 501(c)(3) nonprofit organization and long-term source of charitable giving for Vertex, funds projects and organizations with a strong commitment to inclusion, diversity and equity and seeks to promote these values through all of their programs.

Through Vertex and the Vertex Foundation, our support of ID&E in the community includes:

- Helping to establish [Boston University Center for Antiracist Research](#) as the first corporate funder. The Center is researching and developing new ways to understand, explain and solve problems of racial inequity and injustice. In 2021, supported by the Vertex Foundation, the Center hosted “What the Science Tells Us: Racial Health and Economic Inequities During the Pandemic,” a symposium exploring the intersection

of racial health and economic inequities that were exposed and exacerbated by the COVID-19 pandemic.

- Supporting the [New Commonwealth Racial Equity and Social Justice Fund](#), as one of the first funders, a coalition of Black and Brown executives in Massachusetts who have come together to leverage their individual and collective power to eliminate systemic racism and racial inequity throughout the state.
- Enhancing existing partnerships with organizations working to advance ID&E, including [City Year](#) and [Equal Justice Works](#).

- Continuing to fund partners that provide STEAM education in under-resourced and predominantly communities of color including the [Boston Private Industry Council](#) and the [Biomedical Science Careers Program](#).
- Offering employees a special 2:1 match on donations made to 17 organizations supporting racial and social justice during the Foundation’s annual matching gift campaign in June 2021.



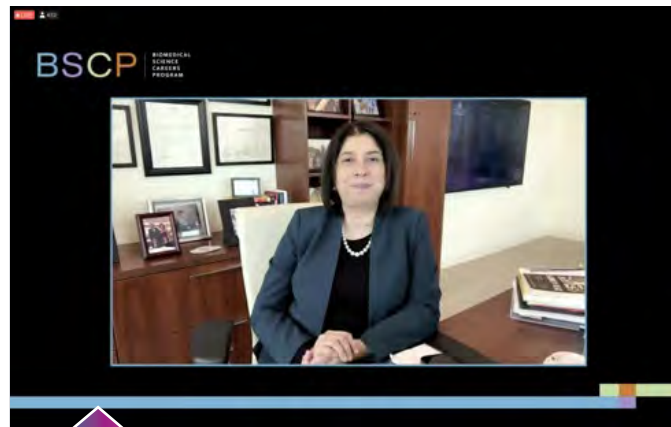
We have the honor of engaging young people in our local communities to get inspired and love science. Through our global STEAM education program, we are focused on empowering young women and students coming from underserved areas of our communities, especially those students whose identities have not been historically represented in scientific careers. We strive to maximize our impact in the community by partnering with local leaders, educators and nonprofit organizations to expand STEAM opportunities to more students.

**Melodie Knowlton, Ph.D.**

Senior Director, STEAM Education  
she/her/hers



Students from the Early Medical School Selection Program (EMSSP) at Boston University visit Vertex’s offices and labs in Boston.



Reshma Kewalramani, Chief Executive Officer and President, speaking to students at the 15th biennial Biomedical Science Careers Student Conference.

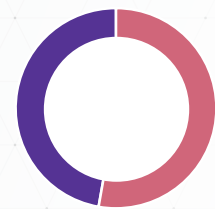
# A Snapshot of Where We Are

Vertex is committed to equitable representation in our workforce and leadership teams, reflective of the diversity in the communities in which we live and work and the diversity of the patient communities we aim to serve. We know there is more to do, and we continue to work toward increasing diversity throughout our global organization.

We are also committed to greater data transparency and that's why we are sharing our 2020 Federal Employer Information Report, known as EEO-1.

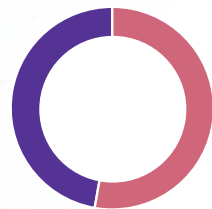
These data are based on a U.S. federal government requirement that categorizes roles into 10 job categories, each with seven race/ethnicity categories and two gender categories. While this is important data to collect and share, it does not fully reflect all of Vertex's job levels and titles and is not inclusive of all races, ethnicities and genders. The following graphs represent a snapshot of the composition of our workforce using EEO-1 race/ethnicity and gender categories that are presented by Vertex's job categories.

## Global Gender Diversity



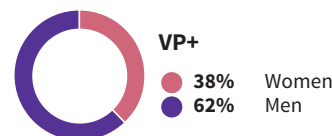
**Total Workforce**

53% Women  
47% Men



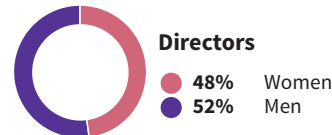
**New Hires in 2020**

53% Women  
47% Men



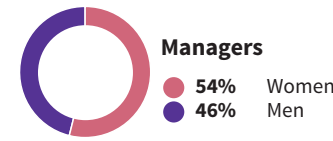
**VP+**

38% Women  
62% Men



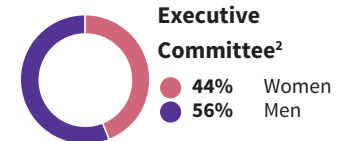
**Directors**

48% Women  
52% Men



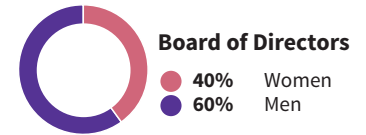
**Managers**

54% Women  
46% Men



**Executive Committee<sup>2</sup>**

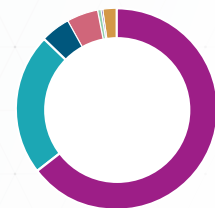
44% Women  
56% Men



**Board of Directors**

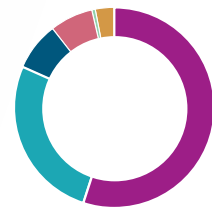
40% Women  
60% Men

## Racial & Ethnic Diversity



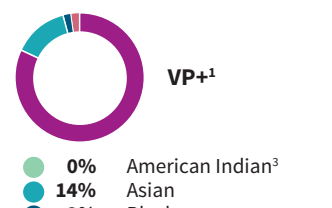
**Total Workforce<sup>1</sup>**

<1% American Indian<sup>3</sup>  
23.0% Asian  
4.5% Black  
4.9% Hispanic  
<1% Native Hawaiian/Pacific Islander<sup>3</sup>  
1.9% Two+  
65.4% White



**New Hires in 2020<sup>1</sup>**

<1% American Indian<sup>3</sup>  
27% Asian  
8% Black  
7% Hispanic  
0% Native Hawaiian/Pacific Islander<sup>3</sup>  
3% Two+  
56% White



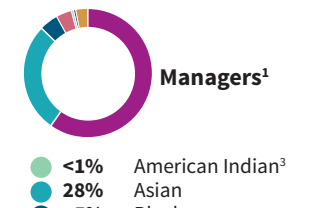
**VP+<sup>1</sup>**

0% American Indian<sup>3</sup>  
14% Asian  
2% Black  
2% Hispanic  
0% Native Hawaiian/Pacific Islander<sup>3</sup>  
0% Two+  
82% White



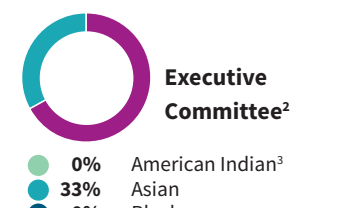
**Directors<sup>1</sup>**

<1% American Indian<sup>3</sup>  
21% Asian  
3% Black  
4% Hispanic  
0% Native Hawaiian/Pacific Islander<sup>3</sup>  
2% Two+  
71% White



**Managers<sup>1</sup>**

<1% American Indian<sup>3</sup>  
28% Asian  
5% Black  
4% Hispanic  
<1% Native Hawaiian/Pacific Islander<sup>3</sup>  
3% Two+  
61% White



**Executive Committee<sup>2</sup>**

0% American Indian<sup>3</sup>  
33% Asian  
0% Black  
0% Hispanic  
0% Native Hawaiian/Pacific Islander<sup>3</sup>  
0% Two+  
67% White



**Board of Directors**

0% American Indian<sup>3</sup>  
30% Asian  
10% Black  
0% Hispanic  
0% Native Hawaiian/Pacific Islander<sup>3</sup>  
0% Two+  
60% White

All data as of 12/31/20 except where noted. Charts may not total to 100% because of rounding.

- 1 U.S. workforce only
- 2 Data as of October 2021
- 3 American Indian and Native Hawaiian/Pacific Islander < 1%





We began our ID&E journey in 2014 and have intentionally moved from diversity and inclusion to inclusion, diversity and equity. It's been amazing to be part of this evolution — to see how engaged our employees and ERNs are in creating a more inclusive environment and to engage with the dialogue and the perspectives we've brought forward. Our commitment to an inclusive, diverse and equitable workplace and culture remains steadfast, and we are dedicated to doing the work that is needed to advance our ID&E priorities at Vertex.

**Stephanie Franklin**

Senior Vice President and Chief Human Resources Officer  
she/her/hers



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