

ELEVATE



HER

CHALLENGE

# Deepika DeSilva

SVP, Chief Science Officer



A BIOMÉRIEUX COMPANY

# **WHY WOMEN IN LEADERSHIP MATTERS**

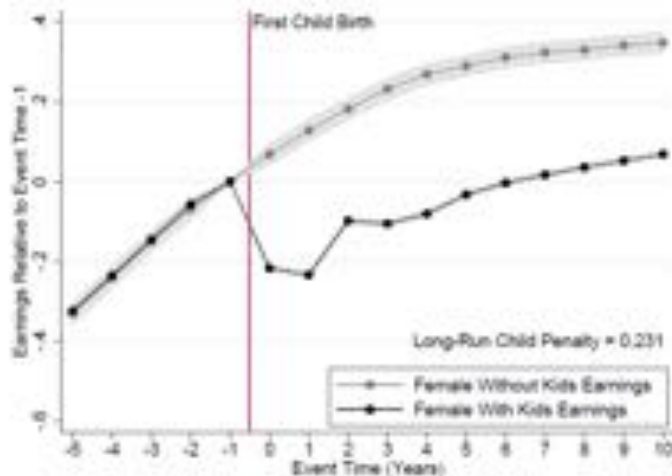
**Deepika de Silva, Ph.D. Chief Scientific Officer  
BioFire Diagnostics  
Salt Lake City, UT**



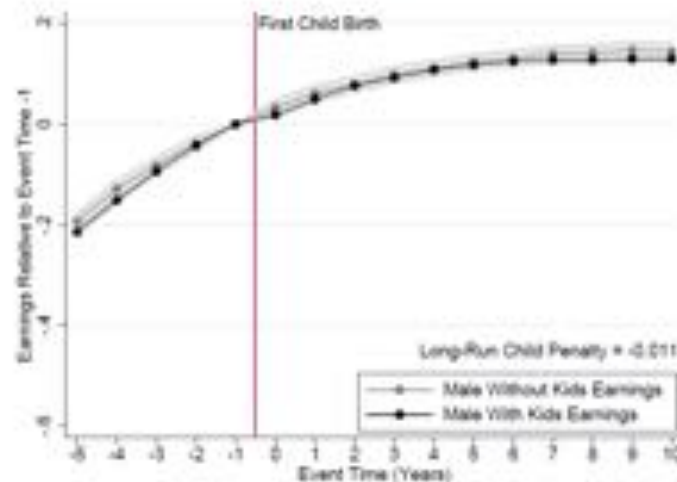
# WOMEN REPRESENT HALF THE GLOBAL TALENT POOL BUT EXPERIENCE COUNTS

## The effect of the child penalty

A: Women Who Have Children vs Women Who Don't  
Earnings Impact



B: Men Who Have Children vs Men Who Don't  
Earnings Impact

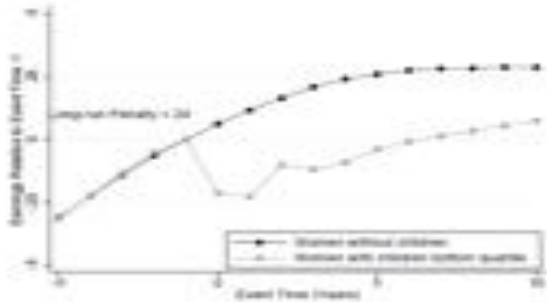


**Children and Gender Inequality: Evidence from Denmark.** Henrik Jacobsen Kleven, London School of Economics  
Camille Landais, London School of Economics, Jakob Egholt Søgaard, University of Copenhagen. February 2017

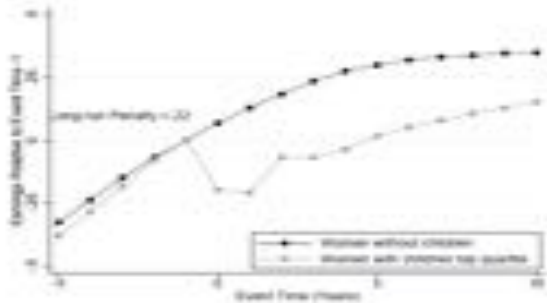


# DOES EDUCATION MATTER?

A: Bottom Quartile of Relative Education of Parents  
Women Who Have Children vs Women Who Don't



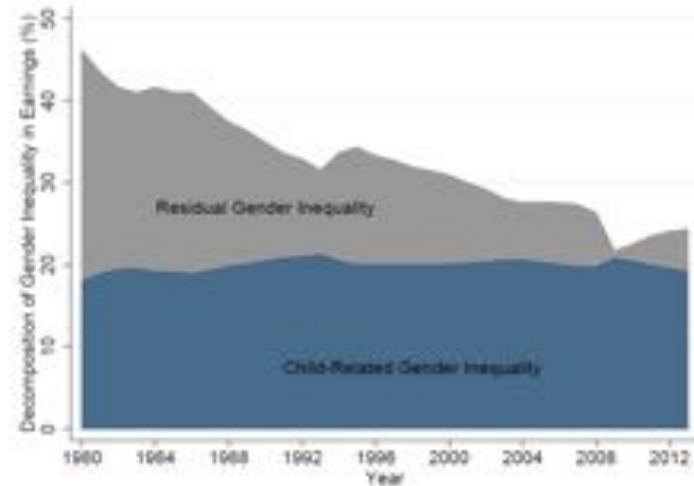
B: Top Quartile of Relative Education of Parents  
Women Who Have Children vs Women Who Don't



# WHAT ABOUT THE WAGE GAP?

Figure 9: Decomposing Gender Inequality in Earnings

A: Child-Related Inequality vs Non-Child Inequality



# LEADERSHIP AT BIOFIRE



Randy Rasmussen  
Chief Executive Officer



Andrea Kendall  
Chief Financial  
Officer



Dale Brown  
Chief Technology  
Officer



Deepika de Silva  
Chief Scientific  
Officer



David Eyre  
Chief Information  
Officer



Rachel Jones  
Chief Commercial  
Office



Kristen Kanack  
SVP Regulated  
Products & Clinical  
Affairs



Kevin Berry  
VP Legal Affairs



# WHAT WORKS AT BIOFIRE DIAGNOSTICS

- ❑ Lead by example – women and men represented at the highest levels serve as examples of what can be achieved
- ❑ Senior leadership models collaborative behavior between genders
- ❑ Talent identification, mentoring and support of managers
- ❑ Attractive maternity/paternity benefits
- ❑ Equal access to entry and mid-level positions provides deep bench for advancement of both women and men with experience





WOMEN'S  
LEADERSHIP  
INSTITUTE

# HOW TO GET INVOLVED

TEXT: 'wliut' to 22828  
and receive email updates

VISIT: [wliut.com](http://wliut.com)