



*Does your company have...*  
**AN INITIATIVE THAT HELPS FOSTER  
EQUITABLE PRACTICES FOR WOMEN?**

**SUBMISSIONS FOR 2024  
HBA ACE AWARDS NOW OPEN**  
SUBMISSION DEADLINE: 4 JUNE



The Healthcare Businesswomen's Association is seeking 2024 **ACE and ACE Aspire\* Awards**—winning initiatives. Whether it's a broad internal women's network or a focused plan to reduce the gender pay gap, we invite you to submit for a chance to gain recognition for your team's impactful efforts..

We're looking for initiatives that are:

- ▶ Accelerating innovation
- ▶ Driving measurable business outcomes
- ▶ Increasing in reach, scale, and exposure

Winning programs will be announced in **FALL 2024** and receive:

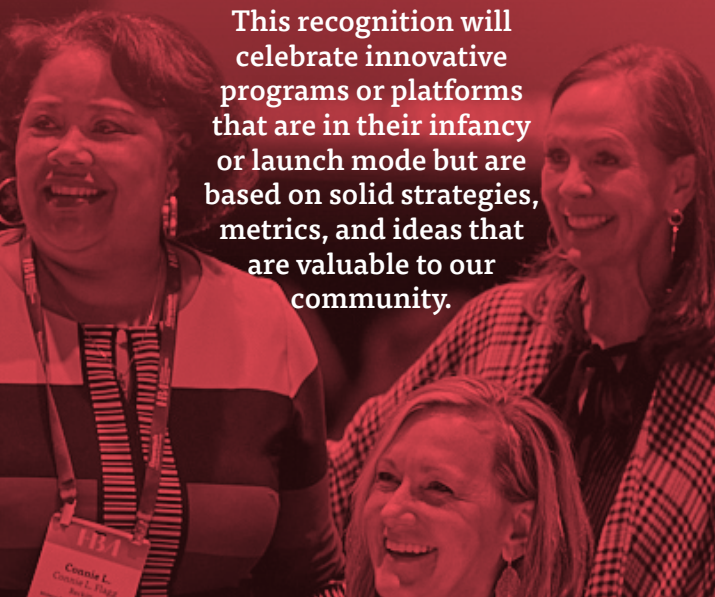
- ▶ Recognition as thought-leaders before a global community of 85,000+ industry influencers
- ▶ Prominent visibility with media and in HBA's social channels and network
- ▶ On stage recognition at HBA's Annual Conference (23-25 September in Toronto, Canada) and at virtual and in-person events throughout the year



*If your program has just launched, consider...*

# ACE ASPIRE AWARD

This recognition will celebrate innovative programs or platforms that are in their infancy or launch mode but are based on solid strategies, metrics, and ideas that are valuable to our community.



## AWARD FEES

The award submission fee is \$1,000/€935. Discounts may apply for Corporate Partners, organizations with under 50 staff, and nonprofits.

Public and private companies of all sizes are eligible.

A panel of industry judges will consider submissions that meet the program's historical criteria:

- ▶ Business performance
- ▶ Stewardship
- ▶ Execution
- ▶ Sustainability
- ▶ Measurable results

Complete criteria can be found at [HBA.net.org/ACE](https://HBA.net.org/ACE).\*

### **PAREXEL'S Priority: Advancing Women in Leadership**

significantly elevated the representation of women in senior roles at Parexel, resulting in positive impacts on sales, financial performance, retention, and gender equity. The success is attributed to the cross-gender partnership facilitated by Parexel's Change Makers program, involving hundreds of participants globally working towards fostering a gender-equitable culture for the benefit of the entire organization.

### **PFIZER UK's Closing the Gender Pay Gap**

initiative pledged to become as diverse as the patients and communities it serves, addressing the issues that stand in the way of their purpose, leading them to a DEI score of 100 percent.

### **DELIX THERAPEUTICS' Culture from the Start**

initiative embodies pushing the boundaries of representation in the workplace. Only two years in, there is equal gender representation on the company's executive team and more than two-thirds of 2022 hires identified as women.

\* *Winners should plan to attend ACE Awards Celebration 24-25 September.*