



LATINOS IN BIO

Latinos in Bio

Annual

Report 2024

🌐 www.latinosinbio.org

Chair Letter

Dear Latinos in Bio community,

I'm proud of how far we've come in 2024. It's been a year of meaningful growth, renewed purpose, and deeper connection. Latinos in Bio continues to grow as a powerful nonprofit—one that empowers life science professionals to lead and thrive.

This year, we expanded our impact: building on the success of our C-Suite and Board-Ready programs, strengthening our mentorship network, and growing our annual celebration of leadership. We partnered with even more companies committed to supporting the next generation of scientists, entrepreneurs, doctors, and professionals across the life sciences.

We also made new space for community—welcoming voices from across the industry and launching our first California event, Amigos@BIO2024, which brought together 200 professionals from all backgrounds during BIO International.

These milestones show the power of investing in one another. Social capital—built through mentorship, trust, and collaboration—can change lives. While we're still a young organization and face real challenges, the momentum we've created together is strong and inspiring. As we look ahead, I'm filled with optimism. Together, we can continue to build the networks and support systems that lift our community—and our industry—higher.

Thank you for your continued support, your belief in our mission, and the energy you bring. Let's carry this momentum into 2025 and beyond—knowing that when we come together, we don't just open doors—we create lasting change.

With gratitude and hope,

José Estabil



? About Us

Latinos in Bio is a first-of-its-kind non-profit organization advancing professionals in biotechnology and the broader life sciences sector. Founded in Massachusetts and incorporated as a 501(c)(3) on June 9, 2021, the organization has grown to almost 1,400 members nationwide as of January 2025. Membership is free and open to everyone across the life science industry. Learn more and join us at www.latinosinbio.org.

📋 Our Purpose

Latinos in Bio is dedicated to creating opportunities for success and amplifying the social capital of professionals in the biotechnology, pharmaceutical, medical technology and other fields within the life sciences industry; and, by so doing, making a meaningful impact in the industry and in the United States.

🛡️ What We Do

Latinos in Bio elevates visibility of professionals in the life sciences; provides leadership training, education & mentoring for members; builds a strong network to advance opportunities; supports younger professionals in accessing careers in life sciences; and leads public conversations around diversity, inclusion, belonging, equity & access in the industry.

Our Impact

In 2024, Latinos in Bio continued to grow and deepen engagement across all areas.

Key highlights include:

Membership:

Grew to 1,373 members by the end of 2024, reflecting our expanding national reach.

Partnerships:

Collaborated with 23 sponsors and 5 industry partners to support our programs.

Board Expansion:

We welcomed four new directors:

- Isidro Villanueva (AbbVie)
- Tatiana Yglesias (Portal Innovations)
- Paulo Garcia (Blastid)
- Josias Pontes (EyePoint Pharmaceuticals)



Programs & Events:

Hosted 13 events, including our signature Gala.

Mentorship:

Supported 39 participants through our mentorship program.

C-Suite & Board Ready Program:

Welcomed 17 professionals into our board and executive leadership cohort. These milestones reflect our commitment to advancing Latinx leadership in the life sciences.

Celebrating Leadership

2nd Annual Latinos in Bio Gala

Held on November 21, 2024, at Portal Innovations in Boston, the Gala brought together over 235 professionals to celebrate Latinx excellence in life sciences through awards, networking, and culture.

Event Highlights

Celebrated the achievements and contributions of leaders shaping the future of life sciences.

Featured award presentations:

- » **Amigo Award:** Novo Nordisk – For unwavering support of the Latinx community
- » **Impacto Award:** Phyllis Barajas – For her lasting impact in life sciences
- » **Comunidad Award:** Israel Rocha – For advancing healthcare access and community empowerment
- » **Inspiración Award:** Sandra Pizarro – For her mentorship and dedication to up lifting others

Thank You to Our Gala 2024 Sponsors!

- **Premier:** Portal Innovations, BIO International
- **Distinguished:** State Street, Biogen, Bank of America
- **Signature:** Latino Equity Fund, MassBio, USP, Eastern Bank



♥ Creating Value for Sponsors

Latinos in Bio provides sponsors with opportunities to enhance their brand visibility, engage with top talent, and co-create programs that foster professional development and industry growth.

🚩 Strategic Brand Visibility

- Sponsors gain valuable exposure through high-impact channels, reaching a growing network of industry professionals.
- Recognition across email campaigns, social media, and signature events (Annual Gala, ERG Summit).

👤 Talent Engagement & Pipeline Access

- We connect sponsors with a highly qualified pool of professionals across all career levels.
- Share career opportunities with our network through targeted email blasts.

🤝 Program Participation

- Host or co-host events focused on skills building (education) or networking (social capital)
- Support employee **participation in:**
 - » C-Suite & Board-Ready Program (senior leaders)
 - » Mentorship Program (early- and mid career professionals)
 - » Community-wide programs that foster growth and connection.



Creating Value for the Industry

⌘ **Latinos in Bio drives equity, innovation, and growth in life sciences.**

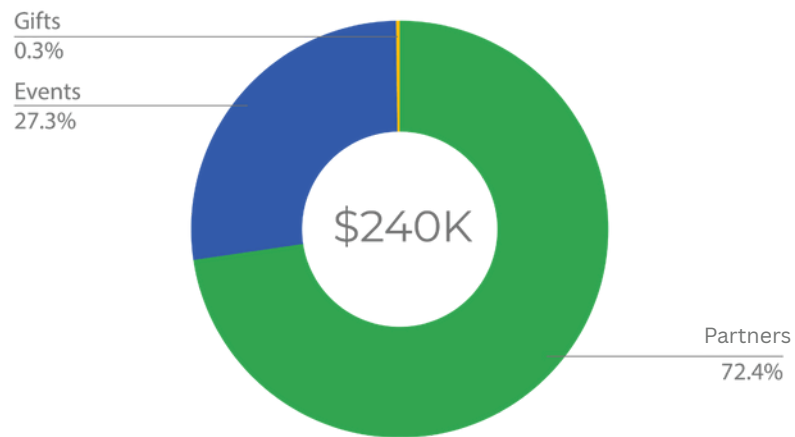
- Talent Access: Connects companies with top professionals across all levels
- Leadership Development: Offers programs for early-, mid-, and senior-level professionals, including board readiness, mentorship, and skills-building events
- Network Building: Hosts events that unite industry, academia, and startups
- Innovation Through Inclusion: Amplifies diverse voices in science and business



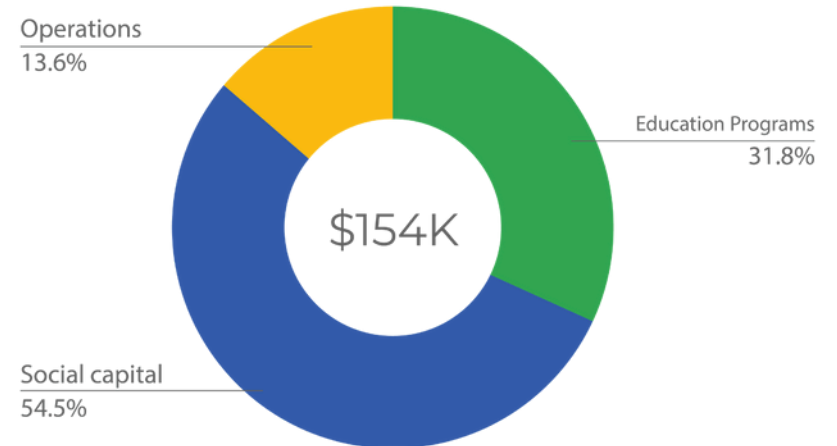
2024 Financial Overview

2024 was a year of growth for Latinos in Bio due to the generous support of sponsors and successful programming.

2024 Funding



2024 Operations



Sponsors & Partners 2024

Platinum Sponsors

abbvie



Gold Sponsors



Silver Sponsors



Bronze Sponsors



Industry Partners



Challenges & Opportunities

“Insight into health opportunities and challenges can create therapeutics, devices and diagnostics that will benefit everyone. Our community got to work when SARS COV2 threatened our health security. We met that challenge but much remains the same structurally that constrains access to talent and ideas that can conceive and deliver new medicines. Sustaining growth, deepening partnerships, and expanding Latinos in Bio’s reach will require continued energy and hard work.

By investing in programs that create access to bridging-social capital (1) and mentoring promising talent, Latinos in Bio can increase the leadership capacity of our members and amplify and apply social capital to lessen these constraints.

Together, we’re not just changing careers—we’re changing the future of the life sciences.”



- (1) Putnam, RD Robert D. 1995. “Bowling Alone: America’s Declining Social Capital.” Journal of Democracy 6(1) : 6578. Retrieved August 30, 2017 (<https://muse.jhu.edu/article/16643/summary>).

►► Looking Ahead

📈 Building Momentum. Seizing Opportunities

Fueled by the momentum of 2024, we are stepping boldly into 2025 and beyond—ready to grow, connect, and lead with even greater impact. The best is yet to come. Health care is the single largest industry that reflects our largest challenges and spotlights our greatest achievements as a society. The contribution of our members to discovery, development, and clinical adoption of therapeutics, devices and diagnostics has been spectacular.

Latinos in Bio remain steadfast in our commitment to educate our members so that they can lead, contribute to, and catalyze the transformational promise of advancements in the life sciences.

Thank you for your belief in us and your generous support.

Our best days are ahead of us: please join us on that journey!

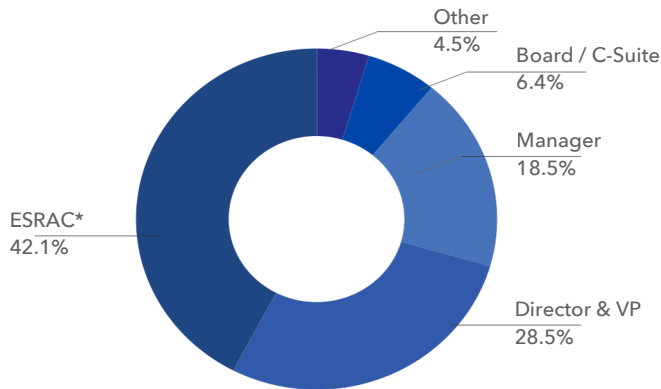


Membership Demographics

Our community is growing and represents all major functions within the life sciences.

Career Status

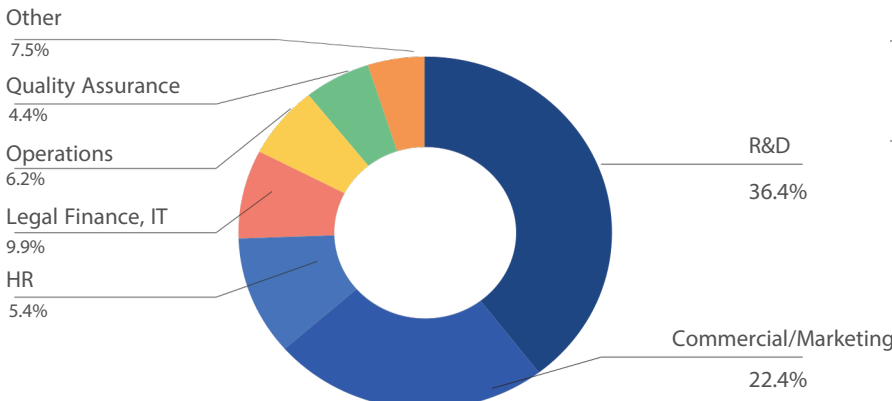
2024



*Engineer, Scientist, Researcher, Analyst, Coordinator

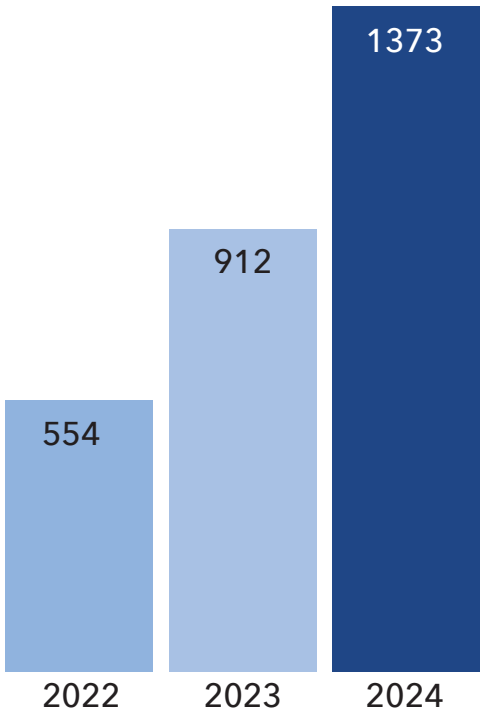
Function

2024



Total Members

2022 - 2024 actuals



Acknowledgments

As we reflect on a year of growth, impact, and community, we want to extend our heartfelt thanks to everyone who made it possible.

- To our sponsors and industry partners: For your support which powers our programs, events, and continued growth.
- To our Board of Directors: Your leadership, vision, and dedication continue to guide Latinos in Bio toward greater impact.
- To our volunteers and committee members: Thank you for your leadership and tireless work behind the scenes.
- To our members and mentors, your dedication and energy continue to shape our vibrant community.

Together, we are breaking barriers, building leadership pathways, and shaping the future of life sciences. We're honored to have you by our side.

Gracias por ser parte de nuestra organización.

— The Latinos in Bio Team





LATINOS IN BIO



THANK YOU!

Thank you for being part of our journey and supporting a more inclusive and innovative life sciences industry.

Want to get involved?
Join our growing community of professionals, mentors, and advocates.

Visit us: www.latinosinbio.org

Scan to Join:



Gracias por ser parte de nuestra misión.

 www.latinosinbio.org