



LATINOS IN BIO

Latinos in Bio Annual Report 2025

🌐 www.latinosinbio.org

Dear Friends, Partners, and Members of the Latinos in Bio Community,

It is an honor to serve as Board Chairs of Latinos in Bio and to reflect on the collective impact we continue to make together. Latinos in Bio was founded on a powerful belief: that the life sciences are stronger, more innovative, and more equitable when Latino and Hispanic voices are fully represented and empowered.

Over the past year, our community has demonstrated remarkable resilience, leadership, and commitment.

Through our programming, mentorship initiatives, professional development offerings, and partnerships across industry and academia, Latinos in Bio has continued to advance opportunities for professionals at every stage of the life sciences ecosystem. These efforts are not only transforming individual careers—they are shaping the future of the industry.

None of this progress would be possible without the dedication of our members, volunteers, sponsors, and partners. We are deeply grateful to our Board of Directors, committee members, and volunteers who give their time, expertise, and passion to move our mission forward. Your leadership and service exemplify the strength of our community.

We invite you to stay engaged – whether by mentoring the next generation, supporting our programs, participating in our events, or championing inclusion within your own organizations. Together, we can ensure that Latino talent continues to drive scientific discovery and improve health outcomes for all communities.

Thank you for your continued support and belief in our mission. We are excited about what we will accomplish together in the year ahead.

With gratitude y cariño,

Gisselle Perez & Carolina Alarco



About Us

We are 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 1,800 members nationwide as of January 2026. Membership is open to everyone across the life sciences industry, and there is no cost to become a member.

Learn more and join us at www.latinosinbio.org.



Our Purpose

We are 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.



Our Goals

We are committed to advancing professionals in the life sciences by raising their visibility, providing leadership training and mentoring, and fostering a strong network for collaboration. We support the next generation by creating pathways into the industry and promoting access to career opportunities, while leading public conversations on diversity in the life sciences.



Our Impact

In 2025, Latinos in Bio continued to grow, deepening engagement and expanding its impact across every area of the organization.

Key highlights include:



Membership:

By the end of 2025, Latinos in Bio grew to **1,740 members**, representing a diverse network of life science professionals across all career stages.



Programs & Events:

We hosted **13 events**, including our signature gatherings **Amigos@Bio** and the **Annual Gala**, fostering networking, knowledge sharing, and community engagement across the life sciences ecosystem.



C-Suite & Board Ready Program:

We welcomed **15 professionals** into our executive leadership and board-readiness cohort, empowering the next generation of life sciences leaders.



Partnerships:

We strengthened our industry connections with **24 sponsors and 7 strategic partners**, providing essential support for our programs and initiatives.



Mentorship Program:

Our Mentorship Program connected **33 pairs** of early and mid-career professionals with experienced industry leaders.



Board Expansion:

We welcomed 2 new directors, including **Jose Miguel Trevejo** (Enveda) and **Sandra Pizarro-Carrillo** (Genentech), further expanding our leadership and strategic guidance.

Celebrating Leadership

3rd Annual Latinos in Bio Gala

Held on November 14, 2025, at Southline Boston, the Gala brought together a sold-out crowd of 250 professionals to celebrate Latinx excellence in life sciences through awards, networking, and culture.



Event Highlights

Honored the achievements and contributions of leaders shaping the future of life sciences through an inspiring awards program, vibrant networking, and a joyful evening of dancing and community.

Featured award presentations:

- **Amigo Award: Eli Lilly** – for strong, consistent support of the community and internal advocacy.
- **Impacto Award: Lucy Pérez** – for leadership in life sciences advancing Latinx representation and health equity.
- **Comunidad Award: Bioversity** – for bringing people together, expanding training, and opening biotech career opportunities.
- **Inspiración Award: Sue Siegel** – for mentoring and inspiring the next generation of leaders.

Thank You to Our Gala 2025 Sponsors!

- **Premier:** 
- **Distinguished:**    
- **Signature:**         

Creating Value for Sponsors

Latinos in Bio empowers sponsors to amplify their strategic brand visibility, secure a high-impact talent pipeline, and co-design forward-thinking programs that accelerate professional leadership and global industry innovation.



Program Participation

Directly support and empower their internal workforce by sponsoring their participation in:

- **C-Suite & Board-Ready Program:** Our flagship Fall cohort is designed to accelerate senior leaders into executive and corporate board roles.
- **Mentorship Program:** A structured, 12-week high-impact mentorship cycle for early and mid-career growth.
- **Ecosystem Networking:** Participation in high-visibility "Amigos" events at major hubs like JPM, BIO International, and BPI West.



Talent Engagement & Pipeline Access

- Connect with a **highly qualified, vetted pool of professionals** from early-career to executive leaders.
- Share career opportunities through targeted, segment-specific email blasts to a community ready for growth.
- Direct access to the Project Onramp partnership, connecting sponsors with motivated, under-resourced college talent for paid summer internships.
- Participate in virtual informational sessions specifically for Hiring Managers and HR teams to bridge the gap between open roles and our diverse network.



Strategic Brand Visibility

- Sponsors gain high-impact exposure to a growing global network of over **1,700** industry professionals and decision-makers.
- Prominent placement across email campaigns, high-engagement social media, and industry gatherings, including the Annual Gala and the Employee Resource Group (ERG) Summit.
- Opportunities to co-host thought-leadership events that position their brand at the forefront of industry evolution.

Creating Value for the Industry



Talent Access

We connect companies with highly qualified professionals across all career stages, from emerging talent to board-ready executives, expanding the talent pipeline with diverse leaders who bring fresh perspectives and cultural fluency to life science innovation.

Leadership Development

Our programs prepare professionals for impact at every level.

- The Mentorship Program connects early and mid-career members with experienced leaders for networking and one-on-one mentorship.
- The C-Suite & Board-Ready Program empowers aspiring executives and board members with the strategic guidance, insights, and confidence needed to lead at the highest levels.



Network Building:

Our events unite industry, academia, and startups, creating connections that accelerate collaboration, knowledge sharing, and opportunity across the ecosystem.

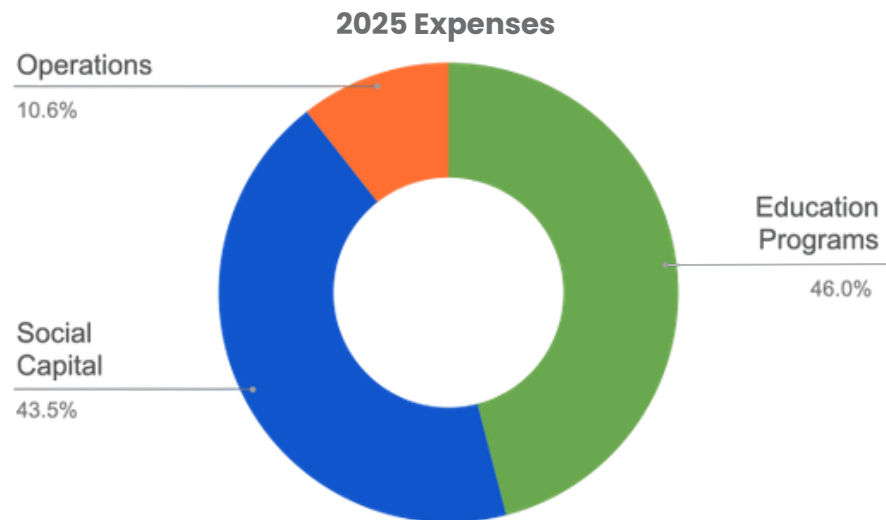
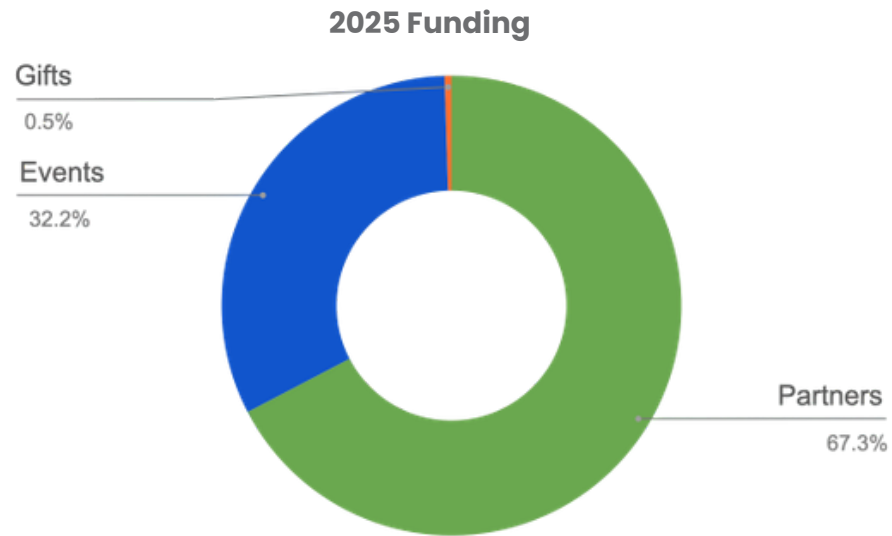


Innovation Through Inclusion

By amplifying diverse voices in science and business, we ensure diverse perspectives are embedded in the design and development of therapies, technologies, and solutions that improve outcomes and expand innovation across all communities.

2025 Financial Overview

2025 was a year of continued momentum for Latinos in Bio, with expanded programming, stronger sponsor collaboration, and deeper impact across our growing community.



Sponsors & Partners 2025

Platinum Sponsor



Gold Sponsors



Silver Sponsors



Bronze Sponsors



Industry Partners



Challenges & Opportunities

As we look to the year ahead, we do so with both clarity and compassion. Many professionals are navigating a complex moment, carrying personal and professional challenges at the same time. At Latinos in Bio, we recognize that our members show up as **whole people**, not just as titles or resumes. Our community has always been rooted in **connection**, friendship, mentorship, and **mutual support**, and we remain committed to creating spaces where members feel seen and supported and where they have a true sense of **belonging**.



Continued **growth** is another important development area for our organization. As our membership and reach expand, we have a responsibility to scale thoughtfully – strengthening our programs, infrastructure, and leadership while preserving the community-centered culture that defines us. Done well, this growth enables greater **impact**, deeper partnerships, and broader opportunity across the life sciences ecosystem.

We also need to stay steadfast in developing our **partnerships**. In a time of shifting priorities and increased constraints, sustaining sponsor commitment requires clarity of value, strong relationships, and alignment around long-term impact. At the same time, broader industry dynamics, including increasing complexity around access, affordability, and pricing frameworks, are influencing organizational decisions and creating uncertainty across the workforce. These realities reinforce the importance of community, adaptability, and shared knowledge. Latinos in Bio remains focused on **supporting** our members through these changes while continuing to **advance** inclusive pathways to leadership and opportunity.

Looking Ahead

Scaling Impact. Leading Innovation.

As we move through 2026, Latinos in Bio continues to **grow** not only in membership but as a **vital part** of the life sciences ecosystem. As our community **expands**, so does our mandate: to **elevate professionals** across every stage of the industry, from research and development to leadership and the C-suite.

The life sciences industry is undergoing **rapid transformation** across research, development, and commercialization, driven by advances in artificial intelligence, biomanufacturing, diagnostics, and precision medicine – raising the bar for scientific and executive leadership. Latinos in Bio is ensuring our members are positioned not just to participate in this evolution, but to **lead it** – through mentorship, leadership development, and professional growth opportunities.

Life sciences continue to drive **meaningful progress** in science and healthcare. Our members contribute to that progress across **innovation**, **leadership**, and **impact** throughout the field.

Thank you for your continued **partnership** in advancing this mission. The future of the industry is becoming more diverse, innovative, and impactful.

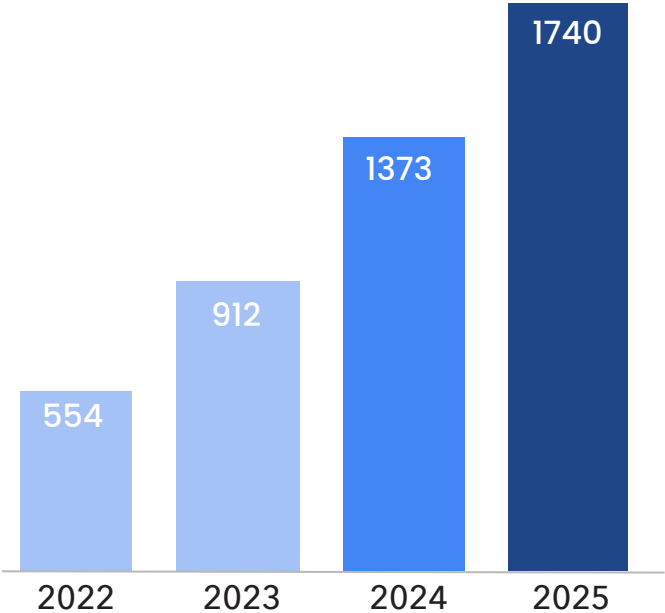


Membership Demographics

Membership continues to grow, strengthening a community that spans all major functions across the life sciences industry.

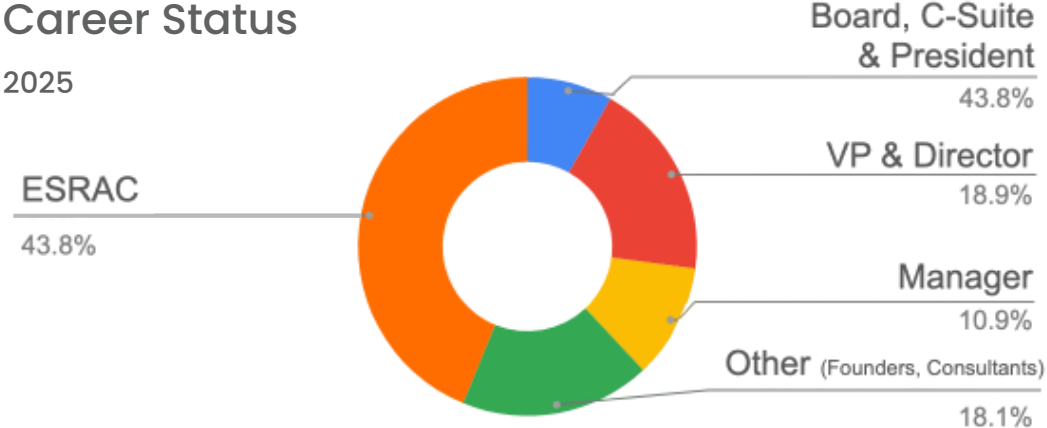
Total Members

2022 - 2025 actuals



Career Status

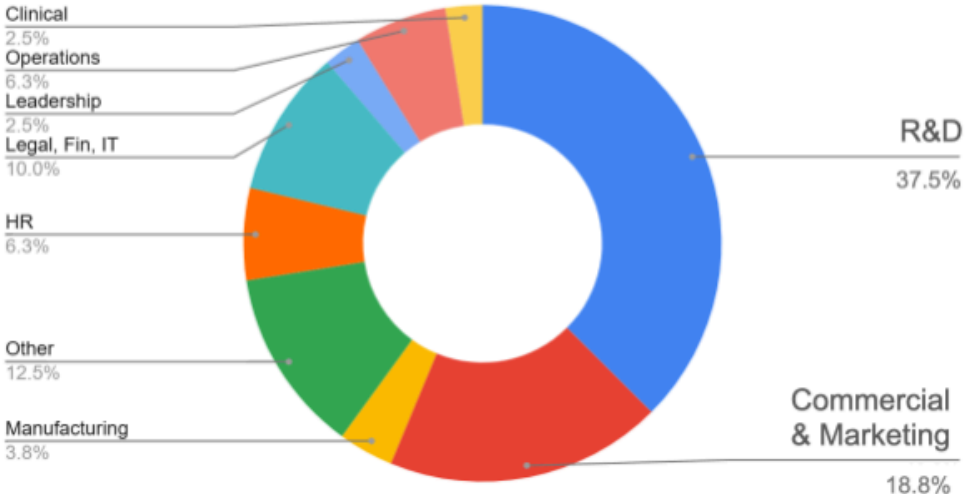
2025



*Engineer, Scientist, Researcher, Analyst, Coordinator

Function

2025



Acknowledgments



This year has brought meaningful growth, deeper impact, and a stronger sense of comunidad, and we are grateful to everyone who helped bring Latinos in Bio 2025 to life.

Our sponsors and industry partners fueled our programs, gatherings, and expanding presence across the life sciences, while our Board of Directors provided steadfast guidance, vision, and advocacy to keep Latinos in Bio focused and prepared for what comes next.

Behind the scenes, our volunteers, committee members, and dedicated team turned ideas into reality with creativity, dedication, and perseverance. Our members and mentors— through their generosity, ambition, and engagement — remain the heartbeat of this growing network.

Together, we are opening doors, elevating new leaders, and reimagining what is possible for Latinx talent in life sciences.

Les damos las gracias, de corazón, por su entrega y su confianza. Cada gesto de apoyo abre nuevos caminos y transforma historias en la industria.
(We thank you from the bottom of our hearts for your dedication and your trust. Every gesture of support opens new paths and transforms stories in the industry.)

— The Latinos in Bio Team



LATINOS IN BIO

THANK YOU!

Thank you for your support and for being part of our journey in advancing a life sciences community that empowers professionals, fosters leadership, and drives innovation.

Be part of our community to connect, learn, and collaborate with fellow life sciences professionals making an impact.

Visit us: www.latinosinbio.org

Scan to Join:



 www.latinosinbio.org