

## MISSION

The Black/African American Employee Network (BAEN) ERG is committed to implementing progressive programming that will lead to increased recruitment, inclusion and retention of Black/African American professionals throughout the healthcare distribution industry. BAEN will serve its members by creating an active membership to foster connections, promote cultural awareness enrichment and meaningful mentorships that will assist our members in strategic career planning.



**BAEN**  
Black and  
African American  
Employee Network

Join the **BAEN** to expand your network and grow your career in the healthcare distribution industry!



## OUR PILLARS



Workforce



Culture



Vendors/Partners



Infrastructure

## MEETINGS AND EVENTS



**Industry-Wide ERG Meeting**

Tuesday, June 25 at 2:00 p.m. ET

**BAEN Meeting**

Tuesday, July 23 at 2:00 p.m. ET

**Industry-Wide ERG Meeting**

Tuesday, August 6 at 2:00 PM ET

**BAEN Meeting**

Tuesday, August 27 at 2:00 p.m. ET

**BAEN Meeting**

Tuesday, October 8 at 2:00 p.m. ET

The Healthcare Distribution Alliance (HDA) is the national trade association representing primary pharmaceutical distributors. Member companies have access to all HDA offerings including the employee resource groups (ERGs), a professional development initiative. In 2023, HDA launched four ERGs to provide networking, career development, leadership and other opportunities for these communities and their allies. Visit [hda.org/convene](https://hda.org/convene) to learn more or contact HDA's Education department at [edudept@hda.org](mailto:edudept@hda.org).



## WORKFORCE

Our companies seek to be diverse at all levels. Our industry will attract, hire and retain diverse talent pools who have the skills and potential that we need to be successful.

### Elements:

- Recruiting
- Referrals
- Interviewing
- Onboarding

### Year 1 Objectives:

- A. Poll and/or survey HDA member companies to gauge recruitment efforts at major Black career and college fairs including HBCUs.
- B. Engage a dynamic external speaker on the topic of Blacks/African Americans in the health or pharmaceutical distribution industry and how supporting one another through networking and ERGs is a start.
- C. Use alternative media platforms to create on-going DEI conversations, build professional connections, networking opportunities and attract minority talent as well as recruit members (Linked In, Facebook, etc.).
- D. Amplify HDA's DEI-related social media content using #WeAreHealthDelivered.
- E. Create a video library as a resource for events and job fairs.
- F. Assist and develop "Shaping Future Leaders in Healthcare" (STEM high school).



## CULTURE

We seek to have organizational cultures with inclusive workplaces where everyone feels they belong and can be successful. Our industry events will be welcoming and accessible to people from all backgrounds.

### Elements:

- Career development
- Coaching and mentoring
- Culture
- Engagement and retention
- Feedback
- Knowledge sharing
- Promotions
- Recognition and rewards
- Succession planning

### Year 1 Objectives:

- A. Host knowledge sharing webinars/workshops.
- B. Offer micro-credentials training for exposure to new roles, skills development and career pathways.
- C. Identify what belonging and inclusion looks like for your respective group.
- D. Host cultural events (examples include recipes, celebrity chef or wine sommelier).



## VENDORS/PARTNERS

We identify, select and collaborate with business partners that reflect diversity.

### Elements:

- Community
- Suppliers
- Stakeholders

### Year 1 Objectives:

- A. Determine the focus and priorities that we want to review, i.e., minority-owned, women-owned, non-US, etc. and research the specific entities that would be able to participate in our businesses.
- B. Secure corporate supported monetary grant to support a member in their professional development and/or community service or volunteer opportunities (virtual or on-site in your city/state).
- C. Partner with staffing agencies, schools, hospitals/ clinics/ health systems and pharmaceutical manufacturers to market for recruitment in minority underserved demographic. This will encourage DEI within the industry and opens conversations with large organizations to support DEI in a mutually beneficial partnership.
- D. Hold informal talks, panel discussions, lunch & learns, Q&As, cultural celebrations, etc. to increase the cultural competence of member company staff.
- E. Use LinkedIn platform or studio space to hold event.



## DEI INFRASTRUCTURE

We will collect and share the data and resources we need to prioritize DEI as a strategic enabler of our industry and to sustain DEI progress.

### Elements:

- Business operations
- Consumers
- Products
- Services

### Year 1 Objectives:

- A. Develop the criteria that will be used to demonstrate concrete successes, incorporating best practices from our members and other industries.
- B. Host monthly podcasts.
- C. Establish regular communications channel and visible ambassadors.