

# Sutro DEIB 2023 Accomplishments



# DEIB Statement

Diversity matters. We strive to create an environment in which each Sutroite is respected and valued. We are a team that embraces members from all races, ethnicities, nationalities, gender-identities, ages, sexual orientations, abilities and disabilities. We are aligned by a single, shared purpose; to bring life-saving and life-extending medicines to cancer patients. We know each day matters to them. We are relentless in our pursuit; success is dependent on contributions from every member of our team.

We do our best to listen and learn from one another. We build upon the ideas of each other; this makes each of us better and is critical to success. We are on an important mission, and we give our absolute best to our colleagues and to our work, every day.

We value our differences and fundamentally believe our differences strengthen us. We strive to treat everyone with respect and with fairness. We think beyond what's important to us; we include others and different points of view. As a Sutroite you belong - to our purpose, to each other, and to our community.

# LOCAL ORGANIZATIONS WE SUPPORTED

## Cards for Hospitalized Kids

Spreading hope, joy, and magic to hospitalized kids across America through uplifting handmade cards.

*Sutroites created more than 250 handmade cards to cheer up a hospitalized child in need.*



## Chezuba

Help purpose-driven companies to manage their social impact strategy and offering a platform providing virtual global volunteer outreach. *Sutroites completed 21 challenges/volunteer opportunities since inception in Oct 23'*



## City of SSF

The City's Police and Fire Departments worked together during the Thanksgiving and Winter Holiday season to bring food, fresh produce, and toys to the families in our community. *Sutroites donated over 120 new toys and volunteered during the City's annual Thanksgiving Food Distribution.*



## LifeMoves

Dedicated to finding solutions to homelessness. Providing 26 shelters and service sites, giving our neighbors experiencing homelessness a temporary place to call home. *2023 Sutro Gives Back recipient and awarded \$2,500.*



# LOCAL ORGANIZATIONS WE SUPPORTED

## Light The Night - Leukemia & Lymphoma Society

Cure Leukemia, Lymphoma, Hodgkin's Disease and Myeloma, and improve the quality of life of patients and their families. *Sutro's annual fundraiser to support Light The Night raised over \$7,000.*



## Peninsula Bridge

Empowers motivated, low-income students to achieve college and career success through individualized support and transformational educational opportunities. *Sutroite prepped 21 college students for Apple's Summer Internship and all 21 students was accepted into Apple's program. In addition, Sutroites volunteered for a year in Peninsula Bridge's Virtual Mentoring Program guiding young college students to explore their career paths.*

## Samaritan House

Leading the fight against poverty in San Mateo County, working to keep everyone in our community fed, clothed, healthy, and housed. *During Samaritan House Back to School Drive, Sutroites donated 55 prefilled backpacks containing school supplies.*



## St. Anthony's Foundation

In solidarity with all who hunger and thirst for justice and peace, and together with those we serve, our mission is to feed, heal, shelter, clothe, lift the spirits of those in need, and create a society in which all person's flourish. *Sutroites donated over 2000 pounds of clothing during St. Anthony's Clothing and and donated \$9,800 of food during St. Anthony's Holiday Food Drive.*

# LOCAL ORGANIZATIONS WE SUPPORTED

## Students Rising Above

SRA empowers students facing systemic barriers to define and find success through education, career, and in life. *Annually, selected members of Students Rising Above participate in Sutro's paid summer internship program.*



## Teal Run

The only Bay Area 5K event dedicated to ovarian cancer awareness and support. It is a day of love, hope, and support for women and families affected by ovarian cancer. *Sutroites participated in the event and raised \$1,700.*

## 2024 Open to Collaborate

It's remarkable individuals like you, who truly make a difference! We appreciate your interest and time invested, in changing the lives of others.



## Building and Supporting our Community

Together, we can make a difference!

# INITIATIVES WE ACCOMPLISHED AS A TEAM



Sutro's Visitors Guide for both sites, containing discounted hotel rates and amenities in the area.



Vendor and Supplier Workplace Diversity Survey



"All in for Patients" video in collaboration with Pixelmakers



3-Part Series: Our Purpose is Patients in collaboration with Ovarian Cancer Research Alliance (OCRA)

# INITIATIVES WE ACCOMPLISHED AS A TEAM



DEIB Learning Labs in partnership with Korn Ferry



Driving Connections Through Employee Development in partnership with SkillCycle



LGBTQIA+ Pronoun & Inclusivity 101



Supplier Workplace Diversity and Sustainability Questionnaire

# INITIATIVES WE ACCOMPLISHED AS A TEAM



Sutro Bio app located on Google Play Store for Android and Google Pixel mobile users



Virtual Business Cards



Building a Collaborative Culture Through Open & Honest Feedback in collaboration with SkillCycle



Sutro's Summer Internship focusing on first family member to attend college



# INITIATIVES WE ACCOMPLISHED AS A TEAM



Vendor Setup/Maintenance Form: incorporating diversity and prioritizing local community vendors



Guidelines for Procurement of Goods and Services



Luvelta Story video in collaboration with Pixelmakers



Supplier DEIB and Sustainability Program



## **2024 Initiatives Forthcoming:**

We can achieve so much more when we collaborate and build upon each other's ideas. We make it a priority to listen and learn from one another. It's a mindset that makes us better and is essential to our success. By fostering an environment where everyone's voice is heard, we can innovate and make great strides as a team. Teamwork makes the dream work, and we're proud to have a team that embraces this mindset every day.