

## International Women's Day 2020

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At Novartis, our people are exceptional. They do amazing work every day to reimagine medicine and improve the lives of patients all over the world. We want to build an inclusive environment that values these unique and curious minds, where everyone is inspired to innovate every day by this shared purpose to reimagine medicine.

That's why we're committed to building an inclusive and equitable workplace that looks beyond gender and empowers all of our associates to follow their dreams.

Here are some of their stories:

**Maryam** is a cognitive robotics expert at Novartis whose inspiration as a teenager came from a conversation with her father in the supermarket and who now shares her passion for IT with her sons:

I think one advice I would give to myself, a younger self of me, would be don't listen to all those negative comments around you being a female. I'm here, and I'm present...And it doesn't matter if I'm a female or a male. To me it doesn't make a difference, as long as I can do a good job.

[Video of Inspired to Innovate: Maryam's story](#)

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As a young girl growing up in Switzerland, **Simone** always knew she wanted to be a scientist. This determination and her innate sense of curiosity has driven Simone to work at the very frontier of transformative innovation at Novartis, overseeing more than 70 scientists at our new manufacturing facility for cell and gene therapy in Stein, Switzerland:

In my role there's not very many female production heads, so for a long time, I was one of very few women. Now it's interesting, we are a very female leadership team...I'm proud to be a part of the team that made it work.

[Video of Inspired to Innovate: Simone's story](#)

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**Jessica's** passion and expertise lies in machine learning and data analytics, which she applies to support chemists during the drug discovery phase.

While at times, she feels that as a woman, she has had to prove herself in this field, the most important thing for her is not her gender but her dedication to learning and applying her knowledge to push the boundaries of what humans coupled with technology can do in order to

have a real impact on society:

Sometimes I have the impression I have to prove myself more than a man. I have to prove what I'm doing. I have to prove what I think and in order to let them really believe in my skills and in my knowledge I have the impression I have to push more.

[Video of Inspired to Innovate: Jessica's story](#)

At Novartis, we're continuing to push together to overcome these barriers and remove bias so that we can help build a truly inclusive and equitable society. Find out more about the four specific commitments we made in our public pledge with the Equal Pay International Coalition (EPIC).

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**Let's see what inspires more of our associates to innovate at Novartis**



**Karin Blumer**

My biggest inspiration stems from two sources: people and life. My parents are my guiding stars. Both gave me strong roots and values. In my adult life, my daughters are the main source of inspiration, constantly reminding me that my generation must serve as role model for theirs.



**Dorothea Ledergerber**

I love listening to audiobooks, especially biographies of all centuries: I am inspired by passionate leaders with grand ideas, leaders who stand up for their beliefs, leaders who are humble, and self-confident at the same time!



**Cansu Sagir**

Everybody inspires every person but according to me my 2 year old son is my greatest hero, my inspiration, and my motivation. He inspires me because his life still shows the most beautiful picture of love, peace, honesty and truth.



**Cornelia Quadt**

I always liked working on the interface between science and medicine: bringing the latest findings from research into potential new treatments for cancer - that's most inspiring to me. Patients count on us to come up with innovative medicines to help them fight the disease.



**Sheila Dickinson**

My mum is a great inspiration to me. She integrated her career with family life, including periods abroad in both Germany and France. She worked in many fields, from computing in the era of punch cards, to teaching English as a foreign language, to statistics within a university department of child health.



**Marie France Tschudin**

Whether it is the patients we serve, my colleagues who are committed to having a positive impact on people's lives, or my friends and family who bring so much richness to my life – they all inspire me because they show me how much we can accomplish together by being different.

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**Pay Equity and Transparency at Novartis**

Find out more about how Novartis is committed to achieving gender balance in management by 2023 and to ensuring pay equity and transparency globally

[Learn More](#) <sup>[1]</sup>

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