

# A Launch Year in Review

a *million*  
conversations

*A Million Conversations* is Sanofi's global initiative to rebuild trust in healthcare with the underrepresented. Specifically with ethnic minority groups, women, people with disabilities, and LGBTQ+ communities.

First announced at the World Economic Forum 2023 in Davos, we embarked on a mission to amplify marginalized voices in healthcare. We committed a €50M investment, launched the Sanofi NextGen scholarship, and built forums to empower diverse people to speak directly to the healthcare industry.

Launched in Brazil, France, Japan, the UK and U.S. in 2023, our initiative is expanding to Australia, Canada, Germany, Mexico, and Spain in 2024.



*Pictured: Anna in Brazil*



Sanofi NextGen  
scholarship

To grow the number of role models from diverse communities in healthcare, and strengthen the pipeline of *representative leadership* at Sanofi.



Inclusive  
Dialogues

To empower marginalized communities to speak directly to the healthcare industry about their experiences and discover *solutions that will improve them and build trust.*



Influence  
the System

To drive change we will research the causes of the trust gap, produce policy thought leadership pieces and *collaborate with partner organizations* to significantly reduce healthcare inequities.

“ I’m proud of the progress we’ve made in the first year of *A Million Conversations* and how we’ve continued to expand this one-of-a-kind initiative to bring awareness to the trust gap in healthcare. There is much more work to be done to empower marginalized communities and create more equity in healthcare and I look forward to playing our part in driving this much needed change. ”

*Paul Hudson*  
Chief Executive Officer, Sanofi



# Sanofi NextGen Scholarship

We launched the Sanofi NextGen scholarship, a world-first program supporting young people from marginalized communities on their journey to becoming healthcare leaders.

- **A holistic program:** Financial support, mentorship, leadership training and future career opportunities at Sanofi
- **Inclusive:** For all marginalized groups
- **A global movement**

Alongside our partners we've successfully onboarded **100 scholars** to the program in 2023.

## Global Events with our *Sanofi NextGen scholars*

### *One Young World*

At the One Young World Summit in Belfast, three Sanofi NextGen scholars (Chaima, Krystal, and Dominick) joined our *A Million Conversations* workshop, exploring how to build a more inclusive healthcare system.

### *AI + Education = Inclusion?*

Our Sanofi NextGen scholars attended our first signature AI + Education event in December considering how AI can help bolster inclusion in healthcare.

## Our 2023 main partners

### France

SupBiotech<sup>1</sup>  
ENSTBB<sup>1</sup>  
ESSEC<sup>2</sup>

### US

Rutgers University Ernest Mario  
School of Pharmacy  
Thurgood Marshall  
College Fund<sup>3</sup>

### UK

Imperial College London

### Japan

Tokyo University  
Hitotsubashi University  
Tokyo Institute of Technology

### Brazil

Universidade Zumbi dos  
Palmares

<sup>1</sup> Bioengineering school

<sup>2</sup> Business school

<sup>3</sup> Thurgood Marshall College Fund partners with 47 Historically Black Colleges and Universities

“ This opportunity empowers me to use my unique voice and drive positive change for a more equitable and accessible healthcare sector. ”

**Katia Montero Diaz**

Sanofi NextGen Scholar, France





# Inclusive dialogues



We've spoken with thousands of diverse people across our five countries, learning how healthcare systems can rebuild trust with marginalized communities.

## 18 external dialogues and outreach events

We connected with marginalized communities and healthcare policymakers by hosting inclusive events and taking part in impactful conferences, including:

### Brazil

- ANAD Congress (Associação Nacional de Atenção ao Diabetes)
- Folha Forum, the Health Trust Gap event
- Diverse Influencers event conducted by Dr Jaqueline Goes

### USA

- National Convention Attendance 114th, hosted by the National Association for Advancement of Colored People (NAACP)
- The inaugural Sanofi Trust, Inclusion & Equity (TIE) Summit

### Japan

- LGBTQ+ and Pharma events (Sanofi, AstraZeneca, Alexion, AbbVie and Allergan)
- Ability event on sight impairment with Dr. Masazumi Sato

### France

- Women and Health event, held with Femmes de Santé

### UK

- Ethnic Minorities and Transplantation event
- Disability and Women's screening event

## 19 internal dialogues

More than **6,000 Sanofians** have attended one of our events with conversations on trust and healthcare led by our Employee Resource Groups.

- Gender+
- Ability+
- Pride+
- Culture and Origins+
- Generations+



The Trust, Inclusion, and Equity (TIE) Summit brought together Sanofians and community partners to explore bold new pathways for building trust between patients, communities, and healthcare providers. The summit culminated with the recognition of this year's cohort of ten winning organizations representing a broad spectrum of healthcare champions whose innovative solutions are grounded in their intimate knowledge of the real problems facing vulnerable communities.

# Influencing the system

## AMC Advisory Group

To ensure we are doing the right thing for the people we serve, Sanofi has initiated the *A Million Conversations* Advisory Group, a collective of inspirational leaders from the fields of healthcare, academia, advocacy and research. Each of them are committed to helping make healthcare more accessible and equitable for all. Together they bring their expertise and knowledge to contribute and review our policy reports, promote *A Million Conversations* and help us define actions to reduce the trust gap in healthcare.

## Building the *foundation*

In the largest poll of its kind, 11,500 people in five countries (Brazil, France, Japan, UK, the U.S.) shared their experiences with healthcare, and their ideas to help rebuild trust. The poll was expanded to five new markets (Australia, Canada, Germany, Mexico, Spain), inviting an additional 12,600 people to the conversation.

We carried out a policy landscape analysis in Brazil, France, Japan, UK, the U.S. to understand actions that would help build a more inclusive healthcare system.

## Advisory Group *members*



**Dr Elizabeth  
Adams**

Ireland  
European Federation  
of Nurses Associations



**Prof Phillip Della**

Australia  
Curtin University, Curtin  
School of Nursing



**Ms Tunisia  
Ymania Brown**

Australia  
International Lesbian  
and Gay Association



**Dr Jabeer Butt  
OBE**

UK  
Race Equality  
Foundation



**Dr Marisa Miraldo**

UK  
Centre for Health Equity,  
Imperial College



**Ms Kristi Mitchell**

US  
Health Equity  
Outcomes



**Dr Kristine  
Sorensen**

Denmark  
Global Health  
Literacy Academy



**Dr Mariagrazia  
Squicciarini**

France  
UNESCO, Division  
for Social Policies



**Mr Made Wikandan**

Indonesia  
The Equity Initiative



**Dr Racky Ka**

France  
Psychologist and Doctor  
in social psychology  
focusing on racism

As we progress into 2024 we're excited about the opportunities to expand our *A Million Conversations* initiative. From entering new markets, to creating our first Trust and Inclusion report, to onboarding more Sanofi NextGen scholars and attending global events - stay tuned to our activity as there's much more to come.

Learn more about *A Million Conversations* [here](#).