

Click on arrows below to explore impacts and priorities

Accelerate our **global culture of inclusion** where every individual belongs

Build **a workforce that reflects the diversity** of our communities

Transform talent and business processes to achieve **equitable access and outcomes** for all

Drive **innovation and growth** with our business to serve diverse markets around the world

**2023 Priorities**

# Vision

The AALC provides an avenue for employees of African ancestry to accelerate their advancement via:

- + Providing opportunities for personal and professional development
- + Promoting cultural awareness
- + Performing community outreach
- + Partnering with our brands on African/Black consumer marketplace development





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**2022 Impacts: Accelerate our global culture of inclusion where every individual belongs**

**AALC's 25th Anniversary**

Celebrated the broad history of the ERG and focused on equipping our attendees with the mindset on **how we as AALC and as a company can "Go Bold. Go Together. Go Far."** in years to come



**AALC Anniversary Awards Gala**

Recognized those that have positively impacted the lives of our members and company



**AALC Leadership Summit**

Gathered influential and committed leaders from across the company together to provide key insights across the pillars of AALC —ultimately driving better outcomes on behalf of our employees our marketplace and our communities

**500+**  
attendees



Expanded AALC's global reach with new chapters in the Middle East and Africa

**26** chapters — to — **33** chapters — to — **2100+** member increase

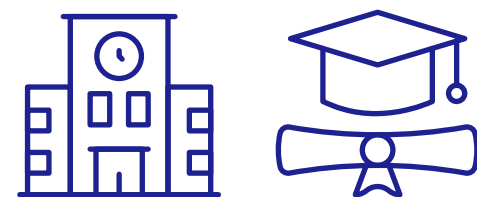


Launched new AALC internal website to enhance our brand and visibility across the J&J community – providing education and inspiring membership, support, and allyship



AALC EMEA hosted the 5 Conscious Actions Series focused on learning about the equity challenges and opportunities that exist outside of the U.S.

**2022 Impacts: Build a workforce that reflects the diversity of our communities**



Partnered with "The Yard", an internal community for those who attended HBCU's, to **provide J&J visibility, awareness and recruitment opportunities for diverse talent at HBCU campus visits**



Led "Investing in Your Career Readiness" series to **help participants develop their personal brand, learn the skills and techniques of effective networking, and learn the art of interviewing**



**139**  
employees  
matched

Co-led the Cross-ERG Mentoring Program with AMENA, HOLA, and VLC and **supported employees' growth and development** with programming throughout the year



Launched 2nd cohort of AALC Consumer Mentoring program to **support the growth and development of ERG members**

Participated in multiple recruiting efforts to **further attract talent from HBCUs and organizations supporting underrepresented groups**

- + National Society of Black Engineers
- + Florida A&M University, North Carolina
- + Agricultural and Technical State University
- + National Black MBA Association
- + BDPA
- + Howard University



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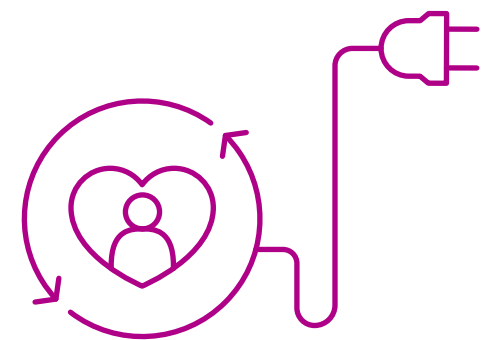
Build a **workforce that reflects the diversity** of our communities

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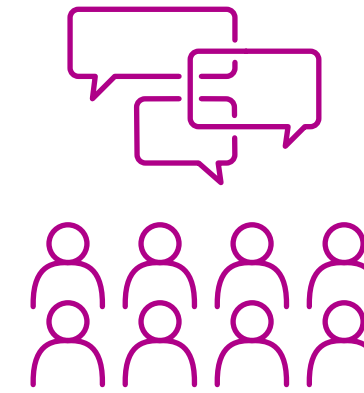
2023 Priorities

**2022 Impacts: Transform talent and business processes to achieve equitable access and outcomes for all**



**25** participated

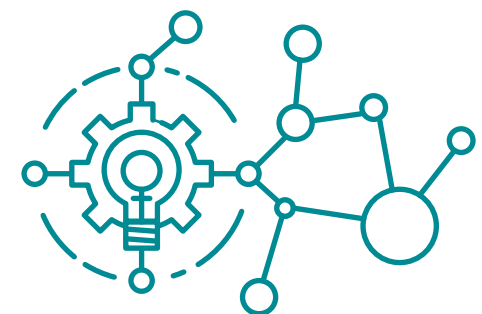
Hosted the first AALC focused cohort in partnership with Global Talent Management (GTM) and Human Performance Institute (HPI) to **develop energy management strategies and provide resources that create a stronger connection to an individual's purpose and overall wellbeing**



AALC Advisory Board offered assistance and **provided strategic advice on matters related to AALC:**

- + Unbiased insights and ideas from a third point-of-view (not involved in the operation of the business)
- + Support for new joint ideas and ventures that enable greater equity and outcomes

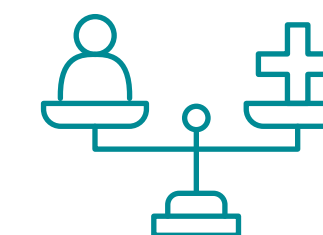
**2022 Impacts: Drive innovation and growth with our business to serve diverse markets around the world**



Continued the global Black Women's Health Experience which provided a monthly discussion **focused on raising awareness and providing education about specific health challenges that Black women experience**, in order to provide insights and inspire action across J&J



Supported various Diversity in Clinical Trials (DICT) initiatives to **emphasize the importance of representation in clinical trials and help build trust within underrepresented communities**



Amplified the Our Race to Health Equity initiatives to **drive ERG participation, support J&J's efforts to eliminate health inequities for people of color, and eradicate racial and social injustice as a public health threat**

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