

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

We aspire to challenge perceptions of the Middle East and North African (MENA) region, celebrate and embrace its cultural richness while inspiring, developing and empowering future leaders.

Mission

To build a community that promotes cultural awareness, fosters connectivity and cultivates professional development.



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

Hosted Eid celebrations globally, including: New Brunswick, Algiers, Brussels, Dubai, London and Paris

Partnered with SAPNA to host the first ever cross-ERG Eid celebration at WHQ



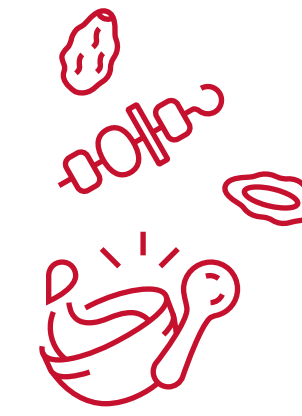
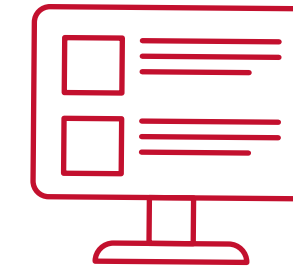
We created greater awareness, understanding and acceptance for this important observation by sharing its meaning and how it impacts people's lives



Produced a Ramadan infomercial on fasting to educate leaders and strengthen cultural competency to **better support employees with flexibility and accommodations**

Transformed our ERG structure from a sector-based approach to a global framework to **better align members to interest-focused areas, help recruit more members, and enable new employees to take on leadership roles**

Launched new AMENA portal communications site to help **inform the J&J community of upcoming events, provide education of the MENA region, and inspire new members to join**



Hosted lunches featuring Middle Eastern cuisine across J&J to **support inclusivity, broaden cultural awareness, and bring others into the spirit of the Eid celebration**

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

Conducted the Humans of AMENA Region Learning Series focused on Egypt and Lebanon to **create better understanding of the regional and country differences** in support of greater diversity and representation of MENA cultures



Participated in J&J ERG fairs and DEI events across the region to **showcase the AMENA ERG and our heritage and highlight programs we offer to help attract diverse talent**

As part of AMENA Talent Development, hosted a fireside chat with a Vice President in Manufacturing & Technical Operations, in which she **highlighted her career journey and shared advice for future leaders**



Leila Schwery-Bou-Diab
Vice President, Manufacturing & Technical Operations

Participated in a cross-ERG mentoring program (AMENA, AALC, HOLA, and VLC) that consisted of quarterly mentoring check-ins focused on **helping participants sustain a successful and productive mentoring relationship**

139
total participants

50+
cross-ERG matches

61+
mentees

30
mentors



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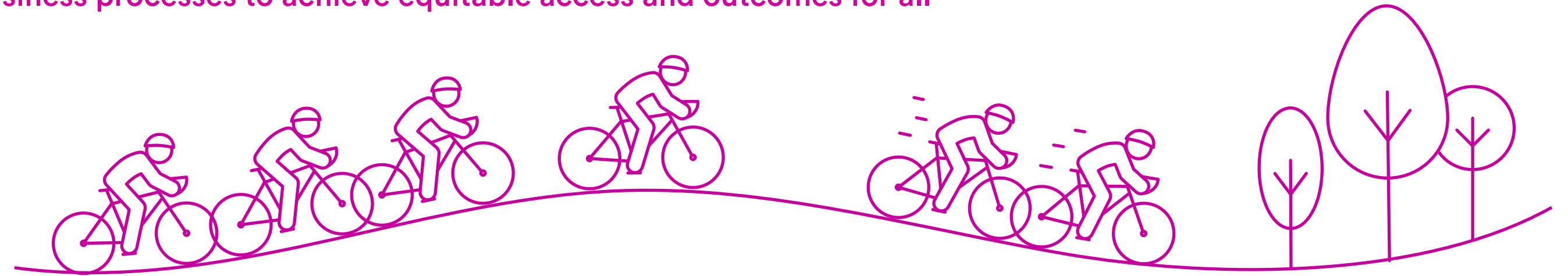
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2022 Impact: Transform talent and business processes to achieve equitable access and outcomes for all

Sponsored the Race to Health Equity bike race, organized by a recognized regional free clinic



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

Partnered with a local food bank for a community service food drive to **support an under served population and build stronger relationships in the communities we serve**



\$2,410
raised

AMENA teamed up with the Charity Week Organization to **join the fight against child poverty and support their effort to provide relief to children in need across the world**

Participated in the Heart-to-Heart International virtual hygiene kit build for the Ukraine, organized by the NA Deliver Credo Council, to help **ensure that quality care is provided equitably in medically under-resourced communities and disaster situations**



Sponsored a networking event in partnership with WLI to **empower MENA women in J&J's communities**

WLI & Women of MENA in Tech

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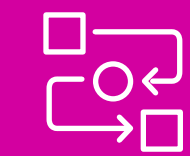
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