



**J&J DIVERSITY, EQUITY & INCLUSION**

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

To make Johnson & Johnson an employer of choice for Asian talent, dedicated to accelerating organizational and business growth through leadership, inclusion, community and innovation.







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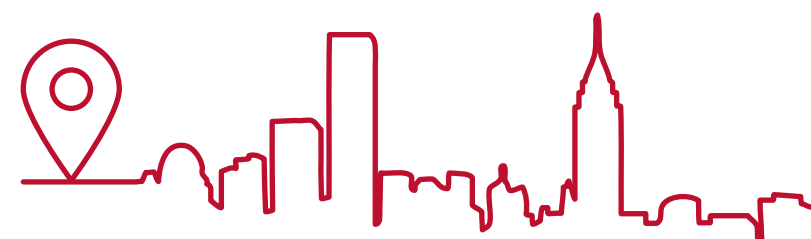
Drive **innovation and growth** with our business to serve diverse markets around the world >

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

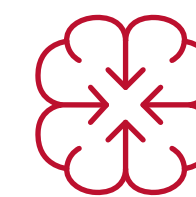
**New chapters:**

Launched ASIA chapter in New York Metro to **engage the robust J&J AAPI community and allies that work live in the metro area**



Launched **1st** chapter in LATAM (Brazil)

**Provided insights and important perspectives to the J&J ODEI immersive learning experience**



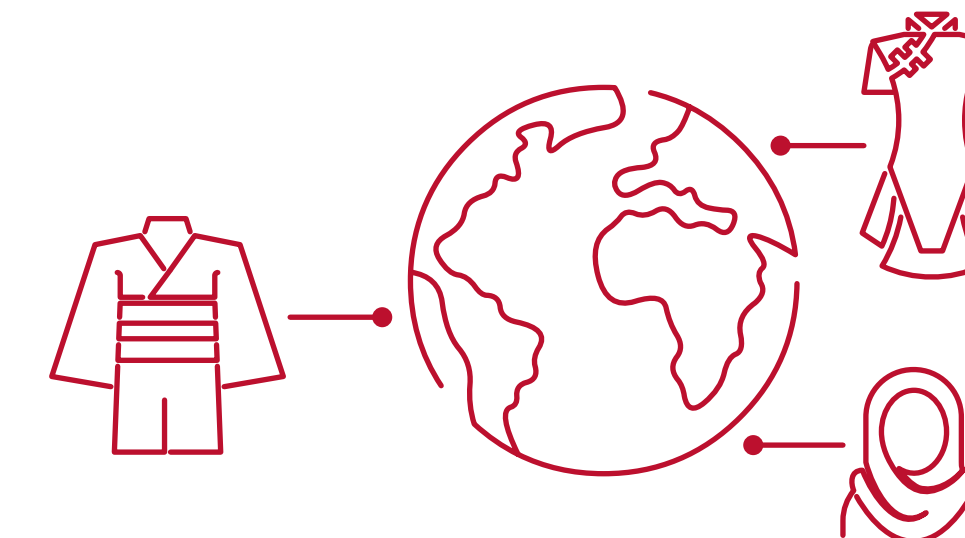
Exploring our Diversity (EOD):

**Asian In the US**

a series that brings awareness to the truths of our past and helps rectify what we have not been previously taught in American History classes



Hosted learning sessions with NYU American History Professor, Thuy Linh N. Tu, Ph.D. M.A.



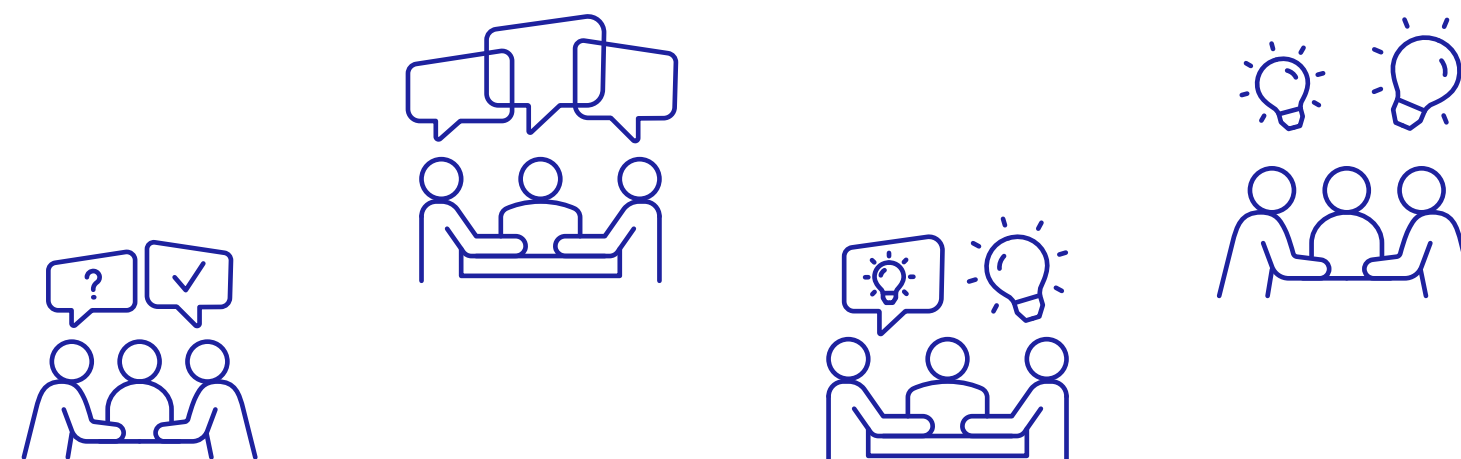
Hosted a Culture Fashion Parade where employees represented countries from all over the world and dressed in their traditional outfits, **deepening an understanding of identity, heritage and history**

**150+** employees attended

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

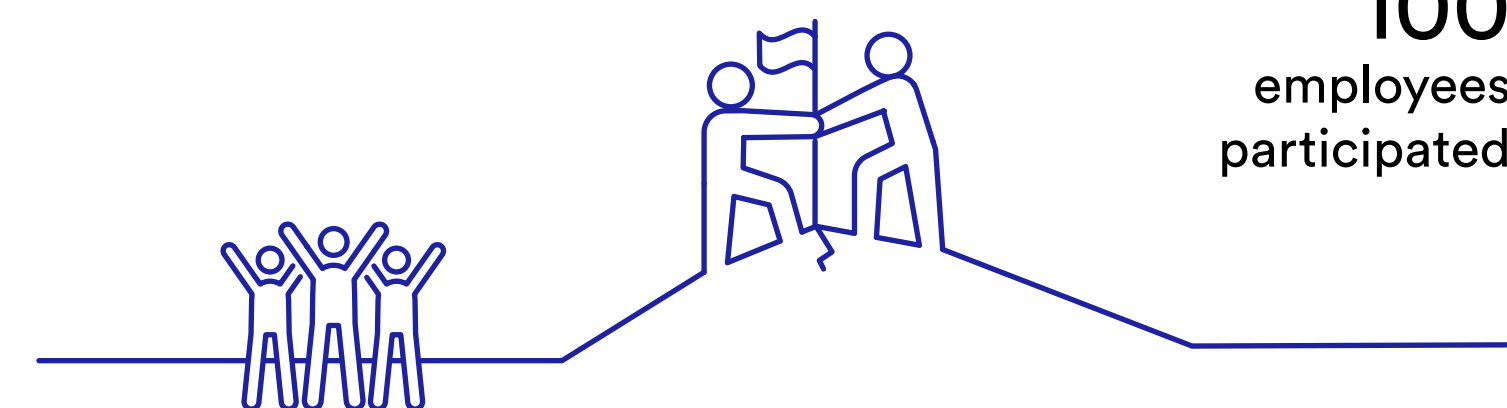
Developed cultural fluency workshops on the art of giving feedback through a cultural lens to **maximize Asian talent and drive inclusion**

**100** people leaders trained



Continued mentoring program that supports our Asian employees to **develop and succeed in the organization and help them expand their networks**

**100** employees participated





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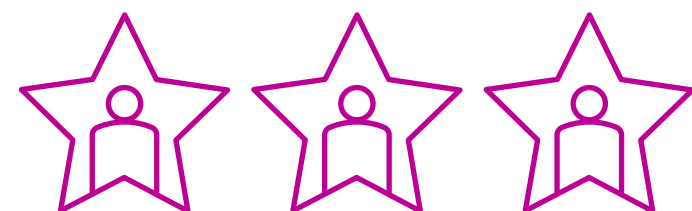


**2022 Impacts: Transform talent and business processes to achieve equitable access and outcomes for all**

Participated in the National Alliance for Mental Illness (NAMI) walk to **raise awareness on mental health issues and show support for building healthy communities**

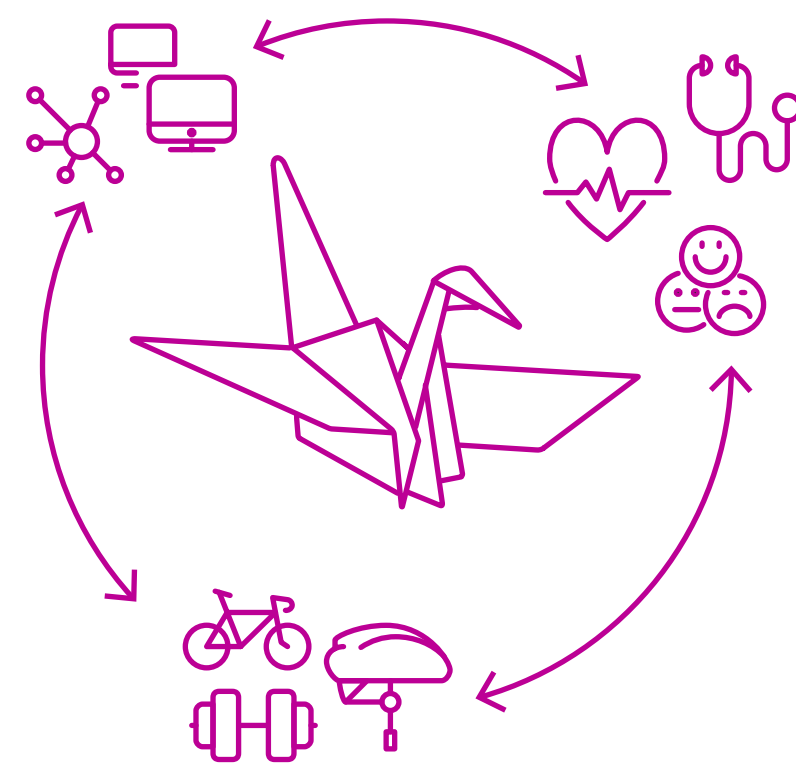


Collaborated on APAC R&D Innovation and Talent Needs

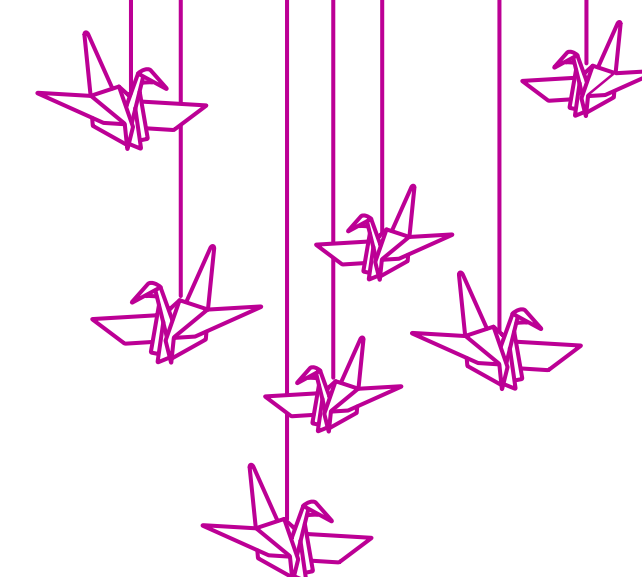


Attended by **~200** employees across the enterprise

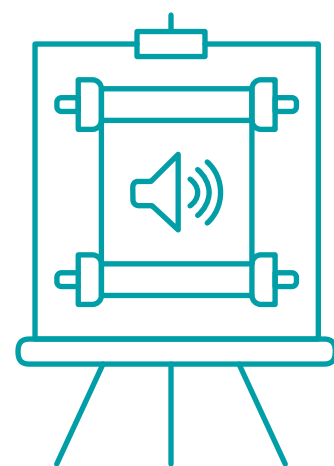
Collaborated with the Technology Services Engagement Team, Fitness Center, and Health Center to host an origami event to **create awareness about mental health issues**



Event raised **\$5,000** for National Alliance on Mental Illness (NAMI)



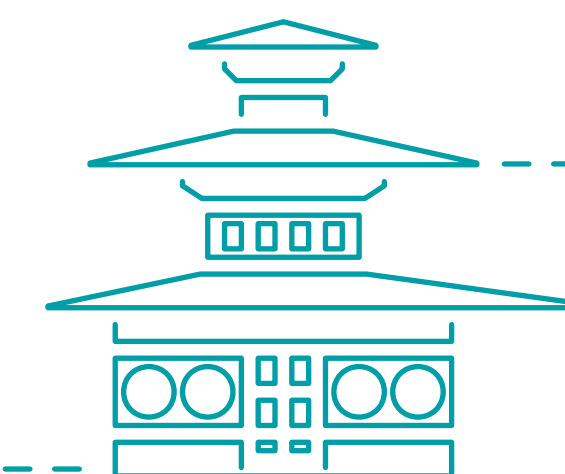
**2022 Impacts: Drive innovation and growth with our business to serve diverse markets around the world**



Displayed **Asian culture sound boards** for Tylenol & Neutrogena Asian Experience



**Learning focused on** Asian history, culture, travel, and Anti-Asian hate racism





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