



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

We exist to provide members with the inspiration and skills to build their future at Johnson & Johnson. This dynamic community allows us to not only bring Our Credo to life but grow the next generation of Johnson & Johnson leaders as they chart their career trajectories.

Mission

We seek to #FUTUREPROOFJNJ by embracing a start-up mindset, reimagining development and generating strategic insights.



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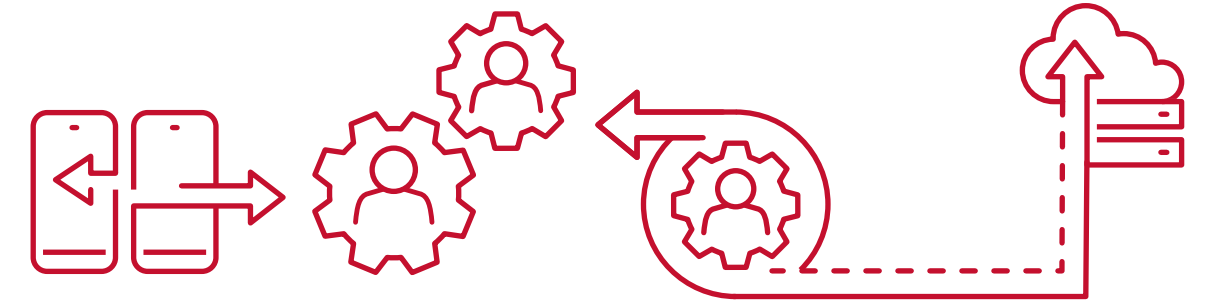
2022 Impacts: Accelerate our global culture of inclusion where every individual belongs

Continuing to grow fast!

Sustained significant growth in membership

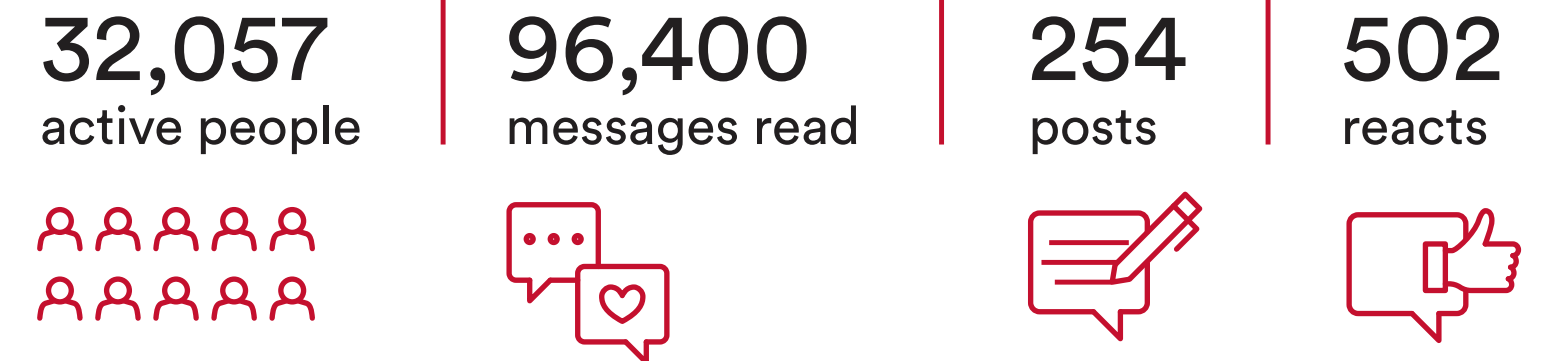


Provided digital upskilling of senior J&J leaders on latest tools and technologies through the APAC Regional Master Intern Program



Reinforced our connections inside the organization, creating safe places to connect, share cultures, backgrounds, and experiences (Yammer group, Global Cultural Exchange)

Global Yammer Group 2022



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

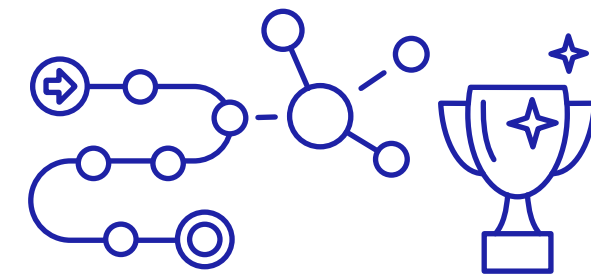
Supporting new generations to build a more inclusive future!

In partnership with J&J Technology Services and Early in Career, GenNow supported the development of training delivered in Design Thinking, Agile, and Power Platforms

4 countries: Mexico, Brazil, Colombia, Argentina

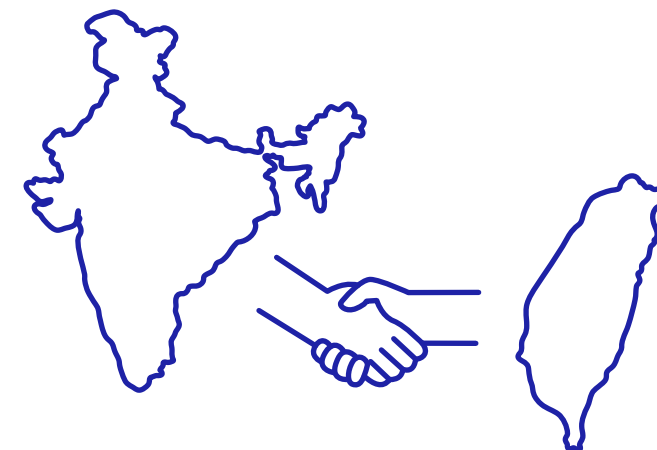


16+ hours of training



Hosted a professions fair in LATAM to provide members with insights to career opportunities at J&J in areas of interest: Development Engineering, Information Technology, and Make Excellence

150+ participants



Partnered with India Changemakers and Taiwan Inspiring Generations in hosting a Change Makers Show to share the diverse experiences that Medical Devices has to offer, and the unique strategic insights generated in their work

1,500+ participants

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

Equipping employees with skills to shape a better future

Continued evolution and execution of the Reverse Mentoring Program to enhance the leadership pipeline and foster intergenerational relationships



11 countries
171 pairs

Piloted the 30 Under 30 program in China to **recognize young talents' achievements inside & outside of work, addressing negative perceptions about the contributions of younger generations**

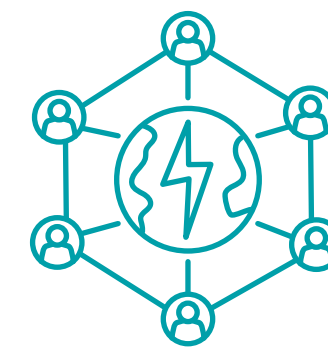


2022 Impacts: Drive innovation and growth with our business to serve diverse markets around the world

Cultivating a start-up mindset and new ways of working to drive innovation and employee experience

Relaunched Innovation Sessions in Mexico and Colombia with external entrepreneurs to spark ideas and inspiration

6 sessions
400+ impacted



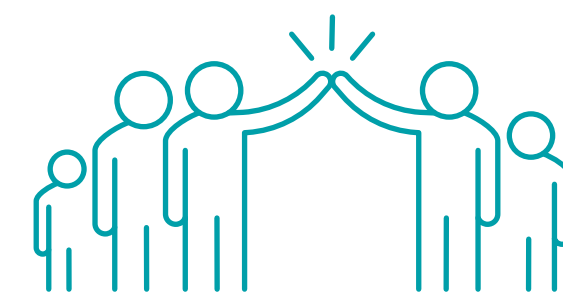
220+ participants
13 countries

Conducted Master of Mindset Series and Pitch Spark Sessions with guest speakers like Sharon Chan, head of JLABS @ Shanghai

Global Head of Agile J&J, Nico Guse, shared how J&J Consumer is incorporating Agile ways of working and shared examples and resources for how other parts of the business can do the same



500 attendees



200 attendees

Hosted a talk with start-up CEO & JLABS resident Asma Mirza on how multigenerational and diverse backgrounds contribute to success by learning from others

2023 Priorities



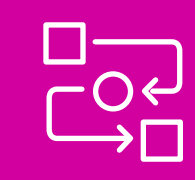
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