



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

Strengthen a diverse, equal and inclusive organization committed to recognizing, attracting and empowering the Hispanic and Latino talent in J&J and in our communities.

Mission

Boost opportunities to empower HOLA members to thrive, while amplifying awareness of the value of the Hispanic and Latino culture in continuing to positively impact the business and the community.





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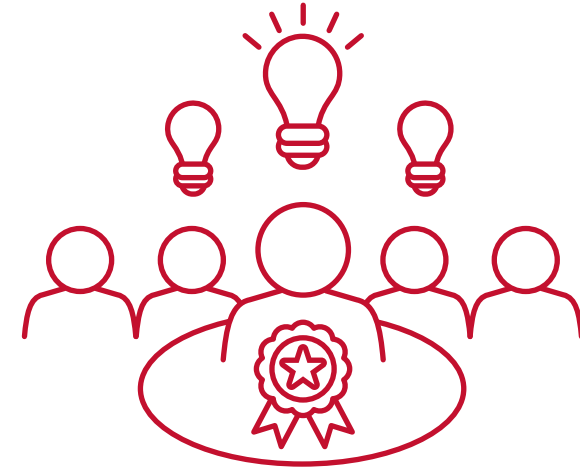
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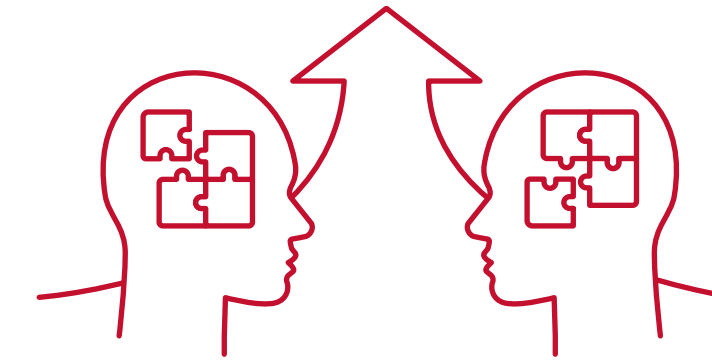
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2022 Impacts: Accelerate our global culture of inclusion where every individual belongs

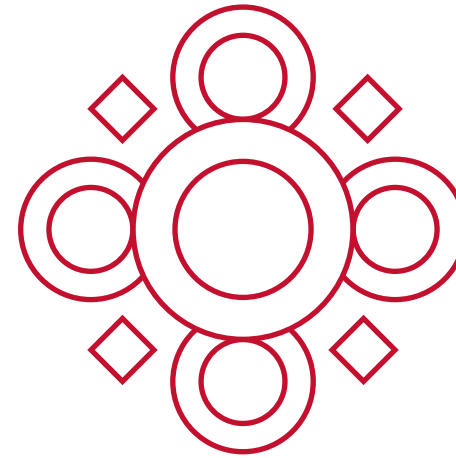


Highlighted innovators and visionaries through the HOLA Hispanic & Latino Innovator award program

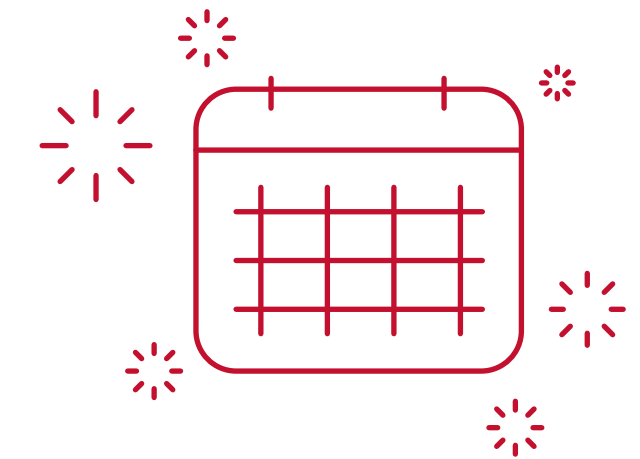


Increased Hispanic & Latino cultural awareness including the attributes and roadblocks for Latinas

Leveraged new HOLA branding, and communications strategy to **increase awareness and appreciation for Hispanic & Latino diverse culture and contributions**



Celebrated Hispanic Heritage Month with events held at both corporate and chapter levels

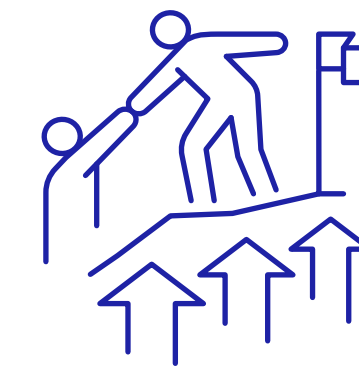


2022 Impacts: Build a workforce that reflects the diversity of our communities

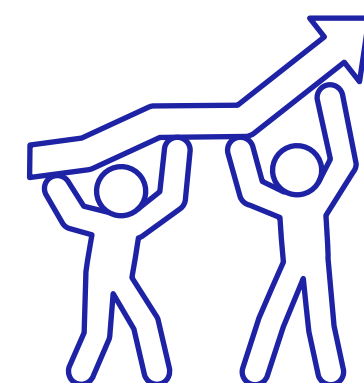


Partnered with Talent Acquisition and external organizations like Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) and Hispanic Alliance for Career Enhancement (HACE) to **attract Hispanic & Latino talent**

Worked alongside Human Performance Institute (HPI) to develop a leadership program for Chapter Leaders



Offered internal and external opportunities to **develop new skills through leadership panels and other external speakers** including Emmy Award Winner, Gabi Natale



Fostered key external partnerships with groups like Girls With Impact, WiSTEM2D, Hispanic Association on Corporate Responsibility (HACR) and Hispanic Scholarship Fund

Contributed to the release of a new Johnson & Johnson ODEI learning module: Hispanic & Latin in the US



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



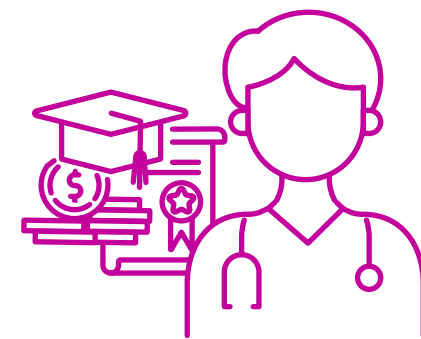
550+
girls

Organized two more cohorts of Girls With Impact, offering the opportunity to do a **“mini-MBA” in 8 weeks**

Partnered with WiSTEM2D to include more Hispanic and Latino students in the program

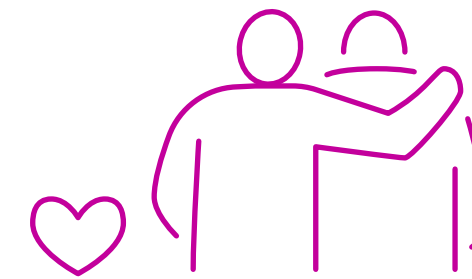


Sponsored scholarships for the Hispanic Star’s Nurse Heroes Program to **break down barriers and provide opportunities for Latinas in the workforce**



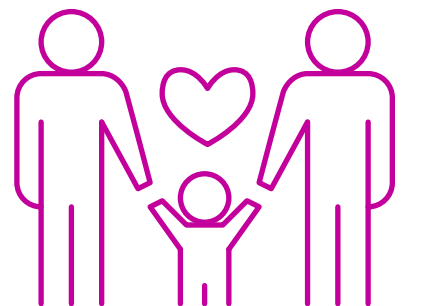
30
scholarships
totaling
\$225K

Promoted **mental health awareness programs** for J&J employees and the greater Hispanic and Latino community through the J&J Hispanic and Latino Physician Network and external partners



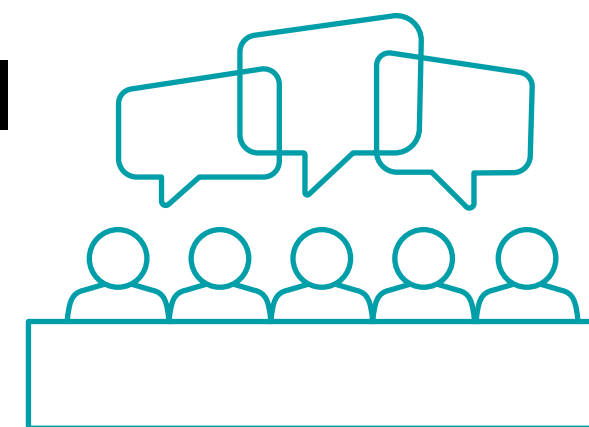
16K
orphans

Sponsored the Orphaned Starfish Foundation Gala to benefit orphans around the world



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

HOLA advisory panel supported five Johnson & Johnson customer-facing campaigns like Neutrogena and Stelara



Supported the **translation of 50 Janssen products**

including prescribing information (PI), medication guides, instructions for use (IFU) and patient package inserts (PPI)





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