



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



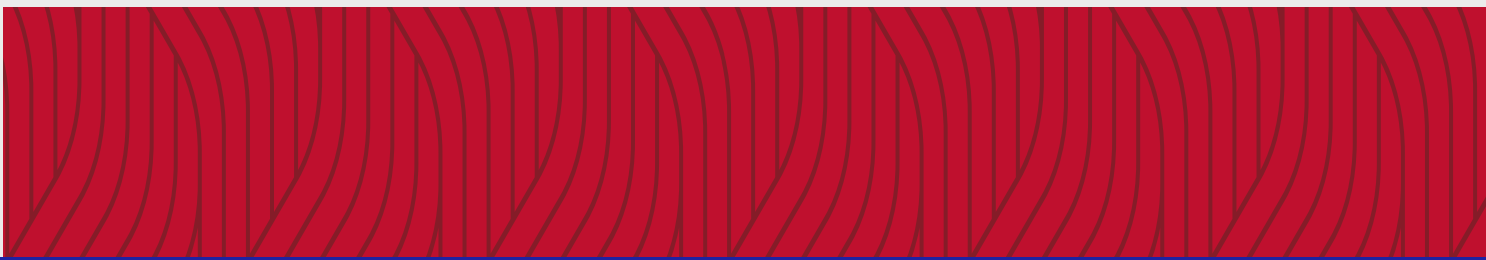
Transform talent and business processes to achieve **equitable access and outcomes** for all



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



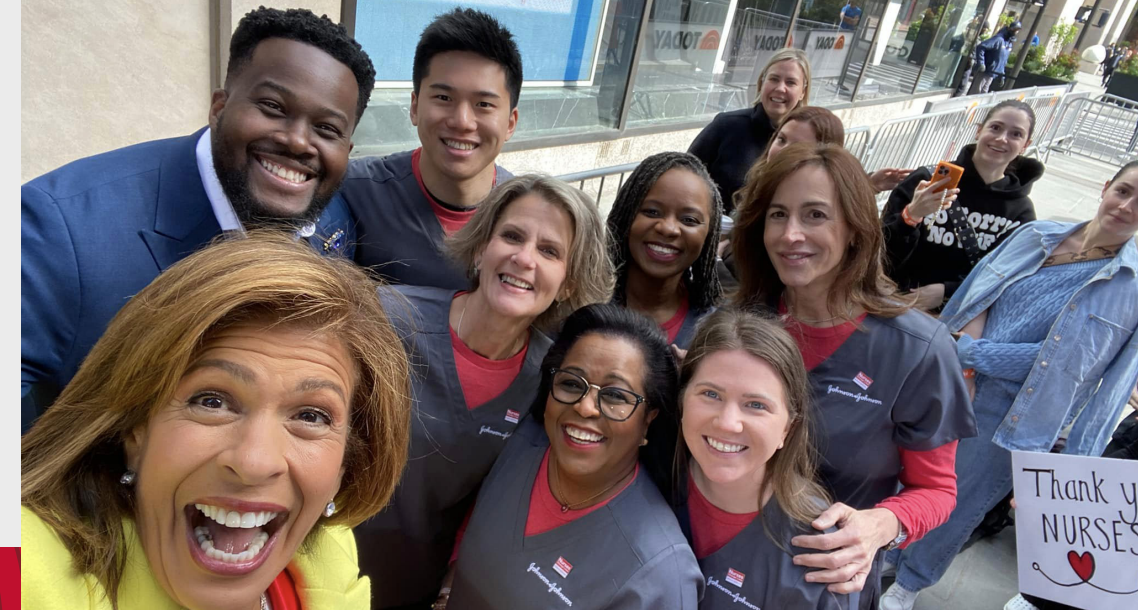
2023 Priorities



Vision

We are a diverse group of nurses, caregivers, and advocates focused on Our Credo responsibilities to improve healthcare.

We provide members with a forum to exchange knowledge and clinical and scientific insights while facilitating opportunities across the Johnson & Johnson enterprise for partnerships and professional growth.



Johnson & Johnson
National Nurses Month

Join us in celebrating **National Nurses Month!**
 Monday, May 9 | 11:00 AM-12:30 PM EDT | Zoom webinar
 Johnson & Johnson colleagues, especially nurses and nurse advocates, are invited to join us for a special, inspirational, virtual session.

Jennifer Taubert
 Executive Vice President, WW
 Chairman, Pharmaceuticals and
 J&J Nursing Executive Sponsor

Julie Kennedy Oehlert, DNP, RN
 Chief Experience Officer,
 Vidant Health

Corey Faist
 Co-founder and President,
 Dr. Lorna Breen Heroes
 Foundation

And, J&J Nursing Alliance member spotlights!



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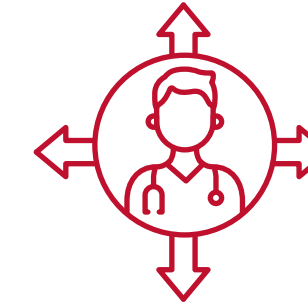


2022 Impacts: Accelerate our global culture of inclusion where every individual belongs

In partnership with J&J Nursing, co-launched a virtual National Nurses Week Summit to **engage J&J employees and celebrate and recognize the irreplaceable impact of nurses in improving healthcare**, with Jennifer Taubert, the Executive Sponsor for Nursing, kicking off the Summit



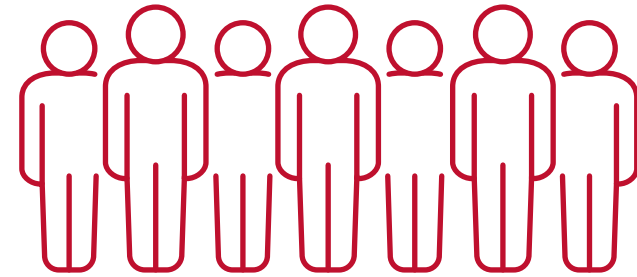
Redefined our strategic approach and re-scoped leadership roles within the ERG to **drive deeper engagement and ownership**



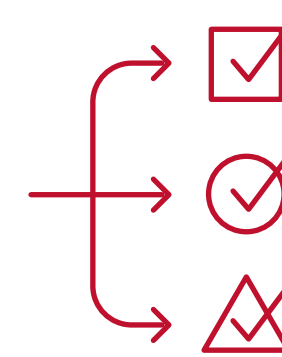
Focused on internal training to **build a deeper understanding of health equity across NA Pharm through Talent for Good**



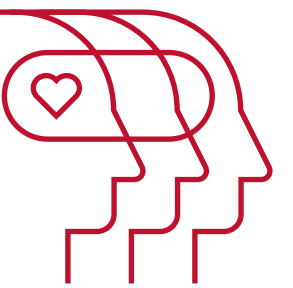
Grew our ERG membership **650%** in one year



Created new standard operating procedures and policies to **govern the growth of the ERG, and increase outreach**

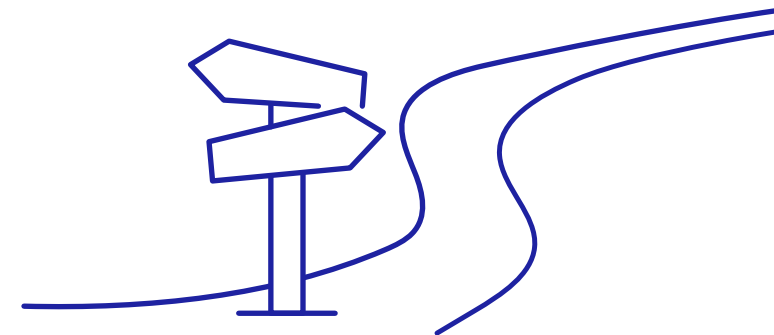


Participated in cross-ERG allyship panel discussion, focused on **broadening understanding of multi-generational perspectives**



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

Highlighted different nursing career paths with J&J at each quarterly ERG meeting to provide insight to development and advancement opportunities

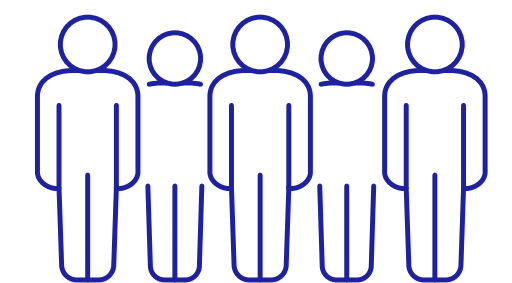
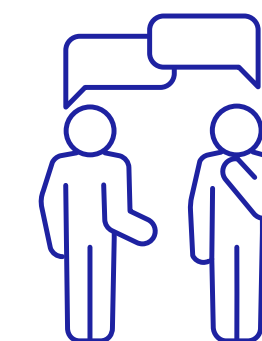


Partnered with the Foundation of the National Student Nurses Association (FNSNA)



Conducted **6 mentoring workshops** to help scholarship recipients with their professional development

Championed health equity through coaching relationships with **126 student nursing students**



Conducted an Executive Presence Leadership Workshop for **28 ERG participants**

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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

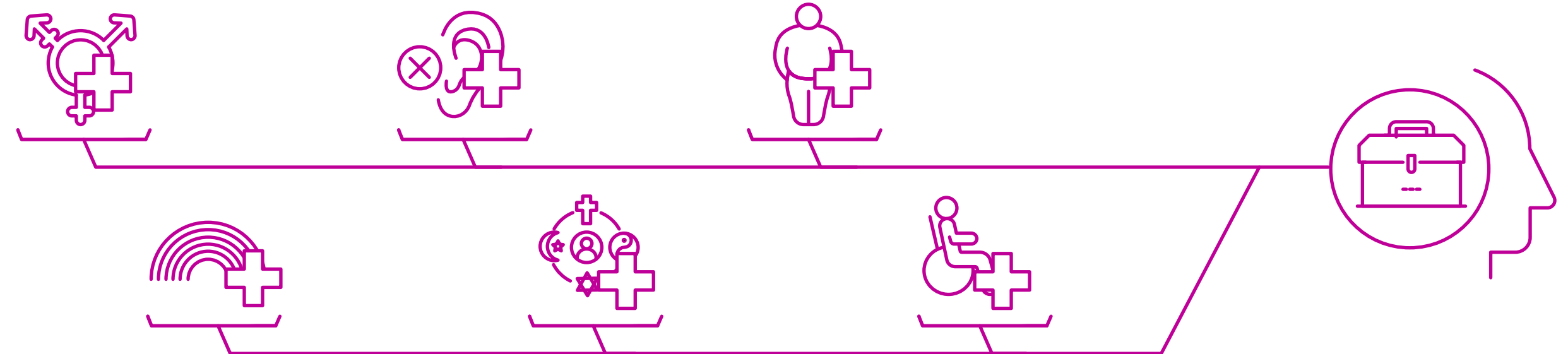


2023 Priorities



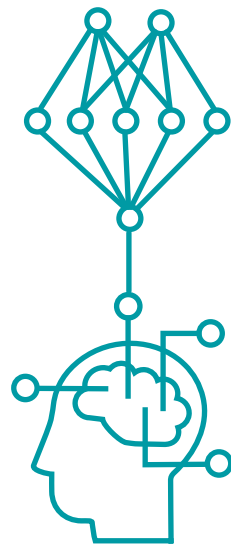
2022 Impacts: Transform talent and business processes to achieve equitable access and outcomes for all

Supported the development of a culturally inclusive toolbox to educate nurses on inclusive care

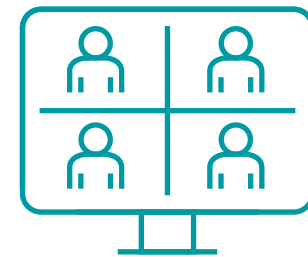


2022 Impacts: Drive innovation and growth with our business to serve diverse markets around the world

Supported J&J Nursing by participating in the 2022 **Nurse Hack-4-Health** event, collaborating on innovative ideas for tech-based products to help address today's most pressing healthcare challenges

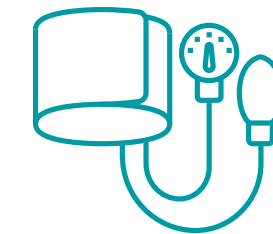


Partnered with J&J Nursing to host a Marketplace Exchange Webinar on J&J Nursing resources to be shared with customers

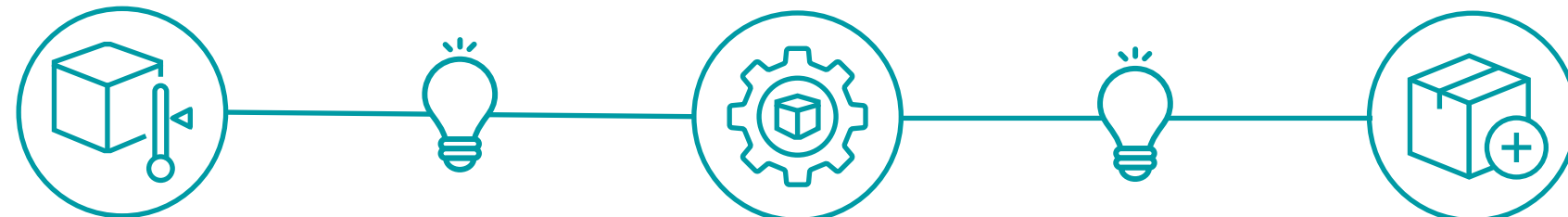


Educated **200** Janssen SCG leaders

Advised the J&J Nursing team to continue to **refine and build additional J&J Nursing assets to be shared with customers**



Educated Global Supply Chain colleagues on the Nursing Alliance ERG to provide **awareness of expertise and resources available to support their business needs**



ERG members represented **J&J Nursing at the TODAY Show**, helping to brand J&J's work in support of the nursing community





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

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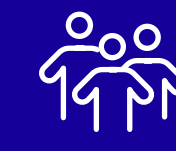
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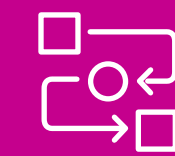
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