



**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**



# Mission

**Make Johnson & Johnson the employer and healthcare company of choice for the LGBTQIA+ community.**

# Awards & Recognition

- ★ National LGBT Chamber of Commerce BRG Challenge Recognition
- ★ Human Rights Campaign, Best Places to Work for LGBTQIA+ Equality U.S., Mexico, Argentina, Chile
- ★ DIVA Awards Outstanding LGBTQIA+ Network EMEA
- ★ Pride Index GOLD Award in Japan 5 consecutive years
- ★ J&J DE&I Honors Award for engaging LGBTQIA+ and minority communities to discover HIV vaccine
- ★ LGBTQ+ Employer of Choice for the second year, in the South Africa Workplace Equity Index Survey





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

5,000 members

104 Chapters

Founded in 1993 with 22 members

Chapters launched in **2022:**  
+ J&J Virtual  
+ Canada Cross Sector  
+ Puerto Rico  
+ Peru  
+ Sweden  
+ Portugal  
+ Southeast Asia Vietnam

Hosted the largest Annual Pride Celebration in company history, which included the first-ever fully integrated enterprise and sector communications

30+ global Pride Parade sponsorships

18+ O&O chapter-hosted events

1,000+ live participants for the virtual Pride Month kick-off



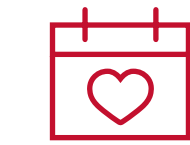
Increased internal awareness of issues that impact the LGBTQIA+ community through the involvement in the following annual campaigns:

**Transgender Day of Visibility**



Illuminated the J&J clock tower for the first time in support of the transgender and nonbinary community

**International Day Against Homophobia, Transphobia and Biphobia**

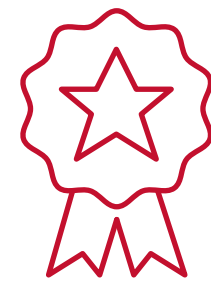


Wrote Home article and Yammer content to increase awareness of the significance of this day

**#GoPurple**



Hosted Spirit Day global live event & launched campaign toolkit to demonstrate support against LGBTQIA+ youth violence and bullying

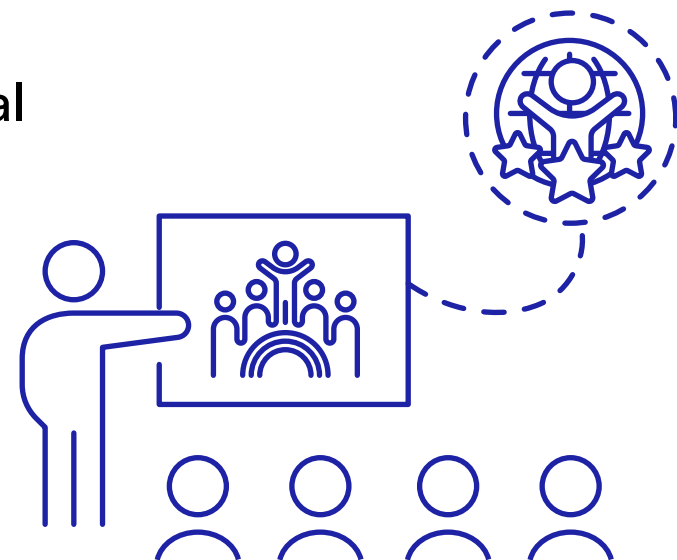


The Benelux's #StayInclusiveWelcome (Back) campaign, highlighting the importance of an environment where everyone belongs, was the winner of the DEI Honors 2022

Selected from **200** worldwide DEI projects

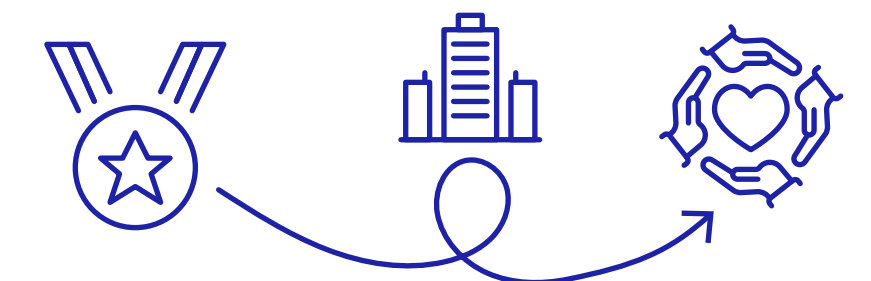
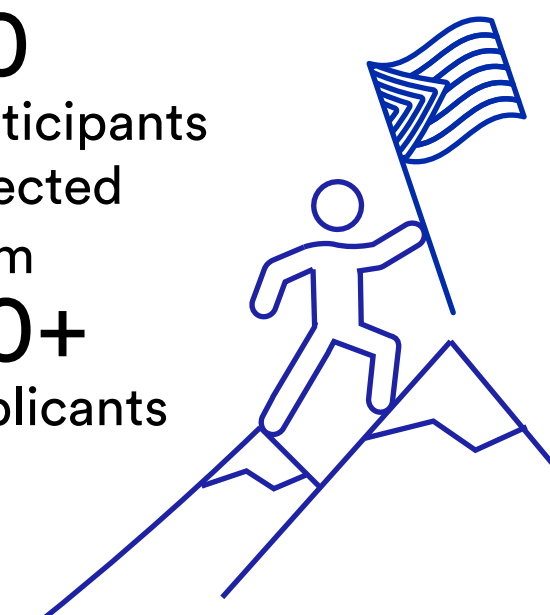
### 2022 Impacts: Build a workforce that reflects the diversity of our communities

Launched the first LGBTQIA+ Global Talent Development Program to facilitate leadership development for LGBTQIA+ employees at J&J



Selected participants to participate in the OutNEXT Summit, hosted by Out Leadership, to complete the L.I.O.N.S. leadership development program created by Dr. Steve Yacovelli

20 participants selected from **90+** applicants



J&J team won the social impact challenge at OutNext Summit focused on how to make ERGs at large organizations more inclusive



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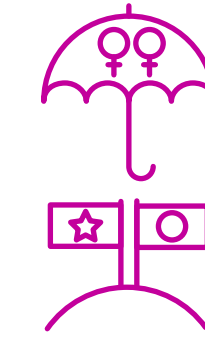
> **2023 Priorities**

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

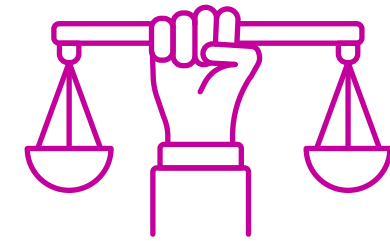
Addressed health inequities by spearheading four unique Open&Out LABS pilot projects in partnership with J&J businesses to invest in and improve the health of LGBTQIA+ individuals



Influential & founding member of World Economic Forum Partnership for Global LGBTQIA+ Equality (PGLE)

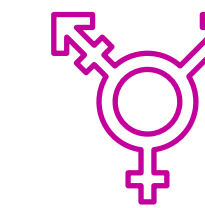
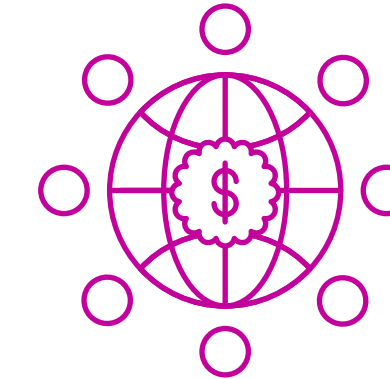


Achieved same-sex partner benefits in China and Vietnam



Partnered with ODEI and Executive Leadership to add J&J as a signatory on the Human Rights Campaign Business Statement Opposing Anti-LGBTQ State Legislation

alongside **150+** companies

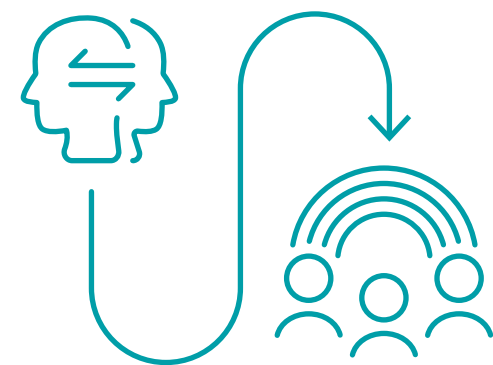


Restrooms for All launched in South Africa and Argentina

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

In 11th year, J&J's CARE WITH PRIDE continues to drive meaningful change in J&J's communities

**Expanded** to Canada, UK, Germany, and Brazil this year



**\$175,000+** donated

Elevated inclusion conversations for underrepresented populations, such as elderly LGBTQIA+ and transgender, focused on targeted actions and trainings in LATAM



Participated in 2022 marketing campaigns in partnership with:

**Listerine**  
#BocasLenasDeOrgullo

**Neutrogena**  
#OrgullosxDeTuPiel

Sponsored the True Colors Day campaign, an international day of advocacy around preventing and ending LGBTQIA+ youth homelessness



**4 million** people reached

Supported translation of surveys, trainings, courses, toolkits, etc. into Spanish for hundreds of service providers who received racial equity & youth action toolkits



For **64** youth homeless organizations in **21** countries

