



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 will strengthen J&J South Asian talent by fostering individual aspirations and harnessing the diverse cultural experiences of our community to change the trajectory of health for humanity.





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

Hosted events to **deepen understanding of our culture and raise awareness** for South Asian holidays, festivals, and observances

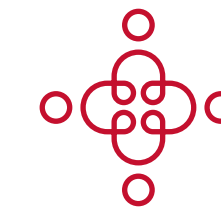
- + Breaking Biases:
 - Colorism Panel Discussion
- + Asian Heritage Month
- + Cultural Dress Parade
- + Art Showcase
- + Dance club workshops
- + Rebranding of SAPNA
- + Articles about South Asian Festivals
- + International Yoga Day



Organized Leadership Speaker Sessions with J&J leaders

- + Why Mothers make great leaders?
- + Blindspot on Minority for Securing sponsorship
- + Career Journey Level 5 Leadership
- + Focus on DE&I

Published 3-part series **highlighting South Asian contributions to J&J history** from 1909 - 2022 in the areas of innovation, culture and leadership in collaboration with a J&J historian



Celebrated International Yoga Day by leading a 3-part series across all ERGs to discuss practical and mindfulness-based techniques for well-being through good habits (sleep, food, etc.)

Commemorated SAPNA's 20th anniversary and raised awareness through creative writing

30 articles written and published on internal communication channels

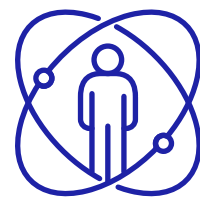
Topics included:

- + National/Independence Day of South Asian countries
- + South Asian Festivals and Purpose
- + South Indians in the US



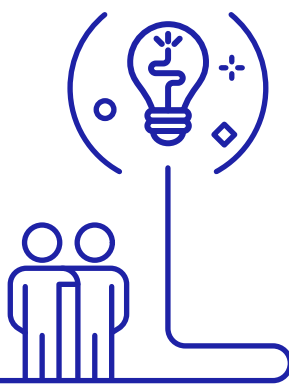
2022 Impacts: Build a workforce that reflects the diversity of our communities

Raised awareness around microbiases and colorism in the workplace through educational programs



500+ participated in the Breaking Bias panel discussion

Provided insights for recruitment process improvements to **enhance inclusion for diverse populations**



Fostered employee development in communication and leadership through a series of dynamic panels and programs with J&J thought leaders



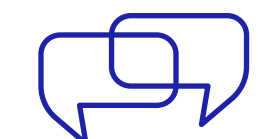
- + South Asian Leadership Training Series:
 - Leading and Working in Teams;
 - Communication Through Disagreement
- + SAPNA Women's Leadership Panel
- + Toastmaster event
- + English pronunciation workshops
- + Chapter book clubs
- + Power Speaker Series
- + Blindspot on Minority for Securing Sponsorship



In collaboration with WLI, socialized the Healthcare Businesswomen's Association (HBA) Ambassador program for SAPNA members to be paired with senior leaders to **develop leadership skills and grow relationships**



Participated in Fullerton College's mentoring program to **introduce students to J&J culture and to inspire potential future candidates**



On-boarded SAPNA J&J members to J&J Enterprise Mentoring program as early adopters

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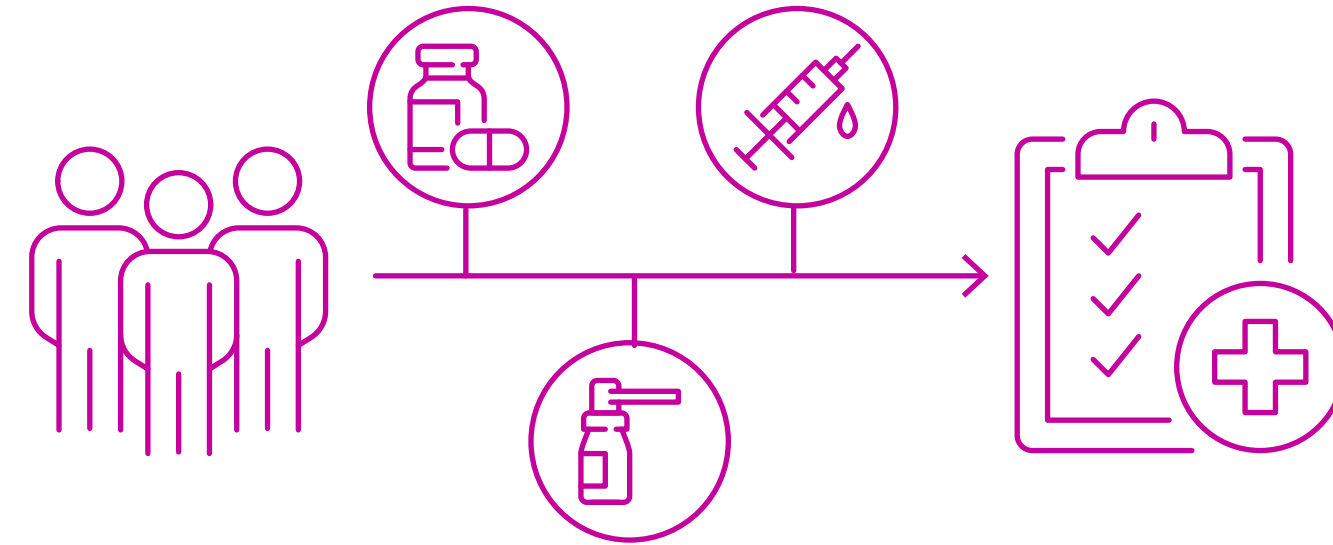
Build **a workforce that reflects the diversity** of our communities >

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

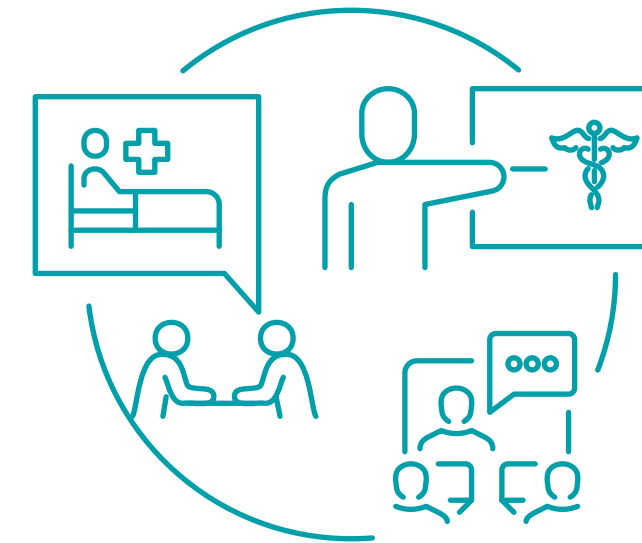


Consulted with Diversity, Equity and Inclusion in Clinical Trials (DEICT) team to **help drive greater representation of South Asians in clinical trials**

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

Collaborated across ERGs in National alliance for Mental Illness (NAMI) walk to **raise awareness on mental health issues and show support for building healthy communities**

1440 participants



Organized workshops and events to **raise greater awareness of patient needs and challenges**

- + Patient physician stories
- + Speaker series

Bone Marrow Drive: **Increased South Asian representation**

40 participants

Engaged in several community outreach programs, such as Project One, to help make a difference and bring people from different backgrounds together to **address social needs through education and volunteerism**



Partnered with local NGOs to **build awareness and strengthen the health of our communities**



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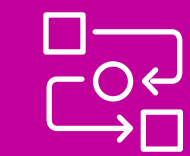
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