



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

Achieve gender equality across our businesses globally to enhance our competitive advantage and fuel the future of human health.

Mission

Foster an inclusive organizational environment that champions the advancement of women.



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



Engaging Men as Allies
Developed: Rolled out a toolkit & training across the globe to **increase the awareness and engagement of more men as allies for women**

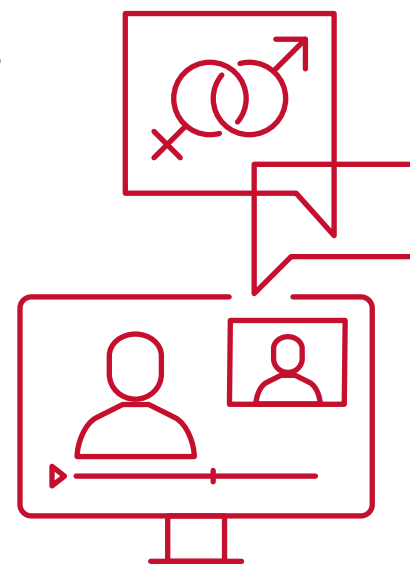
Identifying & Resolving Microaggressions: Developed learning programs to **help all J&J employees understand, recognize and act upon microaggressions, and to provide resources and material to foster an inclusive culture**

+ Meeting-in-a-box toolkit & train-the-trainer video and trainings across the globe (NA & EMEA)

+ Learning burst session at Pennsylvania Conference for Women

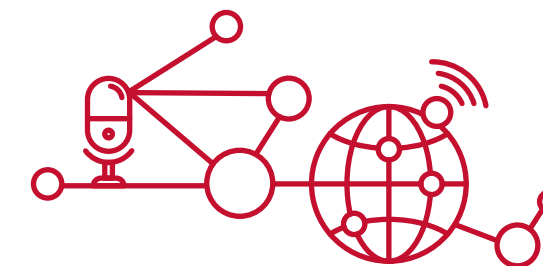


'Break the Ceiling' and 'Real Conversations': WLI EMEA produced 'Break the Ceiling' & 'Real Conversations' videos that were leveraged globally to **spark discussion and raise awareness of the importance of gender equality at work**



Developed a new communications program that included a new website, Glow newsletter, and podcast channel to **expand, engage, inform, and align the WLI community behind our strategy**

30% ↑
yammer membership

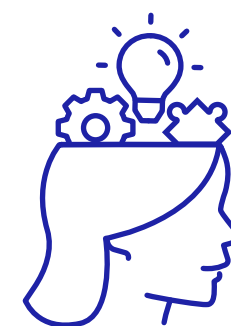


Power Moms Webinar to help working mothers **navigate the challenges of full-time employment and home responsibilities**

Hosted by **Joann Lublin**
Wall Street Journal contributor and published author on women gender parity topics

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

Led Inspira, a virtual series of conversations, to **inspire Johnson & Johnson women employees around LATAM** through stories and conversations with top female leaders and influencers relevant to the region on a quarterly basis



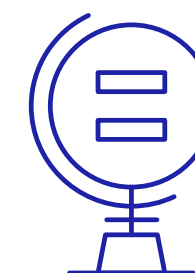
Implemented the Dare to Lead program to help women in J&J develop the skills to **advance their careers courageously**



Partnered with other ERGs to develop a campaign to **showcase prominent J&J women** for the celebration of diverse communities throughout the year (e.g. Black History Month, Pride Month, etc.)



Successfully deployed Life with Leaders program, monthly conversations with J&Js best and brightest leaders to **discuss career advancement for women and the why and how of their success**



IWD Break the Bias:
Developed a global campaign for International Women's Day



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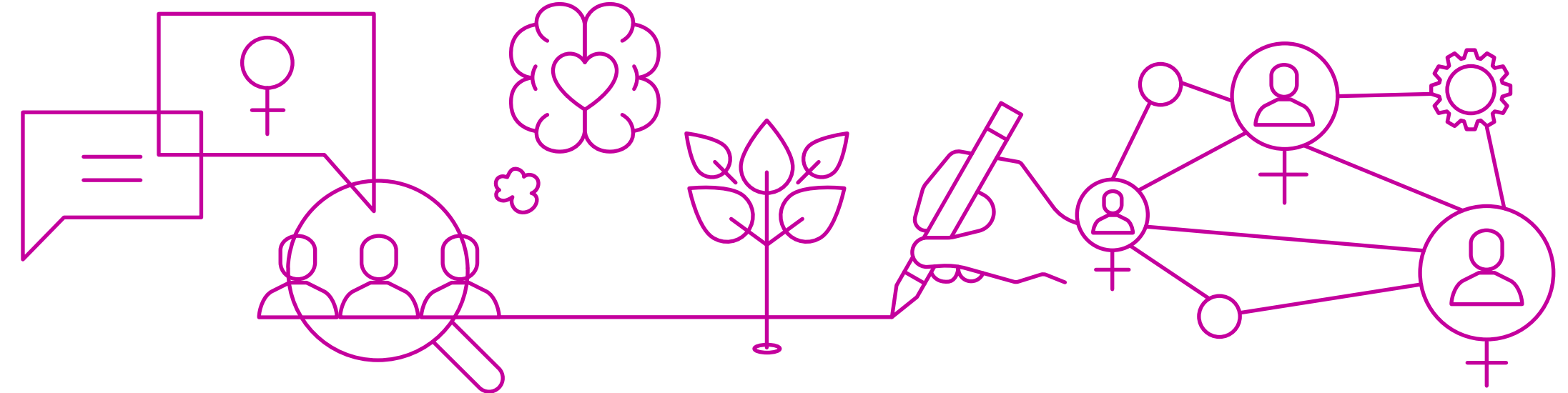
Drive **innovation and growth** with our business to serve diverse markets around the world >

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

Piloted the WLI Academy to embed tools and resources specific to women's needs to help in their development

Full launch expected in Q1 2023



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

WLI External Outreach Collaborative Program helps the business **strengthen external engagement with key stakeholders and add value while promoting gender advancement**

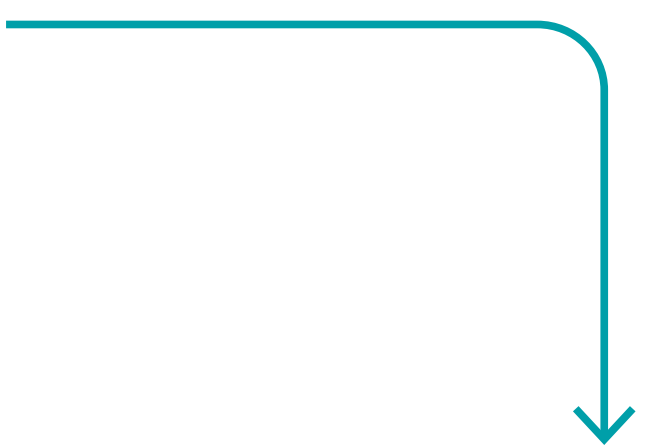


Expansion of the **Women of Orthopedics program**

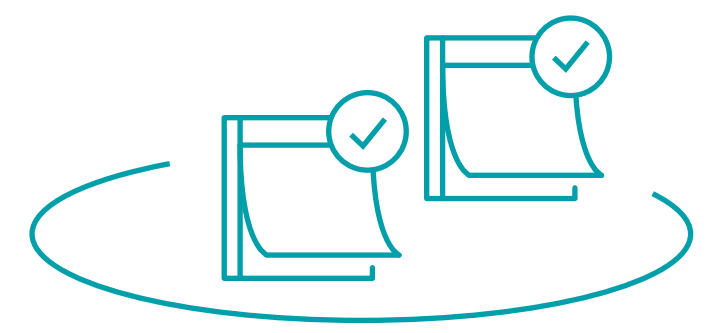


to inspire women, drive advocacy, and build allyship in key J&J specialties through the advancement of female talent and elevation of female surgeon leadership

Strengthened partnership with the Healthcare Businesswomen's Association (HBA), which advocates for women in healthcare



Carol Montandon
elected to the board in 2022 and re-elected for 2023



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