Be yourself, change the world.

African American Leadership Council

This interactive document provides an overview of AALC’s accomplishments for 2018 and goals for 2019+. The document begins with a summary page that serves as a high level overview, followed by a page for each of the four focus areas:

• Culture of Inclusion
• Talent Acquisition, Onboarding & Development
• Insights/Martkeplace
• Community Impact
2018 Accomplishments

Culture of Inclusion

Provide awareness of cultural biases to improve the recruitment, retention, and advancement of diverse talent.

Talent Acquisition, Onboarding & Development

Shape the future of the company and make Johnson & Johnson the employer of choice for African American talent.

Insights/Marketplace

Obtain key insights that can be applied to the larger discussion around ensuring broader diversity in clinical trials.

Community Impact

Develop and sustain collaborative partnerships resulting in increased opportunities for Johnson & Johnson in the African American consumer market.

Mission

The AALC provides an avenue for African American/Black employees to accelerate their advancement via:

- Providing opportunities for personal and professional development
- Promoting cultural awareness
- Performing community outreach
- Partnering with our brands on African American/Black consumer marketplace development

2019+ Goals

- Leverage the executive AALC to support development and advancement of high potential African American/Black key talent
- Continue to increase participation with various external organizations to promote awareness on critical disease states that disproportionately affect African Americans/Blacks
- Launch executive speaker series featuring senior leaders
- Continue to support supplier diversity across all sectors
- Continue to partner with various external organizations on health and wellness
A forum for difficult conversations

Hosted an event with Dr. Carnell Jones from the University of Rhode Island to discuss his college course: “Black Lives Matter” where he addressed the question “Is this a movement, or a moment?”

The positively received event was attended by over 100 employees and provided an outlet for honest discussion around some of the most difficult issues.

Celebrate and raise awareness of advances by African Americans

Supported Harlem Fine Arts Show, in partnership with PNC Bank, to provide a platform for highlighting advances made in the arts, education, economics, and healthcare by the African American community.

Highlights of the evening included:

- African artwork
- Professional networking
- Robust panel discussion
- Video from “Finding Your Roots”

Recognized contributions

J&J and community leaders publicly recognized with an award at the Annual Dr. Martin Luther King, Jr. Observance event held in person in front of a 400 - 500 person internal and external audience.

Continued engagement in social issues

More than 200 employees participated in a discussion around the issue of racism leveraging an investigative article from Boston Globe’s Spotlight series.

External networking

Event held during the UGA/Vanderbilt Football Game between the J&J AALC and the Caterpillar African American Network (CAAN).
AFRICAN AMERICAN LEADERSHIP COUNCIL
Talent Acquisition, Onboarding & Development

Strategic recruiting
Recruited college talent from target universities and professional organizations:
- Howard University
- Hampton University
- Penn State
- Georgia Tech
- University of Maryland
- National Association of Black Accountants (NABA)
- National Black MBA Association
- National Society of Black Engineers (NSBE)
- Black Data Processing Associates (BDPA)

11 incoming
African American FLDPs in 2019 as a result of direct recruiting efforts

80% offer rate
for Diverse Intern Program participants versus 70% for rest of intern population

5 of 19
recommended candidates during the BDPA national convention

Career advancement
Expansion of group mentoring program outside of the Finance African American community. A fourth circle was added to include the Finance Latino community.

Partnered
with Warsaw and West Chester campuses to host career/personal development workshop(s).

50%+
either promoted, rotated to an expanded role, or experienced improvement in target job readiness.

3x
more likely to be promoted compared to their African-American peers in Finance.

Gold standard
recognition by CFO and staff for successful mentoring and people development in Finance.

“"This is a game-changer for my career.”

Career enhancement
Worked with talent acquisition and hiring managers to establish a cross-sector community of engaged, motivated employees.

Reinforced the development and implementation of key “diversity leadership” competencies for all J&J leaders.

Supporting and Helping The Integration of New Employees (S.H.I.N.E.)
Furthering diversity in clinical trials

Formed a Cross ERG Diversity in Clinical Trial Think Tank (CEDTT) serving as a single touch-point for stakeholders to advance DICT deliverables with the aid of insights from diverse employee communities.

The diversity in clinical trials initiative consisted of several internal and external partnership events:

- Janssen Clinical Innovation
- Center for Information & Study on Clinical Research Participation
- Henrietta Lacks Bay Area & JLABS@NYC (increasing patient diversity) events
- National Minority Quality Forum

Disease prevalence in African Americans emphasizes the need for their involvement in clinical trials

Prostate Cancer Death Rates by Race & Ethnicity
- Non-Hispanic Black 42.8%
- American Indian/Alaska Native 19.4%
- Non-Hispanic White 18.7%
- Hispanic 16.5%
- Asian & Pacific Islander 8.8%

African Americans represent 12% of the U.S. population but only 5% of clinical trial participants.¹

Harvard researchers found that black males could be subject to higher incidences of hypertrophic cardiomyopathy (HCM) misdiagnoses due to misclassifications of benign genetic variants as harmful.²

¹US Food & Drug Administration: Consumer Health Information, 2013

Centers for Disease Control and Prevention: National Center for Health Statistics, 2016

Educational RV traveled to 10 Los Angeles sites/events

673 people received clinical trial information
Youth development

Pathway to Success (PTS) Program
Provided career exposure through 2-week job shadowing with university students.

Joetta Clark Diggs annual track and field event
Promoted healthy living habits and encourage academic excellence with middle school students.

WiSTEM2D programs at Franklin Middle School
Inspired 170 students to explore STEM careers.

Volunteering & fundraising

Project Ubuntu
Co-sponsored with HOLA to assemble life-saving emergency meal packs for victims of human or natural disasters.

Elijah’s Promise
Volunteered at community soup kitchen, greeting guests and serving meals.

Holiday Angel giving tree program
Donated Christmas gifts to 30 families.

$3300 raised to provide electricity to a school in Liberia

$9000 raised for individuals that live with Multiple Sclerosis (MS) through NYC bike ride support