This interactive document provides an overview of ADA'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/Marketplace
• Community Impact

Be yourself, change the world.

Alliance for Diverse Abilities

Click on the to navigate throughout the document.

Click on the to view information that resides outside of the document (e.g. websites, videos, etc.).
2018 Highlights
ADA impacted the culture at J&J in driving global awareness around diverse abilities and creating an environment where employees can be themselves and feel comfortable to openly talk about it.

In 2018, ERG was rebranded as the “Alliance for Diverse Abilities” (ADA) to reflect all diverse abilities.

Expanded to 1000+ members in the past year and expanded to 30+ countries.

ADA is one of the fastest growing and most engaged ERGs!

Expanded number of chapters to 60+ globally.

Innovation in partnering with other ERGs, Janssen, Global Health Services, Employee Assistance Program, Global Community Impact, and Diversity & Inclusion to expand global reach.

2018 Accomplishments

Culture of Inclusion

Talent Acquisition, Onboarding & Development

Insights/Marketplace

Community Impact

Vision
Transforming the world to enable our best every day.

Mission
Leading the way by actively shaping culture for people with diverse abilities as well as for their caregivers and advocates.

2019+ Goals

- Partner with Talent Acquisition to help attract and support acquiring talent with diverse abilities for J&J
- Enhance community impact by identifying and cultivating external strategic partnerships
- Make the invisible visible by continuing to shape a culture of inclusion for people with diverse abilities along with their caregivers and advocates
- Identify specific opportunities for collaboration with J&J business, other ERGs, and our J&J partners

Mental Health
- Autism
- Disabilities
350+ MHDs received mental health awareness training. MHDs are trained to respond: Listen, Observe, Validate, Encourage.

Growing number of Mental Health Diplomats (MHD)

Chapter growth: going global

ADA has expanded to represent all regions of the world.

Growing # of Mental Health Diplomats (MHD)

Creating a safe forum

Hosted accessible, interactive Dementia Café discussions for more than 700 Janssen employees to share experiences, acquire information and professional advice, and learn to be more perceptive to those who may be struggling.

World Mental Health Day

Provided a toolkit of brochures, presentations, videos, resources, and other links of useful information to create a consistent message across the globe.

Collaborated with Global Health Services, Nurses, Employee Assistance Program, Janssen and other resources on mental health topics.

Disability Employment Awareness Month

Collaborated with GHS for “A Conversation with Seinfeld Actor Danny Woodburn” in order to create more awareness about people who live with diverse abilities.

Danny has been recognized with multiple awards for raising awareness of the need for inclusion and understanding of people with disabilities. He serves as vice-chair of the Screen Actors Guild Performers with Disabilities committee.
Inclusion for people living with mental health conditions is a competitive advantage in recruiting.

University recruiting team approached Mental Health Diplomats to deliver “Let’s Talk” Series to various Universities in order to demonstrate Johnson & Johnson’s culture of inclusion and how we use our “Big for Good” to transform the external environment for mental health care.

Students are coming of age in universities, high schools, and online communities where mental health is more openly discussed, proactively managed, and less stigmatized. Valuing all people as they are is who we are and how we work.

Let’s Talk

Students are coming of age in universities, high schools, and online communities where mental health is more openly discussed, proactively managed, and less stigmatized. Valuing all people as they are is who we are and how we work.

These students possess 21st century leadership characteristics:

**Humility**
- They know they’re not perfect

**Empathy**
- They know what living with pain is like

**Grit**
- They have persevered

**Innovation**
- They have had to “hack” the health care system, societal prejudice, and even their own minds

50% of all mental disorders begin by age 14 and 75% by age 24

450+ million people globally suffer from a mental health condition

1 in 4 students has a diagnosable mental health condition
**Speaker series in mental health**

The HOLA Visiting-Scientist/Clinician program and the ADA Mental Health Diplomats at J&J brought together prominent leaders in the areas of advocacy, mental health, public health and preventive medicine.

The goal of this global initiative is to highlight state-of-the-art mental health prevention programs in order to educate the global J&J community on mental health and reduce the stigma surrounding mental health issues.

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**Business event speakers promote diverse abilities**

Employees spoke at key business events to promote diverse abilities. Employees appreciated hearing about personal stories promoting diverse abilities.

**Project Heal**

The MHD Eating Disorder Focus Area Team, hosted an Eating Disorder 101 Engagement Session to discuss challenges to share the many resources that employees can utilize.

$10,341 was raised for Project HEAL, a leading non-profit in the U.S. delivering prevention, treatment financing, and recovery support for people suffering from eating disorders.

**One Mind At Work panel discussion**

Michelle Dickinson-Moravek participated as a panelist for the topic “Creating a culture of workplace health that values mental health” at the global One Mind at Work conference that included experts, employers, researchers, and key mental health organizations.

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**Autism awareness**

**World Autism Awareness Day**

Onsite event conducted in Titusville and widely broadcast, discussing the latest science on potential causes, mechanisms, and therapies.

**Collaborated with external groups**

Provided resources and promoted awareness of Autism.

**Monthly Autism lunch and learns**

Held in Raritan and Titusville to raise awareness and provide information on local services and J&J benefits.

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**What’s your story?**

For Invisible Disabilities Week, Angela Andrews, a data manager at Janssen, shares her personal journey living and thriving with Autism—and advocating for others just like her.

Click here to read Angela’s story
**Community Impact**

**$100,000+**
Raised for charities promoting mental health throughout the globe (CaringCrowd)

- **More Than Me**
  - Healthcare to 1500 children through 6 Schools

- **Carrier Clinic**
  - Raised funds for clothing

- **Project Heal**
  - Heal people with eating disorders

- **Womanspace**
  - Raised funds and collected winter coats to support Communities of Light event

- **Project Mercy**
  - Maternal depression in Ethiopia

- **National Alliance on Mental Illness**
  - Help parents of teens foster mental & emotional wellness

- **Camp Jotoni**
  - Fundraiser for a new mechanized bed and hoyer lift at camp for special needs children and adults

- **Jordan Porco Foundation**
  - Prevention and awareness of young adult suicide

- **DMAX Foundation**
  - Reduce isolation, anxiety, and depression in college students

**Supported Local Autistic Spectrum Disorder (ASD) organizations**

ADA participated in local events, and raised awareness about newly available J&J resources for individuals and families with ASD.

Increased community connections by donating iPads from Janssen, care of Jonathon Uy and the dermatology team, which fulfilled our mission to act locally in support of individuals with ASD.

Janssen recognized for leadership in the area of Autism with Eden Autism's visionary award for 2018.

**Mental health advocacy at local high schools**

Michelle Dickinson-Moravek, Janssen Global Regulatory Affairs, leverages her 2018 book “Breaking into My Life” about growing up as a child caregiver to a bipolar mother. Michelle reached more than 800 kids through community talks to raise awareness and compassion for those struggling with mental illness along with those who care for them.

Created greater openness about mental health with 1000's of high school and university students.

**TEDxJNJ**

- Multiple speakers on ADA topics
  - Watch: When Opportunity Knocks
  - Watch: We Are Our Brain
  - Watch: What's Your Story
  - Watch: Self-Awareness Onion

**ALLIANCE FOR DIVERSE ABILITIES**

**Community Impact**

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