



Be yourself, change the world.

Open&Out ➤

This interactive document provides an overview of Open&Out'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

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.).



Vision

Make Johnson & Johnson the employer and healthcare company of choice for the LGBTQ+ community

Highlights

The fastest growing ERG:



+88%
membership
increase

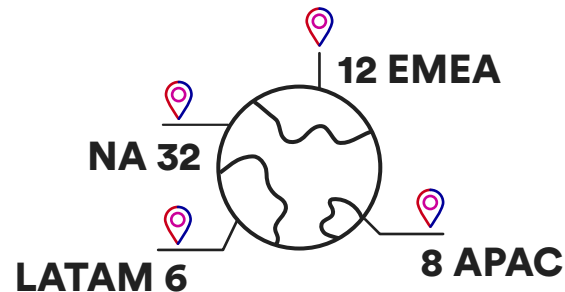


+31 chapters
doubled presence with
global expansion to all
regions



30
pride flags
flying high
at campuses
globally

58 global sites:



2018

Accomplishments

- **Culture of Inclusion**
- **Talent Acquisition, Onboarding & Development**
- **Insights/ Marketplace**
- **Community Impact**

2019+ Goals

Drive to 3,000 members by 2020 with high engagement

- Develop tentpole event schedule for activation—Day Against Homophobia, Transphobia and Biphobia, Pride, National Coming Out Day, Spirit Day, Ally Week
- Galvanize top chapters across regions and sectors
- Incent and measure chapters against key objectives

Global mindset

- Shift member summit to align with World Pride
- Globalize and scale Care With Pride™
- Broaden talent pillar to include leaders from outside USA

Enhance reputation

- Drive youth community outreach initiatives
- Tie into broader enterprise HIV initiatives
- Build brand love through Care With Pride™

Culture of Inclusion

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Building support and acceptance for the LGBTQ+ community through the Ally Campaign

Launched new branding

Branded collateral distributed to Allies as a way for them to outwardly display support.



Video series

20+ Ally videos
created in partnership with senior leaders

Why I Am An Ally

Featuring Open&Out Ally Peter Fasolo

[Click here to watch video](#)

Why Being An Ally Matters

[Click here to watch video](#)

Hosted “Why it Still Matters” workshops

Launched Ally training with multiple colleagues across the world.



- Australia
- Canada
- Germany
- Japan
- Mexico
- New Zealand
- Switzerland
- United States
- United Kingdom

PRAGUE, CZECH REPUBLIC

Starting Conversations at the EMEA Summit

Johnson & Johnson committed to join the Pride Business Forum Initiative for the Czech Republic.



100+

colleagues and leaders from across the region attended our 1st summit in EMEA.

Talent Acquisition, Onboarding & Development

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Recruiting globally

NORTH AMERICA

Recruiting results have been strong, with multiple offers being extended from each sector.



**Reaching Out (ROMBA)
Annual Conference**

10

offers
extended

4

intern
offers
accepted

3

full time
offers
accepted

APAC

Official sponsor of the only
LGBTQ+ career forum in Tokyo.



**Tokyo Career
Forum**

10

applications

75

unique
interactions
with candidates

EMEA

Targeted recruiting efforts for talent
at 3 top MBA schools across EMEA to
showcase J&J's commitment to D&I.



**Sticks & Stones
Career and Job Fair**

INSEAD - France
IE Business School - Spain
LBS - United Kingdom

Sharing our LGBTQ+ & Ally initiatives around diversity & inclusion

Leveraging internal and external communications and channels, developed content used in Brazil, Australia, New Zealand, Japan, United Kingdom, United States, and Germany, highlighting Johnson & Johnson as a great place to work and inclusive for LGBTQ+ employees.



Awards and recognition



The DiversityInc
**Top Companies for
LGBTQ+ Employees**



US Human Rights
Campaign **100%
Corporate Equality Index**



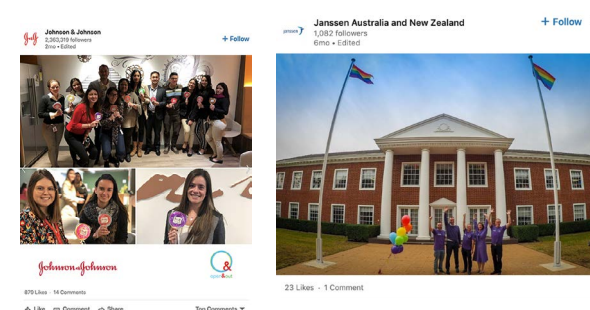
Germany
**PRIDE500
Certification**



Japan
**work with Pride
Pride Index**



Financial Times
**OUTstanding 50 LGBT+
Role Models 2018**
Laura Devaney,
UK chapter co-lead



PROVINCETOWN, MASSACHUSETTS

Building community and empowerment for today's issues at Family Week

Johnson & Johnson Care With Pride™ openly champions love, equality, and care for all people within the LGBTQ+ community. Powered by more than 10 consumer brands, this marketing and activation campaign works to enhance the perception of Johnson & Johnson Consumer brands within the LGBTQ+ community – differentiating them from the competition!



750+
attendees hosted by Open&Out

6
J&J brand sponsored events

9 videos
and a still photo library produced

12MM+
social media impressions

The largest annual gathering of LGBTQ+ families in the world.



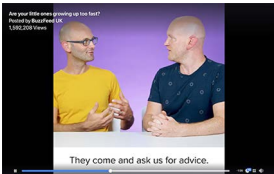
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Local impacts

UNITED KINGDOM

CALPOL® campaign

Influenced brand team to include same-sex parents in their Buzzfeed video campaign produced through UK Project CAST (Casting Aside Stereotypes in Advertising Today), focused on bringing diverse and inclusive consumer representation in advertising.



CANADA

Tegan & Sara Foundation initiative

Teamed up with the Tegan and Sara Foundation and Pride at Work Canada to bring LGBTQ+ issues to the forefront of Canada's business and political leaders, including Canadian Prime Minister Justin Trudeau.



Pride Parades

LOS ANGELES



UNITED KINGDOM



JAPAN



25+
parades

1,500+
employees

1.5MM+
marchers globally

Community Impact

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Live events with Gavin Grimm

Open&Out hosted four live events and a global webcast with transgender teen, Gavin Grimm.

Students from local schools and representatives from the Family Equality Council were invited to participate.

Across our company, Pride month serves as an opportunity to open a dialogue and reignite conversation around diversity and inclusion. Gavin's presentation did just that for all that were able to join Open&Out as this years June Pride Speaker.

Global webcast and live events:

- California
- Indiana
- Massachusetts
- Pennsylvania



Reached 3,500+ colleagues through local and global events.



Over 1,000 LGBTQ+ youth and over 650 LGBTQ+ seniors engaged through Bridging the Gap events.

The established Open&Out Bridging the Gap (BtG) REACH program is reaching an ever increasing number of LGBT youth every year and helping them to meet their current unmet needs (Respect, Education, Advocacy, Careers and Healthcare).

The recently formed BtG FLASH program is reaching a previously unrealized LGBTQ+ population (seniors/elders) by providing assistance in financial, legal, advocacy, support and healthcare.

By the numbers

825 attendees
NJ GSA forum

300 associates
O&O internal summit

1000 students
Bridging the Gap REACH! event

250 people
O&O PR events

Community donations reached:
39,500 people
as a result of \$10k donation

640 seniors
Bridging the Gap FLASH! event

40 students
GSA site visit