Be yourself, change the world.

Women’s Leadership & Inclusion

This interactive document provides an overview of WLI’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
Our global governance structure drives an aligned strategy, strong collaboration, and proliferation of best practices while adapting to local needs and culture. Our pillars: Inclusion, Advancement, and Community

2018 Accomplishments

Culture of Inclusion
WLI changed its name to Women’s Leadership & Inclusion to reinforce our focus on broadening the reach of WLI to more regions and engaging more men across the globe. Several key events took place across the globe for creating “Men as Allies”.

Talent Acquisition, Onboarding & Development
Launched global mentoring program that is supporting the professional development of 500 WLI members and is poised to grow year on year. Continued focus on development via local workshops and educational sessions.

Insights/Marketplace
Strengthened partnership with Healthcare Businesswomen’s Association (HBA) by increasing representation at corporate and chapter level. Demonstrated value to our customers by sharing WLI best practices via Women in Surgery event.

Community Impact
J&J Families initiative created a forum for US-based J&J employee parents, caregivers, or those planning to conceive or adopt to connect with each other. Strong and active Yammer user base connects WLI members globally.

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

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

2019+ Goals
• Enable career progression for women
• Increase male, millennial and global (OUS) representation

Advancement: Expand mentoring program, own your own development, demystifying sponsorship
Inclusion: Bring men into the conversation, engage younger generations, promote value of diversity
Community: Optimize work/life Balance, access to career development, exposure to leadership models
Men As Allies
On June 28, the annual WLI global event was held in Brazil bringing together more than 40 chapters globally. At this year’s event, the ERG unveiled a new look, name and mission. What was the Women’s Leadership Initiative is now Women’s Leadership & Inclusion. Through this new name and strategy, a focus on increasing male inclusion globally was born and quickly took root across the ERG through a number of events.

“We’re fostering an inclusive mindset that enables all employees, including men and women, to understand the imperative for a gender-diverse workforce.”

– Luly De Samper, WLI LATAM Leader

Unmasking Unconscious Bias - Gender Brave Edition
Ninety J&J employees gathered on J&J’s Cincinnati campus to discuss the #MeToo movement and create an environment to openly discuss unconscious gender bias and its impact on women in the workplace. The event also served as a networking opportunity for WLI members and other employees. Additional Gender Brave events are planned for the future.

LATAM partners to bring awareness to the impact of gender diversity
Top male leadership in Brazil came together for a discussion on the unconscious triggers of masculinity, and how these triggers affect gender equality management in their organization. This event was brought together through a partnership with Papo de Homem (a member of the “He for She” UN committee), a digital magazine focused on creating equality.

Father’s Day events across APAC
In China and Japan during the month of June, WLI members set out to celebrate the men in their lives for Father’s Day. Videos were developed where men and women alike spoke about the role of fathers raising strong, independent daughters. Meetings and workshops were held across campuses bringing together employees of J&J companies to watch these videos that were developed.

Click here to watch the video
**WLI mentoring connections program**

Launched in summer 2018, this mentoring program supports professional development of WLI members globally, has harmonized mentoring activities across all regions, and is poised to grow year on year.

Global Talent Management is partnering with WLI to create a customized mentoring opportunity to ASCEND graduates from 2019.

~500 WLI members are benefiting from mentoring program

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**“Own Your Own Development” events**

Workshops across multiple local chapters provide development and growth opportunities. These workshops are focused on various topics based on local member needs. Listed below are a few examples:

- Power up your leadership presence
- Men and women leaning in to support advancement of women
- Make 2019 your best year yet!
- One minute coaching

Many more shared on the WLI Yammer page by local chapters
**Strengthened partnership with HBA**

We are excited about the year after year increases in J&J representation within HBA, both at the corporate level as well as at chapter levels, with active board of directors and chapter leads.

“As a member of the HBA Strategic Advisory Board, I am able to share best practices with HBA from our WLI efforts on achieving gender equality, and I also learn from my peer advisors on ways we can improve our efforts at J&J”.

- Carol Montandon, Member of HBA Strategic Advisory Board

**Women in Surgery event**

The goal of the Women in Surgery event was to bring all female surgical chairs together and 2 or 3 of their selected mentees, about 60 women in total. The event discusses topics that are important to the female community of surgeons such as Managing up, Down and Sideways (2018) and Leading through Change (2017).

The attendees were from all over the US and across all surgical specialties. It gave them an opportunity to network as well as learn from incredible women who have paved and are still paving the way for more female surgeons in the US. For J&J this offered an excellent opportunity to build, renew and further expand on our relationship with this growing, talented group of female surgeons, warranting a closer look at building a Medical Devices Women in Surgery strategy for the future.

Through these events J&J brings value to it’s partners and customers by sharing best practices.
Connecting J&J families

J&J Families provides a forum for J&J employee parents, caregivers, or those planning to conceive or adopt to connect with each other for knowledge or support. Members can share tips on navigating leave, childcare options, conversations with manager and team members, pumping at work, managing work/life balance, etc. This program supports Our Credo values by giving our employees a platform to share experiences amongst J&J colleagues.

The pilot program launched May 2018 and the full launch was September 25, 2018. Since the May 2018 launch membership grew by 240% from 50 to 170 registered members. 2019 Goals include growing US engagement to 70% of target audience and roll-out in at least one global market by end of 2019.

WLI Yammer engagement

Outstanding global community engagement through exchanges and events shared on WLI's Yammer platform.

#ItsMyBalance

Global internal campaign encouraging a dialog on work-life balance in the company and celebrating personal balance at J&J.