



Vision

The AALC provides an avenue for employees of African ancestry 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



Advance Our Culture of Inclusion & Innovation

- Offered cultural/ERG-specific awareness and education
- Supported enterprise, sector and franchise/therapeutic DEI strategies
- Provided tools to uncover and address microaggressions



Designed and executed J&J's first Juneteenth Celebration

Key themes included:

- + Education, training and building understanding around the historical events of Juneteenth
- + Increased support for J&J employees of African ancestry



Developed platforms for action:

- + Provided actionable solutions for fostering a more inclusive workplace
- + Empowered employees to become more effective allies



Expanded our global footprint and impact by becoming a truly global ERG:

- + Added chapters in NA, EMEA and LATAM
- + Realized a notable 28% increase in membership in the last year

Build a Diverse Workforce for the Future

- Served as talent scouts
- Partnered with talent acquisition to engage with candidates
- Onboarded new employees
- Supported talent development



Continued to collaborate with talent acquisition to diversify talent through increased focus on HBCUs (Historically Black Colleges and Universities)



Collaborated across sectors to engage potential future talent

- Hosted and participated in events at HBCUs to engage potential future talent:
- + Virtual talent development sessions
 - + Information sessions
 - + Ethics training
 - + Mentorship programs
 - + Co-op opportunities



Enabled career development and individual growth by hosting Level Up conversations with Johnson & Johnson speakers sharing insights, barriers they have overcome, mistakes, and future advice



Partnered with the Oncology TA and external professional groups (e.g., AACR and ASH) to sponsor programs focused on engaging and developing future leaders in underrepresented groups at Janssen

Enhance Business Performance & Reputation

- Provided insights on diverse customers, markets and reputation drivers to the business
- Created strategic external partnerships
- Supported community connections



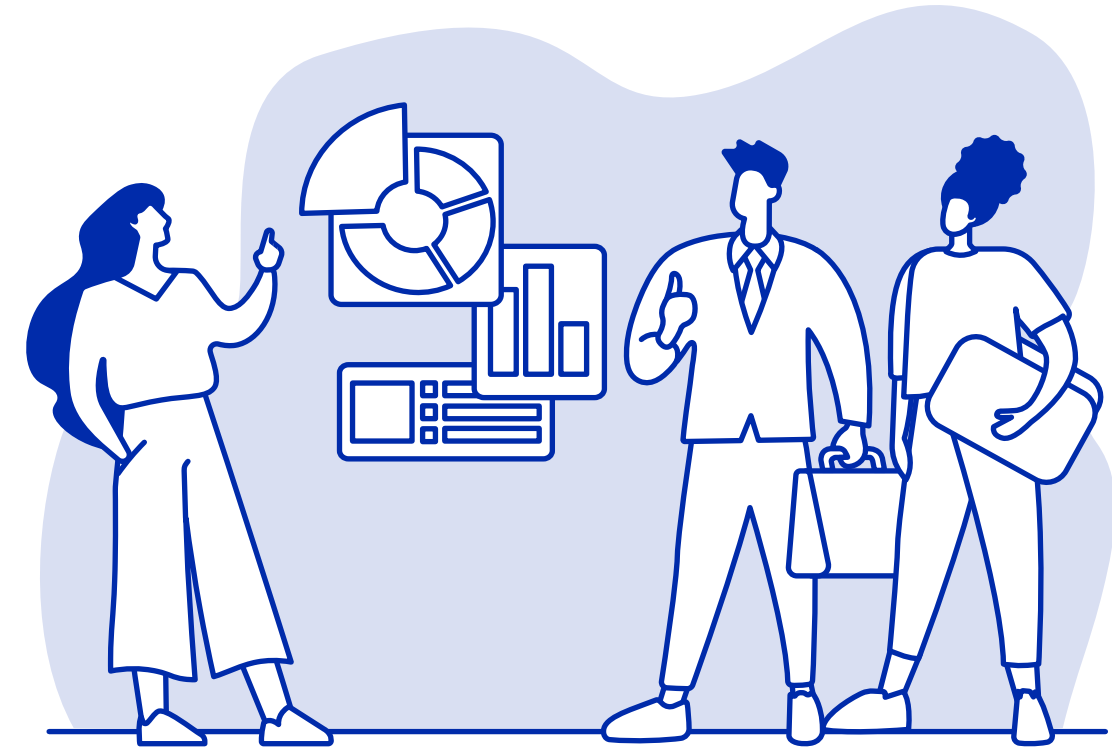

Launched J&J's first global women's health series focused on raising awareness and providing education about the health challenges that Black women experience



Addressed vaccine hesitancy by hosting a global vaccine Q&A



Engaged globally with youth in underrepresented communities to enhance exposure to STEM

Global ERG

24 Chapters across NA, EMEA and LATAM	1,800+ Members 28% increase since 2020
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Furthered education and awareness of Diversity and Inclusion in Clinical Trials (DICT)

by sharing insights from industry workshops and partnering with WLI to host a session on the DICT strategy and Count Me In portal to emphasize the importance of representation in clinical trials – to ensure efficacy and help build trust within under-represented communities



Hosted first-ever AALC Virtual Global Summit that energized our community of members and allies and helped to refocus on shared priorities:

- + Included keynote conversation with Valerie Jarrett, former Senior Advisor to President Obama

500+ Participants across all sectors and regions

150% Increase in attendance from previous in-person summits

Looking Ahead



AALC 25th Anniversary

Black History Month Celebration

Black Women's Health Experience

Inaugural Black Men's Health Experience

Cross-ERG Strategic Partnerships

Executive AALC Senior Black Leader Fireside Chats