

Vision
We aspire to challenge perceptions of the Middle East and North African (MENA) region, celebrate and embrace its cultural richness, and inspire, develop and empower future leaders

Mission
To build a community that promotes cultural awareness, fosters connectivity and cultivates professional development

Advance Our Culture of Inclusion & Innovation

- Continued to organize **AMENA Speaker Series** by inviting Johnson & Johnson leaders of MENA background to celebrate and promote our diverse workforce and provide inspiration for others in our diaspora
- Launched a virtual **Humans of AMENA Learning Series** to share information about the rich culture, history and fun facts of the MENA region with our J&J colleagues

Inaugural event:
Rasha Al Jayyousi,
DPS Franchise Director
Emerging and Mid-Size
Markets, based in Dubai

Build a Diverse Workforce for the Future

Expanded the global cross-sector mentoring and talent development program, which includes Johnson & Johnson employees from Consumer, Pharma and Medical Device

2021 collaboration with AALC and VLC

Continued to participate with **SHINE** in onboarding of new hires to expose them to the ERG landscape and provide insight into the diversity of our organization



Educated elementary and middle school students in Dubai through hands-on virtual learning sessions, inspiring girls in MENA to explore STEM careers

In partnership with:
WiSTEM²D
WLI
Smithsonian

Raised awareness about respect in the workplace during a live session for EMEA Inclusion Week, entitled "Definition of Respect"

200+ Participants

48 Matches | **84** Participants

Hosted a **Speed Mentorship Event** 50+ employees had an opportunity to speak directly with leadership in a small group setting

Provided **career development book summaries** during our Monthly Business Book Review on topics such as "How to Communicate Effectively"

Hosted a **cross-ERG virtual panel discussion in partnership with WiSTEM²D** to bring awareness to the discrimination young women interested in STEM careers face and to discuss how we can help eliminate those barriers

Expanded participation on **DEI councils** across business areas to help represent AMENA and to activate strategies that address DEI challenges and opportunities

Expanded **EMEA chapter membership** by identifying key individuals to establish country and/or chapter leads

Standing member of the **Janssen NA Commercial DEI Council**

Promoted **cultural awareness and education** within our member community by creating a video explaining the importance of Ramadan within the Muslim community

Enhance Business Performance & Reputation

Served our global community through a **fundraising campaign and food drive** in collaboration with Au Couer de la Fraternité

Sponsored and participated in the **Race for Health Equity group bike ride event** with the Cherry Hill Free Clinic, dedicated to serving those in the community dealing with health insecurity

Provided insights regarding **diverse consumer skin tones** to the Consumer Skin Health Clinical Research & Consumer Science teams to ensure increased diversity within clinical and consumer testing

400+ Volunteers packaged over 150 food boxes for those in need during the pandemic

~3,000€ raised

\$3,500 sponsorship

Supported families of **seriously ill children** receiving care at medical facilities in the community by delivering care packages and needed items through the Box Full of Heart Event to the New Brunswick Ronald McDonald House

Looking Ahead

Launch a new **AMENA SharePoint communications site** to help inform the J&J community of upcoming events, provide education of the MENA region and inspire new members to join

Support **Afghan refugees** at Fort Dix by providing messages of welcome and essential items, and offering professional workshops to help support their transition into the workforce

Expand our partnership with **WiSTEM²D** to host events in Egypt and Saudi Arabia, in collaboration with **WLI**

Host **AMENA Gala Event** to celebrate and promote our ERG's achievements and recognize the accomplishments of our diverse members