

**J&J DIVERSITY, EQUITY & INCLUSION**



Vision

We will strengthen J&J South Asian talent by fostering individual aspirations and harnessing the diverse cultural experiences of our community to change the trajectory of health for humanity

**Advance Our Culture of Inclusion & Innovation**

**Built the SAPNA portal** as a unified J&J-wide communication platform



**Easy access to all SAPNA related artifacts** for 2500+ SAPNA members

**8000+**  
Visits to site

**Provided mental health and well-being support** to members and broader employee community

+ **SAPNA Cares event** addressed the mental health impact of COVID-19

+ **Participation in International Yoga Day** provided breathing, meditation and yoga sessions

**Partnered with the Office of DEI** to ensure that the “Asian in the U.S.” edition of the “Exploring Our Diversity” series effectively represents South Asian women

**Build a Diverse Workforce for the Future**



**Accelerated the development of South Asian women** by leveraging enterprise sponsorship and mentoring programs

- + **Hosted a multi-culture women career advancement panel** where senior J&J leaders shared their experiences and tips for growth and advancement
- + **Uncovered common barriers to advancement** through coordination across ERGs

**Asian Heritage Month celebration** broadened our cultural understanding of SAPNA and eight ERG countries

- + Afghanistan
- + Bangladesh
- + Bhutan
- + India
- + Maldives
- + Nepal
- + Pakistan
- + Sri Lanka

**Hosted “7 Habits of I’m Possible People”**



**Unique leadership session** about transforming the impossible to the possible

**225**  
Participants



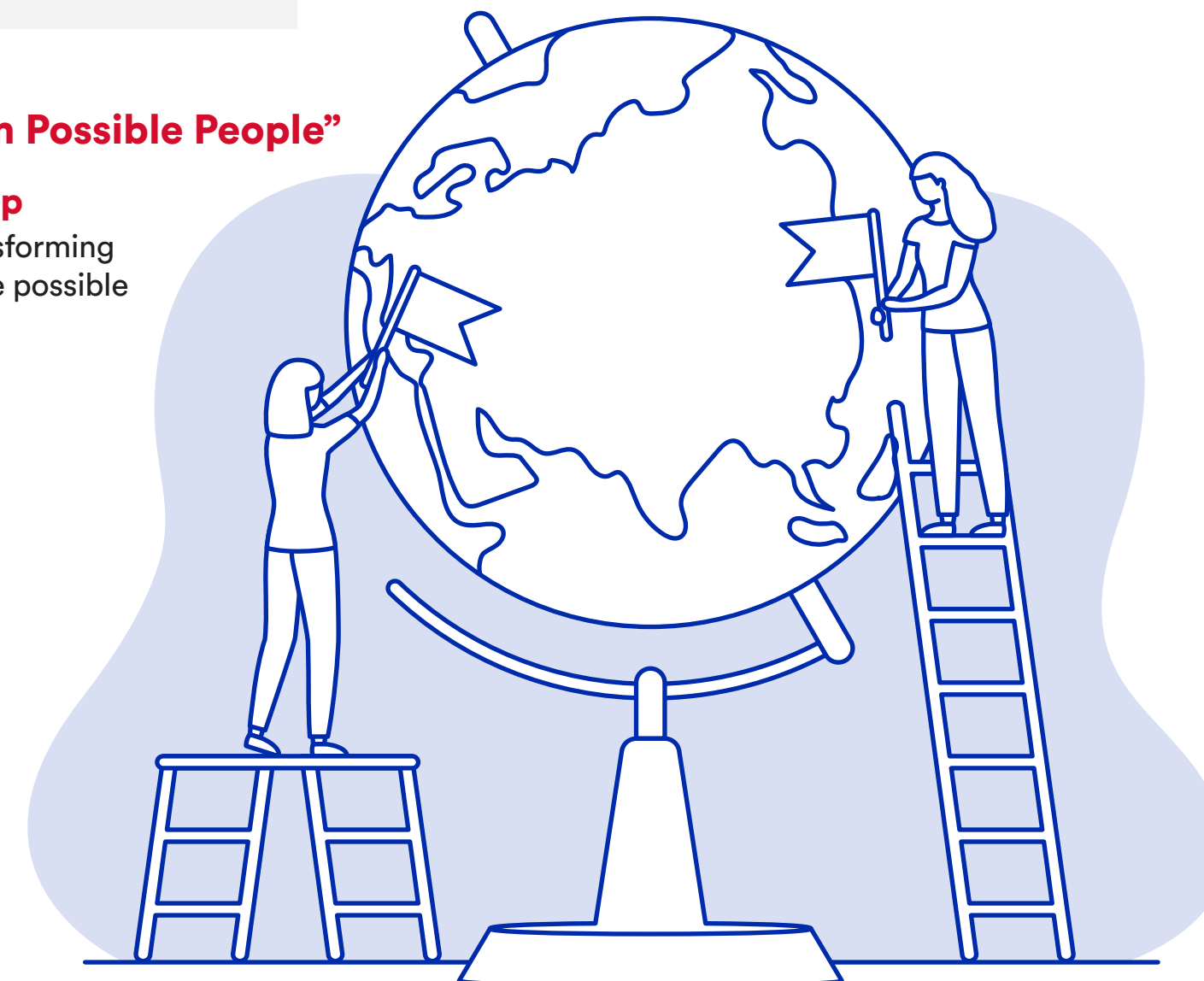
**Established mentoring program** to provide a tailored platform for professional development and to build and advance a strong network for mentorship and learning opportunities for the South Asian community that are more aligned to JJT Talent

**20+**  
SAPNA cross-sector mentor/mentee relationships matched and kicked off



**Launched a soft-skills development series** specifically for South Asians

- + **Identified top three areas to develop:** Effective communication, leadership and interpersonal Skills
- + **Delivered multiple events** featuring J&J leaders who spoke on leadership, breaking the glass ceiling, triumphing over adversity and communicating effectively



**Enhance Business Performance & Reputation**

**Supported COVID-19 relief efforts in India by raising awareness** across J&J of the severity of the situation and uniting SAPNA members across all sectors to support impacted employees, families and communities



**Secured personal protective gear for 100 caregivers** and provided books, art supplies and board games for the kids at the PALNA Orphanage

“Happiness and a life given during this time of crisis”  
—PALNA Orphanage director



**Raised over \$65,000 in donations** to various charities and Sewa International, a humanitarian organization leading a “Help India Defeat COVID-19” campaign



**Delivered 25 care packages** to U.S.-based J&J employees who lost loved ones to COVID-19

**Supported Supplier Diversity Program** by identifying opportunity for improvement with minority and women-owned supplier spend

**Consulted with Diversity, Equity and Inclusion in Clinical Trials (DEICT)** team to help drive greater representation of South Asians in clinical trials

**Provided South Asian perspective to BIPOC Advisory Council** to help inform greater inclusivity across the skin health portfolio



Global  
ERG

**UK chapter**  
Planning new chapters in  
Canada, Europe and Singapore

**Looking Ahead**



**Expanded mentoring program** to entire SAPNA ERG to further advance retention and talent development



**Leadership series**  
Broaden the reach of leaders outside of the South Asian group to add more diversity and inclusion in our sessions



**Create external presence** campaign for SAPNA leaders to post leadership commitments and accomplishments on LinkedIn



**Host a spotlight on colorism** in South Asian communities bringing together activists, a panel of cross-sector South Asian leaders, and the SAPNA community for a crucial and insightful conversation and a call to action



**Broaden our impact** by leveraging virtual chapters and events