

Global Office of Diversity & Inclusion

Enterprise Strategic Framework Shaping D&I Strategy



VISION

To maximize the power of Diversity & Inclusion to drive superior business results and sustainable competitive advantage in a dynamic global marketplace

STRATEGIC FRAMEWORK

Broadly Based in Human Healthcare

Decentralized Management Approach

Managed for the Long Term

People & Values

GROWTH DRIVERS

Creating Value through Innovation

Global Reach/ Local Focus

Excellence in Execution

Leading with Purpose

THE J&J STRATEGIC FRAMEWORK & GROWTH DRIVERS SHAPE D&I STRATEGIC IMPERATIVES

THREE D&I STRATEGIC IMPERATIVES

TALENT

Hold leadership accountable for recruiting, developing, retaining and advancing diverse, global talent in partnership with HR

BUSINESS IMPACT

Create the spark that drives business growth to increase market share and create a transformational shift in thought in the way we do business at J&J

LEADERSHIP ACCOUNTABILITY

Percent of the enterprise scorecard is allocated to a D&I metric