



# Our Race to Health Equity

We aspire to help eradicate racial and social injustice as a public health threat by eliminating health inequities for people of color.

## Our Core Values:



### Empathy

Understanding the people we serve and the people who make up our communities of color in the U.S.



### Care

Taking the scale of our organization and deploying our resources to support communities who are suffering from health inequities in the U.S.



### Trust

Building lasting and meaningful partnerships and initiatives that demonstrate our commitment and overall resolve to be a trusted partner with communities of color in the U.S.

# Our Commitment to Bold Action:



## People First Culture

Cultivate one of the most diverse and inclusive workforces that inspires innovative healthcare solutions around the world.



## Healthier Communities

Help close the racial mortality gap by investing in culturally competent community care models that create healthy outcomes for people of color.



## Enduring Alliances

Lead and leverage J&J's powerful partnership network to combat racial and social health determinants.

*Internally Focused*

*How We Engage Externally*

*What We'll Do...*

*How We'll Do...*

**PEOPLE FIRST CULTURE**

*Cultivate one of the most diverse and inclusive healthcare workforces.*

- Cultivate J&J's workforce to be **representative of communities** we serve
- Be the **employer of choice** for people of color and those who care about equity
- Be intentional in **supporting the professional advancement** of people of color

**HEALTHIER COMMUNITIES**

*Invest in culturally competent community care models that create better health outcomes for people of color.*

- **Strengthen community health worker capabilities** and associations serving communities of color
- Invest and **engage communities to mobilize collective action** to close health equity gaps
- Build trust in communities of color to **generate deeper health insights** among historically excluded populations

**ENDURING ALLIANCES**

*Be a catalyst for change among &J's powerful network to mobilization collective action.*

- Partner with universities and professional associations to **increase health worker representation and build the talent pipeline** among communities of color
- Use our influence to **drive a health equity mindset and skillset among our partners, vendors, and investments**
- **Convene organizations across the healthcare ecosystem** (customers, life sciences organizations, etc) to drive collective impact

*Intended outcomes:*

*Strengthen Diverse Talent*

*Build Trust in Communities*

*Build Powerful Networks*

