



Johnson & Johnson

**Diversity and Inclusion:
Private Sector Approaches**

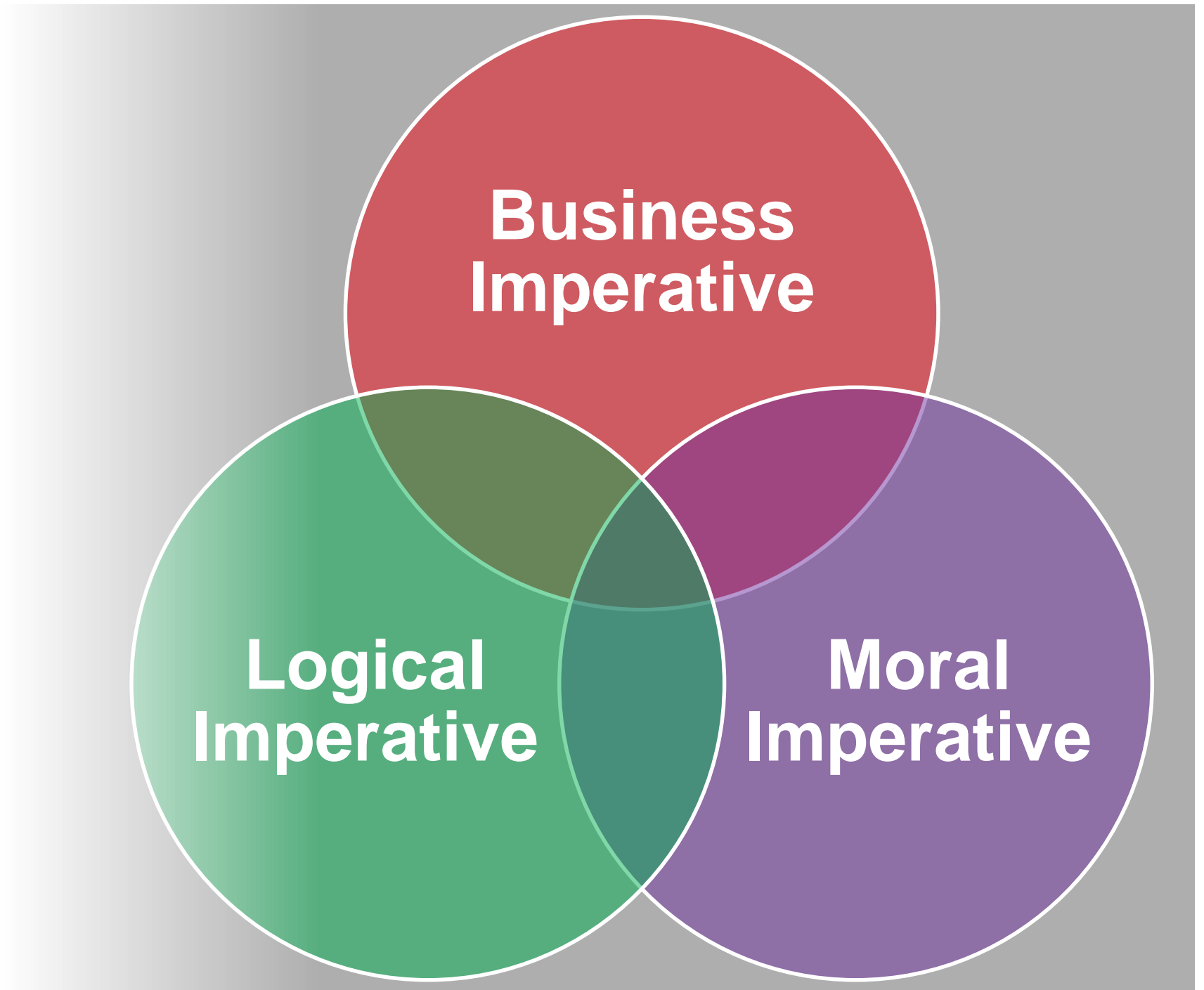
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DIVERSITY...

WHY IS IT IMPORTANT?



**COGNITIVE
FRICTION YIELDS
NEW THINKING
THAT IMPROVES
OUTCOMES.**



AND YET...

**GENDER
INCLUSION
REMAINS
CHALLENGING**



THE GOOD NEWS:

**INCREASED
AWARENESS**

BEST PRACTICES

**POCKETS OF
EXCELLENCE**



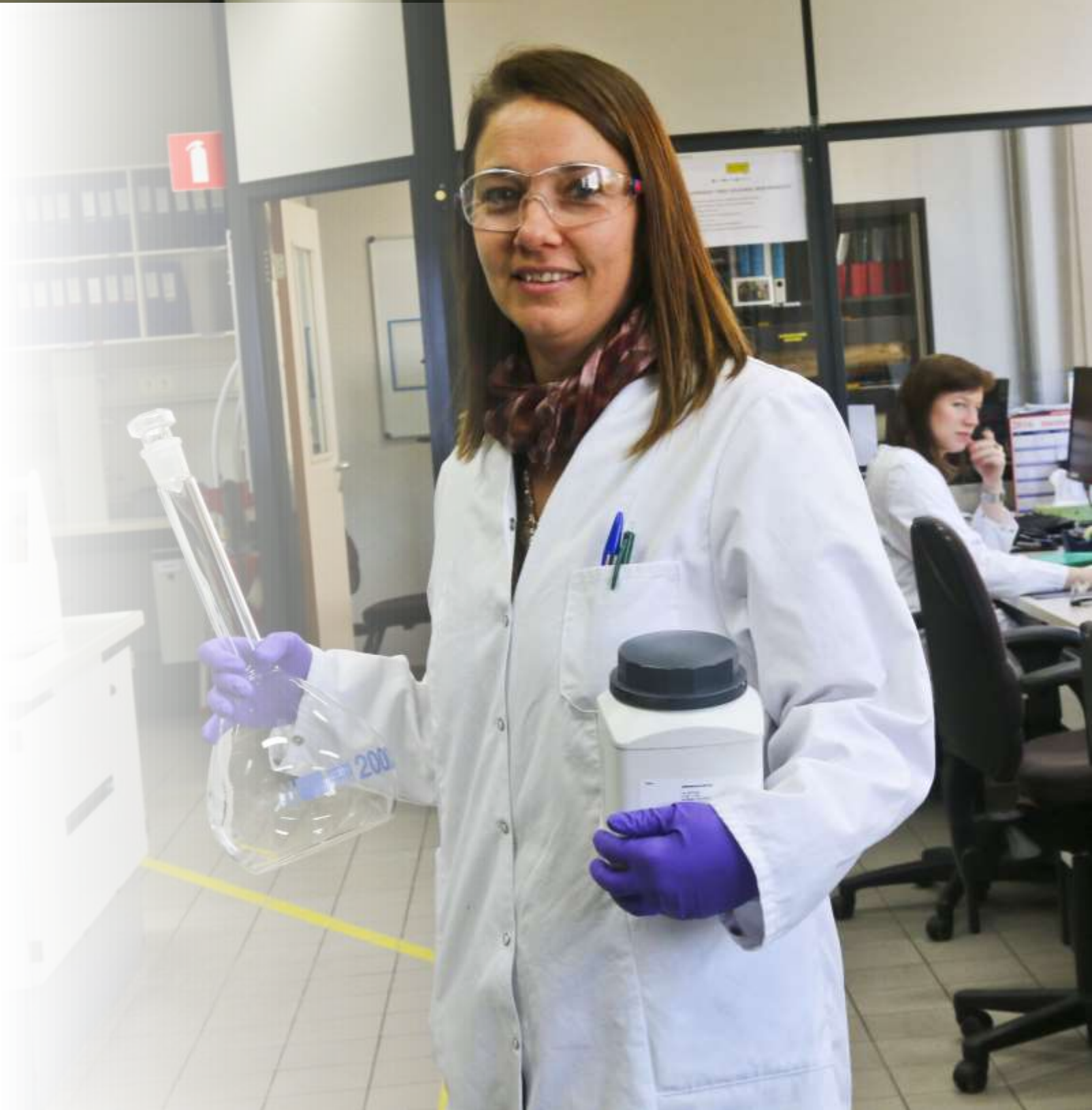
BEST PRACTICES FOR INCLUSION

- Flexible working environments
- Onsite daycare
- Mentoring programs
- Maternity leave policies
- Measurement



**BUT TO REALLY
MOVE THE
NEEDLE ...**

**WE NEED TO
WORK ON THE
ENTIRE
ECOSYSTEM**



**COLLABORATION
IS KEY...
ACROSS
INDUSTRY,
NON PROFITS
ACADEMIA &
GOVERNMENT**





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