



I AM ABLE

Diverse Abilities Campaign

March-August 2021

ABLE

adjective

/eb(ə)l/ 

Definition:

***Having the power, skill, means, knowledge,
or opportunity to do something.***

www.vocabulary.com

Johnson & Johnson

**Diverse
Abilities**

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I AM ABLE Video Series

An original video series was developed for the Diverse Abilities Campaign. The videos will be used as part of Diversity, Equity, & Inclusion (DE&I) training, and for the onboarding programme for new hires. This video series represents a commitment towards advancing a culture of inclusion.

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We Speak Up

We Speak Up is an aspect of the Campaign where we shared quotes and reflections from our workforce around diverse abilities. The more We Speak Up, the more we destigmatize disability, thus playing our part in advancing a culture of inclusion.

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OUR STORY

In 2019, we started conversations with leaders in South Africa about running a local disability awareness and sensitization campaign. Our intention was to run the campaign across the South Africa office locations in early 2020. However, the way we live and work was completely changed by the COVID-19 pandemic. So, we had to delay the campaign and completely change our approach to it.

We decided that a virtual campaign would be the best way forward. Although we would miss out on the warmth of face-to-face interactions, a virtual and digital roll-out would enable us to reach colleagues beyond South Africa. We envisioned that a focused 12-week campaign would be adequate to achieve our objectives.

We were excited to launch the campaign on Thursday 18th March, 2021. Almost immediately, it was clear to us that the campaign was going to be special. It exceeded our expectations in every way! The response and engagement from colleagues in South Africa, and abroad as well, was so positive that we extended the campaign from 12 weeks to 23 weeks!

Let us give you two examples of how our expectations were exceeded. The *We Speak Up* aspect of the campaign wasn't intended to be a focal point. We'd imagined that only few colleagues would be interested in sharing reflections around living with diverse abilities or demonstrating a commitment to the inclusion of persons with diverse abilities. What ended up happening was that we received responses from 78 colleagues, enough to send out a daily message during the campaign. Every message was special, and it was awesome to have participation from members of our Executive Committee.

The second example of our expectations being exceeded relates to our collaboration with Redbox Marketing, the creative force behind the look and feel of the campaign. We'd asked Redbox Marketing to develop a four-part video series consisting of 90 second clips. Redbox Marketing brought digital experts into the project who developed an awesome interactive video series. They invested significant time, effort and expertise into the campaign at minimal expense.

We've captured the 23-week Diverse Abilities Campaign in this booklet. We hope that you are inspired by the body of work we created together. *We Are Able.*

Sincerely,

Diverse Abilities Campaign Team



Create a better environment for people with diverse abilities.

Having an impairment does not mean that you are disabled. By understanding and creating awareness around impairments and their barriers, we as society will be able to create a world that accommodates and includes people with diverse abilities.

Click the play button to watch an interactive video and see how you can help create a better environment for people with diverse abilities.

Johnson & Johnson

**Diverse
Abilities**



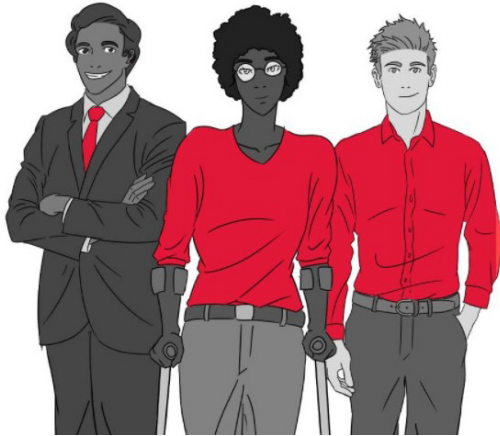
Walk in their shoes.

“Walk in their shoes” is a common phrase used to encourage us to make a conscious and deliberate effort to experience the world from a different viewpoint. When we do this, we challenge our biases and assumptions, thus creating opportunity for us to be more inclusive.

This video explores the world through the perspective of six individuals who live with various diverse abilities; from mental health conditions to physical impairments. These are real people. These are real stories. Click the play button to walk in their shoes.

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**Diverse
Abilities**



EVER FELT AWKWARD WHEN
INTERACTING WITH SOMEONE
WITH A DISABILITY, NOT
KNOWING WHAT TO
SAY OR DO?



**I AM
ABLE**

Is it awkward interacting with people who have disabilities?

Ever felt awkward when interacting with someone with a disability, not knowing what to say or do? It is said that the discomfort largely stems from lack of regular personal contact with people who have a particular disability. Therefore, there is a sense of awkwardness and uncertainty as to how to appropriately interact with them.

Click the play button to watch an interactive video and learn more about how we can better interact with people who have disabilities. You are able.

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**Diverse
Abilities**



Understanding disability disclosure and reasonable accommodation.

Reasonable accommodation refers to any change to (1) the application or hiring process, (2) the job, (3) the way the job is done, or (4) the work environment, in a manner that allows a person with a disability, who is qualified for the job, to perform the essential functions of that job and enjoy equal employment opportunities. Accommodations are considered “reasonable” if they do not create an undue hardship or a direct threat.

Click the play button to watch a video and learn more about the link between disability disclosure and reasonable accommodation.

Johnson & Johnson

**Diverse
Abilities**

I AM ABLE

Thursday 18th March, 2021

Dear Colleagues,

We are pleased to inform you that over the coming months we will be running a cross sector Disability Awareness & Sensitization Campaign , called Diverse Abilities.

The campaign aims to achieve the following objectives:

- Create awareness around Diverse Abilities.
- Equip you with tools on how to talk about and manage Diverse Abilities in the workplace.
- Guide you to resources where you can get support.

Key topics to be covered in the campaign are:

- What is an impairment vs a disability
- Impairments and their barriers.
- Mental Health issues.
- To disclose or not to disclose.

The campaign will primarily be virtual so look out for webinar invites, Yammer updates and email updates with links to customized interactive videos.

Kind regards,

Stacy Meyer
Vice President, Africa Implementation
& Impact, Global Public Health

Vivan Pinto
Managing Director
Consumer Health

Paco Plaza
Managing Director
Janssen

Dave Roberts
General Manager
Medical Devices

I AM ABLE

Thursday 15th April, 2021

Dear Colleague,

Studies show that parents of children with diverse abilities (or special needs) experience higher levels of stress, anxiety, depression, and stronger feelings of pessimism about the future, in comparison to parents of children who do not have diverse abilities. Some of the questions the parents ask themselves include:

- What if someone stares or says something hurtful or rude?
- How do I handle my child's difficult behaviours?
- What if society rejects my child (rejection at school, rejection on the playground, rejection from the workplace)?
- Who will take care of my child when I'm gone?

During this campaign, we will bring perspectives from experts and employees on parenting children with diverse abilities.

A few years ago, our colleague, Loes Bresseleers, acted in an awareness video highlighting the importance of inclusion of children with diverse abilities in everyday life activities. Click on the image on the next page to watch the video.

Watch the video →



Sincerely,

Diverse Abilities Campaign Team

I AM ABLE

Monday 19th April, 2021

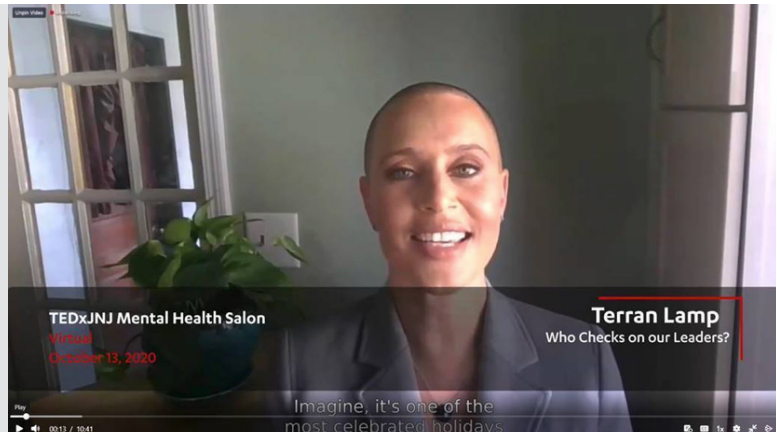
Dear Colleague,

Who Checks on Our Leaders? That's the title of this thought provoking TEDxJNJ recording where our colleague, Terran Lamp, who is based in the U.S., opens up about her experience with anxiety and the various medical challenges she has had since childhood. Click on the image to access the recording.

We thank Terran for allowing us to share this talk as part of the campaign.

Experience Terran's remarkable story.

Watch the video →



Sincerely,

Diverse Abilities Campaign Team

I AM ABLE

Monday 17th May, 2021

Dear Colleague,

Mental Health, Living as Your Authentic Self is the title of this TEDxJNJ talk by Michael Torres. Michael talks about his journey and highlights why it is important to talk about mental health in the workplace, in spite of a common fear held by employees, that speaking up about a mental health condition could limit career possibilities. Michael puts it this way, “the stigma in the workplace is real, and it prevents so many from reaching their potential”.

We thank Michael for allowing us to share his talk as part of the campaign.

Experience
Michael's
inspiring story.

Watch the video →



Sincerely,

Diverse Abilities Campaign Team

I AM ABLE

Friday 21st May, 2021

Dear Colleague,

According to the World Health Organization, nearly 800 000 people die by suicide every year. That's an average of one person every 40 seconds...

In 2000, Kevin Hines survived an attempt at taking his own life by jumping off the Golden Gate Bridge in San Francisco. His story gained widespread coverage and he has since become an activist promoting suicide prevention and mental health awareness.

We hope that Kevin's remarkable story inspires you, and also those whom you care about who struggle with depression.

Experience Kevin's remarkable and inspiring story.

[Watch the video →](#)



Sincerely,

Diverse Abilities Campaign Team

I AM ABLE

Tuesday 10th August 2021

Dear Colleague,

Craig Kramer is the Mental Health Ambassador and Chair, Global Campaign for Mental Health, in Neuroscience External Affairs at Janssen. In this capacity, Craig leads a team that seeks to transform mental health care globally by raising awareness, reducing stigma, promoting research, improving access, and ensuring better patient outcomes. Craig is also the Enterprise Chair for the Alliance for Diverse Abilities (ADA) ERG.

In 2020, Craig spoke about the importance of mental wellbeing at the TEDxJNJ Science for Life event.

He talked about his family's story, his work, and what we can all do to raise awareness and to support those who live with mental health conditions.

We thank Craig for allowing us to share his talk as part of the campaign.

Watch Craig's TEDxJNJ Science for Life talk on mental health.

Watch the video →



Sincerely,
Diverse Abilities Campaign Team

I AM ABLE

Wednesday 11th August, 2021

Dear Colleague,

We Speak Up reached our Executive Committee.

In **Week 9**, we shared Thibaut Mongon's poster, and this was followed by Kathy Wengel's poster in **Week 14**. Both posters are attached for your reference.

To wrap-up the Diverse Abilities Campaign, we will share the reflections of seven other Executive Committee members, who are shown in the image.

Sincerely,

Diverse Abilities Campaign Team



Joaquin Duato

Vice Chairman of the Executive Committee



Peter Fasolo, Ph.D.

Executive Vice President, Chief Human Resources Officer



Ashley McEvoy

Executive Vice President, Worldwide Chairman, Medical Devices



Thibaut Mongon

Executive Vice President, Worldwide Chairman, Consumer Health



Michael Sneed

Executive Vice President, Global Corporate Affairs & Chief Communication Officer



Paul Stoffels, M.D.

Vice Chairman of the Executive Committee and Chief Scientific Officer



Jennifer Taubert

Executive Vice President, Worldwide Chairman, Pharmaceuticals



Michael Ullmann

Executive Vice President, General Counsel



Kathy Wengel

Executive Vice President & Chief Global Supply Chain Officer

Johnson & Johnson

Diverse Abilities

My diverse abilities are a part of me, but they do not define me. They have given me the gift of a unique perspective of the world and because of this I am able to add value in a different way.

**Diverse
Abilities**

Johnson & Johnson

Week 1



Leila Sasman | Consumer Health

Live life to the fullest, help others to reach their full potential by creating an inclusive environment for all. We are unique in different ways, and as a leader, I believe that when we identify these attributes within our teams we will all win together.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Morne Kilian, a man with dark, wavy hair, smiling and winking. The image is overlaid with a semi-transparent green filter. The text "I AM ABLE" is superimposed on the lower half of the image in large, white, sans-serif capital letters.

I AM
ABLE

Morne Kilian | Medical Devices

Be yourself,
change the world.

**Diverse
Abilities**

Johnson & Johnson



Sibongile Zwane | Global Public Health

A disability
doesn't have to
be a social barrier.
Good etiquette
begins with
inclusion, not
exclusion.

**Diverse
Abilities**

Johnson & Johnson

Week 4

A portrait of Amisha Lalla, a woman with dark hair pulled back, smiling. The image is overlaid with a teal color filter. The text "I AM ABLE" is superimposed in large white letters across the lower half of her face and neck.

**I AM
ABLE**

Amisha Lalla | Janssen

RADICAL

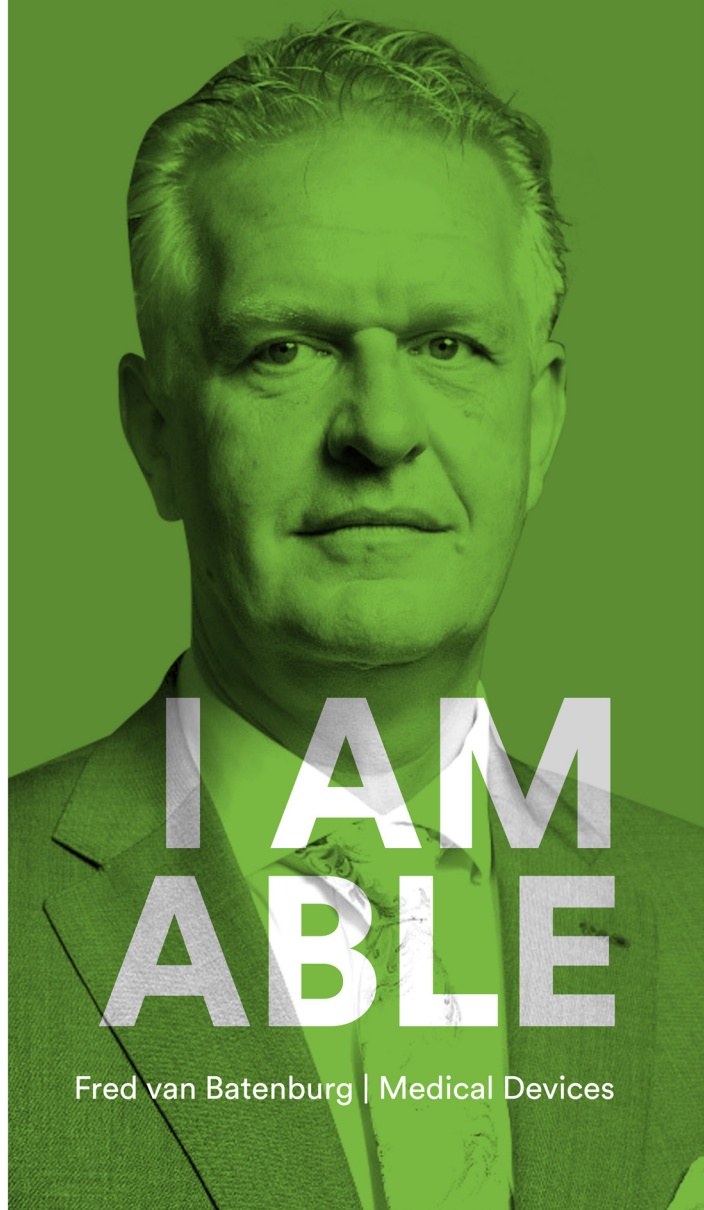
To use the strength of people based on personal ability is the starting point of a successful workforce.

When a company uses a diverse team it benefits from the total strength, a possible individual weakness is easily set aside.

Looking at individual strength without reservation makes the company stronger! I believe in the person and in their strength!!

**Diverse
Abilities**

Johnson & Johnson



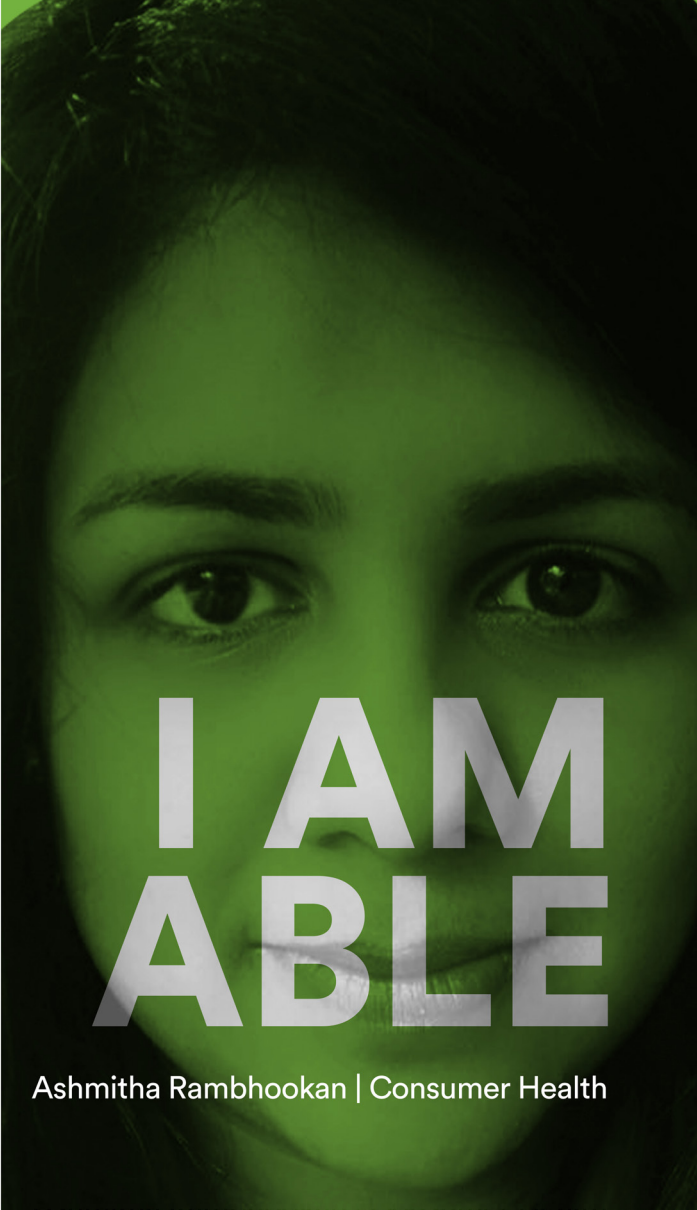
Fred van Batenburg | Medical Devices

“Turn your disadvantage into your advantage”. The words of my physics tutor who inspired me to change my disability into my advantage. Not knowing back then that my visual impairment and monocular blindness would develop my other senses to a point that I find myself connecting with others to “HEAR” rather than listen. I sometimes see a risk that others sometimes may not because my other senses are more alert. My journey has not been an easy one, but it has shown me that your disability is not your weakness, and your mind is your strength.

**Diverse
Abilities**

Johnson & Johnson

Week 5



**I AM
ABLE**

Ashmitha Rambhookan | Consumer Health

Who am I to judge you when I am not perfect. By listening more, being mindful & inclusive without bias, and open to diversity of thought and experiences, I am able to be my best self for me and for you.

**Diverse
Abilities**

Johnson & Johnson

Week 5

A portrait of Usheema Maraj De Villiers, a woman with dark hair, smiling. The image is overlaid with a teal color and a white wavy pattern at the bottom. The text "I AM ABLE" is written in large, white, bold, sans-serif capital letters across the lower half of the portrait.

**I AM
ABLE**

Usheema Maraj De Villiers |
Global Public Health

It's time to focus
on abilities, not
disabilities.

**Diverse
Abilities**

Johnson & Johnson



Loes Bresseleers | Cross Sector

As a mom of
an autistic son,
I choose to focus
on what he can
do, rather than
what he can't.

**Diverse
Abilities**

Johnson & Johnson

Week 5



Janet Mangold | Janssen

You never know
how strong you are
until it's the only
choice you have.
Being unique is our
SUPERPOWER!
We are here to
serve each other.
Let's embrace our
differences, live with
purpose and advance
humanity!

**Diverse
Abilities**

Johnson & Johnson

Week 6

A portrait of Terran Lamp, a woman with a shaved head, smiling. The image is tinted with a magenta/pink color. The text "I AM ABLE" is overlaid in large, white, sans-serif capital letters.

**I AM
ABLE**

Terran Lamp | Janssen

“Disability is a matter of perception. If you can do just one thing well, you’re needed by someone”.

- Martina Navratilova

**Diverse
Abilities**

Johnson & Johnson

Week 6



Carol Maleka | Consumer Health

If you can't see the gift of being differently-abled, you are focusing too much on a specific ability and not enough on the whole person. It's a matter of your perspective, and creating an environment where different does not mean "less than".

**Diverse
Abilities**

Johnson & Johnson

Week 6



Ernst Havenga | Medical Devices

Inclusion is intentional. It is about identifying and removing barriers so that everyone can participate to the best of their ability.

**Diverse
Abilities**

Johnson & Johnson

Week 6



I AM
ABLE

Tanya Roets | Cross Sector

My Diverse
Ability has taught
me a lot about
resilience in
all aspects of life –
I never give up.

**Diverse
Abilities**

Johnson & Johnson

Week 7



Thandi Masuku | Medical Devices

The human spirit
is one of ability,
perseverance and
courage that no
disability can steal.

**Diverse
Abilities**

Johnson & Johnson

Week 7



Morkel Moloi | Janssen

My strength comes from the strengths of those I surround myself with. Life continues to teach me we do not have to be equal, but that we can embrace and leverage on each other's uniqueness to build a strong force. I am able.

**Diverse
Abilities**

Johnson & Johnson

Week 7



Nomonde Mahlangu | Cross Sector

Every person
deserves love,
respect, happiness,
and inclusion.

My dear niece is
one of the most
brilliant people I
know despite her
physical challenges.
We are stronger
as one team when
we can create an
environment that
enables success
for people with
different abilities!

**Diverse
Abilities**

Johnson & Johnson

Week 8



Natasha Zuyev | Consumer Health

Every human being has diverse abilities. Some of these are part of our physical body, some of these are part of our soul, our subconscious, our character. It is these diverse abilities that make us “human”, that help us empathize with each other, that help us drive strength from each other.

I am a human being, therefore I have diverse abilities, and I am proud of this!

**Diverse
Abilities**

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**I AM
ABLE**

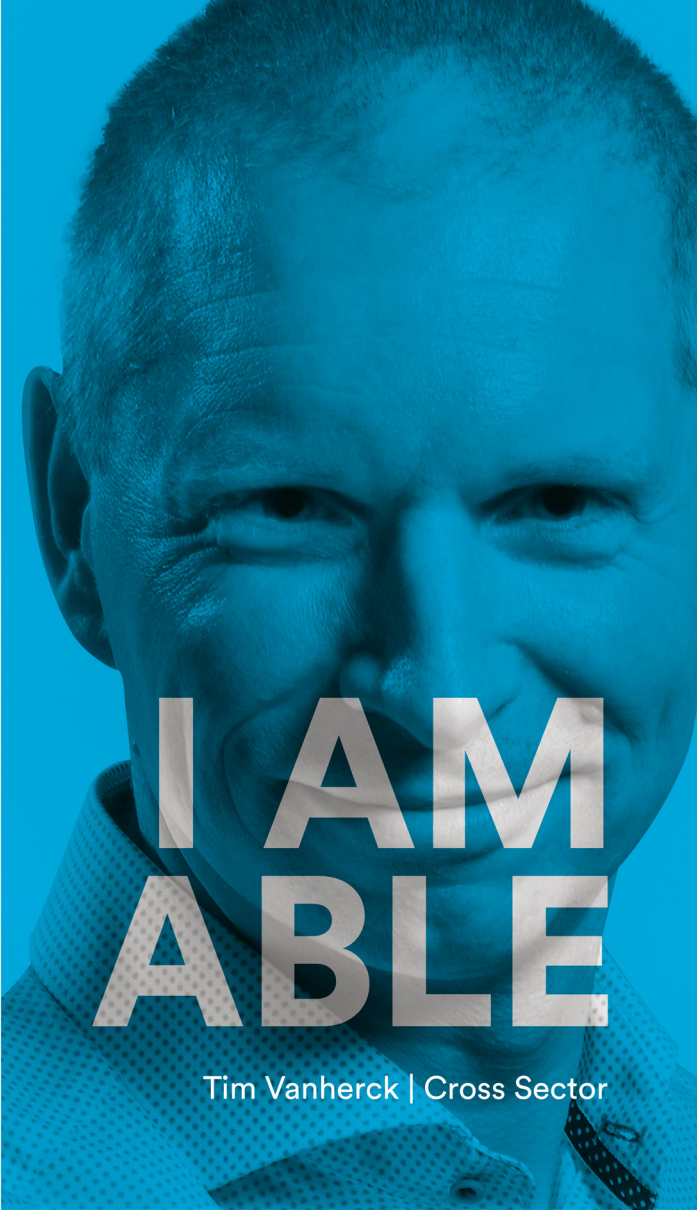
Refik Öner | Medical Devices

Taking care of my son with special needs has taught me so much about what is truly important, and made me a better person and a better J&J leader.

**Diverse
Abilities**

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Week 8



I AM
ABLE

Tim Vanherck | Cross Sector

My son contracted
a visual impairment
at the age of
4 months...
Every day is a
challenge, but
he proves he can
overcome any
obstacle.

**Diverse
Abilities**

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I AM ABLE

Gwen Valentine | Cross Sector

People who experience the world differently offer unique perspectives not available anywhere else and this is so powerful...

Potential and performance is NOT defined by our disabilities but by our abilities.

“Be Yourself.
Change the World.”

**Diverse
Abilities**

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Rodney Smith | Consumer Health

The human spirit
is one of ability.
There should be
no such label for
“Disability” and
we should instead
embrace everyone
for their Diverse
Abilities.

**Diverse
Abilities**

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Week 9

A portrait of Majed Nasr, a man with short dark hair, a beard, and glasses, smiling. He is wearing a dark suit jacket over a red shirt. The background is a solid red color. The text "I AM ABLE" is overlaid on the right side of the image in large, white, bold, sans-serif capital letters. The word "ABLE" is partially obscured by a small, patterned object, possibly a pocket square or a small bag, which is also red and white patterned.

**I AM
ABLE**

Majed Nasr | Cross Sector

At the heart of diversity, equity, and inclusion is celebrating what makes each of us unique. In doing so, we create a world where we recognize and embrace the inherent beauty in our different abilities and in each other.

**Diverse
Abilities**

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A portrait of a woman with long dark hair, smiling, overlaid with a teal color filter. The text 'I AM ABLE' is superimposed on the lower right of the image.

I AM ABLE

Carla Calizaire | Medical Devices

I am a strong
believer that we
need to focus on
our own and others'
ABILITIES.

*“There is no
greater disability
in society than
the inability to see
a person as more”.*

Robert M. Hensel

**Diverse
Abilities**

Johnson & Johnson

A portrait of Christa Brandstaetter, a woman with dark hair and glasses, smiling. The image is overlaid with a semi-transparent pink filter. The text 'I AM ABLE' is written in large, white, bold, sans-serif capital letters across the lower half of the portrait.

**I AM
ABLE**

Christa Brandstaetter |
“Office of Diversity, Equity, & Inclusion”

“Diversity is being invited to the party; inclusion is being asked to dance”.

~ Verna Myers

And we shall dance like no one is watching.

**Diverse
Abilities**

Johnson & Johnson

Week 9



I AM ABLE

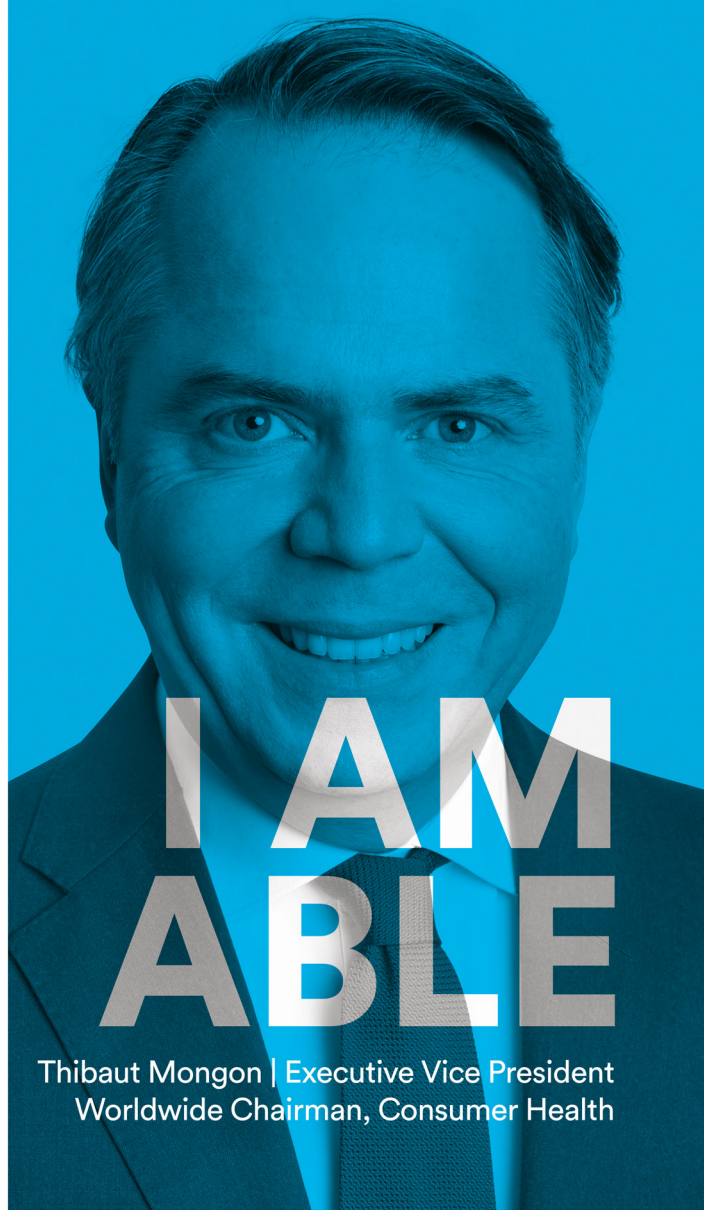
Catherine Cloete | Medical Devices

Difference makes us stronger; it's what pushes us to challenge norms, but it's inclusion that helps create our vibrant culture at Johnson & Johnson.

Everyone brings their own unique perspective based of their life experience, and we must ensure that everyone feels welcome, seen and heard.

**Diverse
Abilities**

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Thibaut Mongon | Executive Vice President
Worldwide Chairman, Consumer Health

Together we can
incite courage in
others who live with
mental illness to
thrive in their lives by
sharing our personal
stories and being
supportive each day.

**Diverse
Abilities**

Johnson & Johnson

Week 10

A portrait of Michael Torres, a man with a beard and mustache, smiling. The image is overlaid with a teal color filter. The text "I AM ABLE" is superimposed on the lower half of the portrait.

I AM ABLE

Michael Torres | Cross Sector

Be kind. Be you.
Be supportive.
I am here for each
of you. To listen.
To learn. To support.

**Diverse
Abilities**

Johnson & Johnson

Week 10

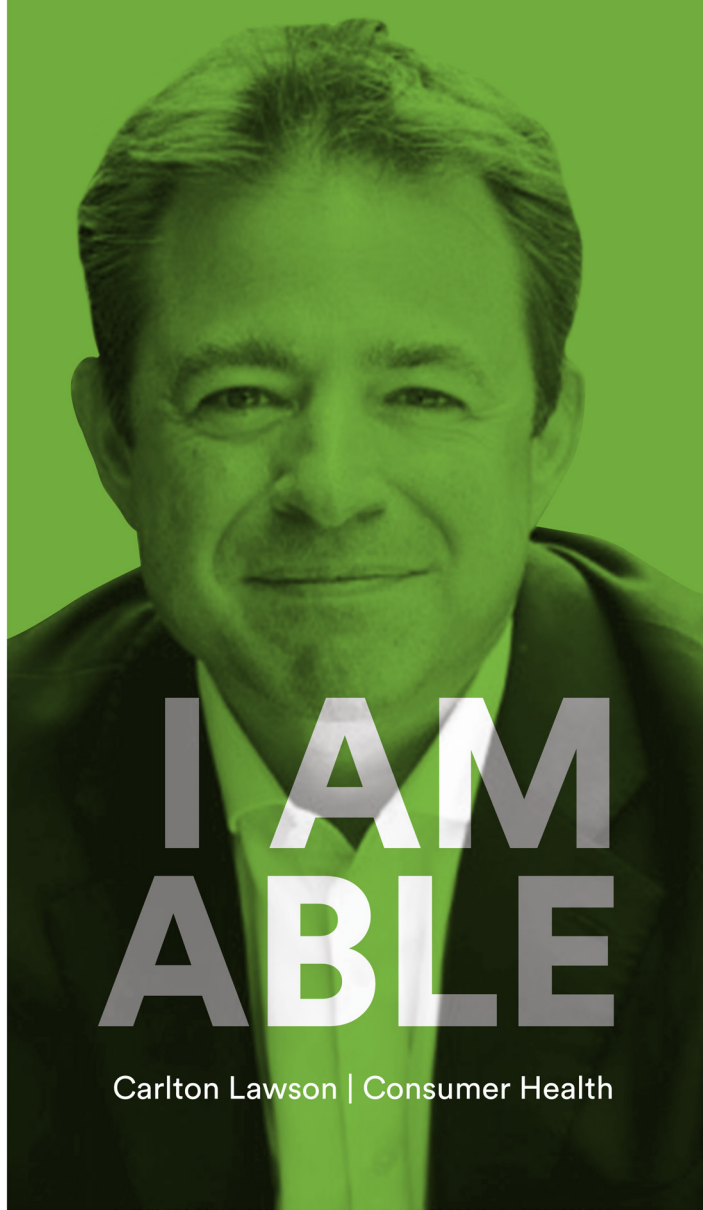


Stacy Meyer | Global Public Health

As the EMEA Executive Sponsor for our Alliance for Diverse Abilities (ADA) employee resource group, I'm proud to support the ambition of an inclusive environment that celebrates the diverse abilities of all employees and the benefits that brings to J&J.

**Diverse
Abilities**

Johnson & Johnson



Carlton Lawson | Consumer Health

I live with Bipolar Disorder. I manage my condition well on most days, however, there are times when I really struggle with depression and suicidal ideation. It's a continuous battle. I am thankful that I don't fight alone; I have colleagues, friends, and family on my side. I am able.

**Diverse
Abilities**

Johnson & Johnson

Week 10

A portrait of Tapiwa Tevera, a Black man with short hair and glasses, smiling. The image is overlaid with a red grid pattern. The text "I AM ABLE" is written in large, white, bold, sans-serif capital letters across the lower half of the portrait.

**I AM
ABLE**

Tapiwa Tevera | Medical Devices

Your future is
now. It's right here
in this moment
as you read this
sentence and
process these
words.

**Diverse
Abilities**

Johnson & Johnson

Week 10



**I AM
ABLE**

Carmen Joubert | Cross Sector

I believe the key to fostering an environment where everyone can be their best, is purposefully creating an atmosphere where people feel included, supported, and encouraged to learn and grow.

**Diverse
Abilities**

Johnson & Johnson



I AM
ABLE

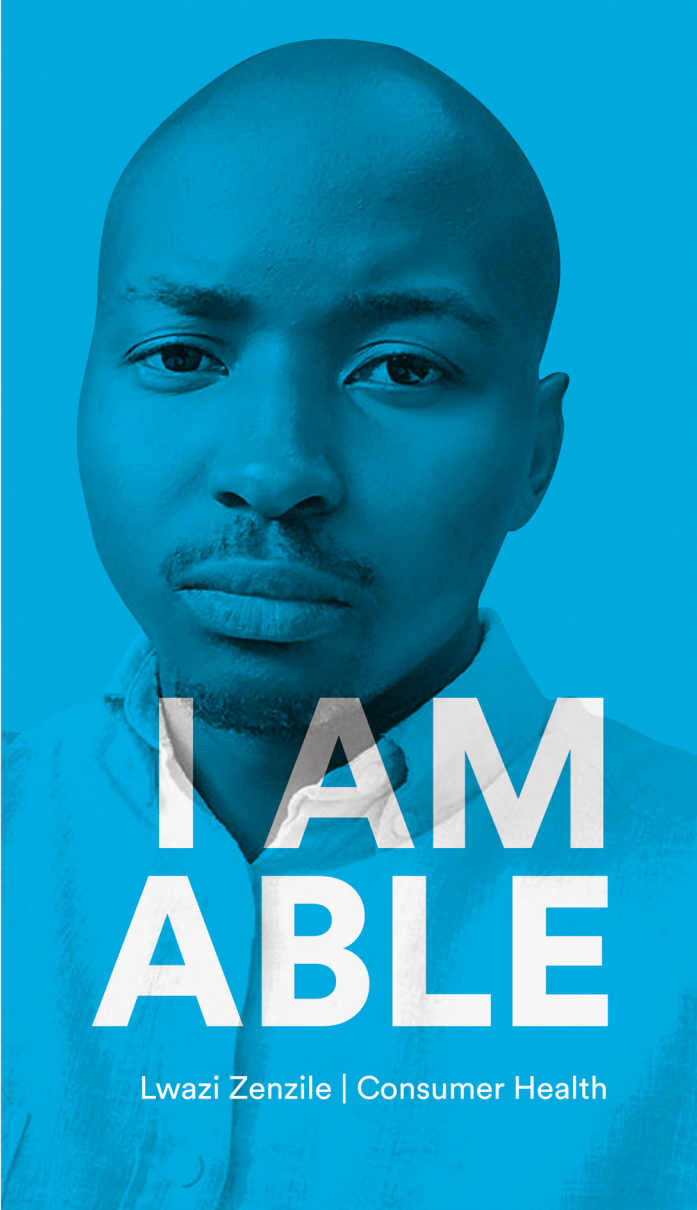
Amanda Wade | Medical Devices

A wise man once said, “Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is useless.”

**Diverse
Abilities**

Johnson & Johnson

Week 11

A portrait of a Black man with a shaved head and a light beard, looking directly at the camera. The image is overlaid with a solid blue color. The text "I AM ABLE" is written in large, white, sans-serif capital letters across the lower half of the image.

**I AM
ABLE**

Lwazi Zenzile | Consumer Health

It's a universal truth that every human being across race, belief, gender or sexuality has the right to live their best life despite their abilities and no one has the right to pass judgement on others. I will continue to inspire others to live their truth fearlessly and by always creating an environment where people can live freely and safely by being who they are destined to be. Be it at work, with friends or with family I will always encourage the conversation! BeYOUtiful!

**Diverse
Abilities**

Johnson & Johnson

A portrait of Humza Mahomed, a man with short dark hair and a beard, smiling. The image is overlaid with a semi-transparent red filter. The text "I AM ABLE" is written in large, white, bold, sans-serif capital letters across the lower half of the portrait.

**I AM
ABLE**

Humza Mahomed | Consumer Health

Be humble, have
love, and share.
We need each
order to cope
and to be able to
move forward in
these hard times.
But I say we can
do it, because we
are able.

**Diverse
Abilities**

Johnson & Johnson

A portrait of a Black woman with short, dark, curly hair, wearing clear-framed glasses and a small star-shaped earring. She is looking directly at the camera with a calm expression. The background is a solid magenta color. The text 'I AM ABLE' is overlaid in large, white, sans-serif capital letters across the lower half of her face and neck.

**I AM
ABLE**

Emily Sibiya | Medical Devices

“I don’t need easy,
I just need possible”

Bethany Hamilton

**Diverse
Abilities**

Johnson & Johnson

Week 12



Refilwe Magano | Janssen

Creating a culture that serves the diverse abilities of all employees and in which each individual's strengths are valued, is a critical part of any business. When everyone feels a sense of belonging and is encouraged to bring their best selves to work every day, that is when we all truly succeed.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Lisa Blair Davis, a woman with long dark hair, smiling. The image is overlaid with a teal color and a white grid pattern. The text "I AM ABLE" is written in large, white, sans-serif capital letters across the lower half of the image.

I AM
ABLE

Lisa Blair Davis | Medical Devices

I am fully committed to playing an active role in shaping and advancing a culture of inclusion for people who live with diverse abilities. Diverse experiences lead to diverse thinking, and I welcome and celebrate all people, who bring diverse thoughts to the table.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Vivan Pinto, a man with short dark hair, wearing a dark suit, white shirt, and a patterned tie. The image is overlaid with a semi-transparent teal color. The text "I AM ABLE" is written in large, white, bold, sans-serif capital letters across the lower half of the image.

**I AM
ABLE**

Vivan Pinto | Consumer Health

There lies great strength in the differences we share. Let's embrace and celebrate each other's unique attributes without fear of judgment or acceptance.

Unique, United,
Unstoppable.

YOU Belong!

**Diverse
Abilities**

Johnson & Johnson



I AM
ABLE

Francisco (Paco) Plaza | Janssen

We all have strengths and weaknesses. And by harnessing everyone's diverse abilities in a team environment, we are sure to get the best outcomes.

Any form of discrimination goes against the grain of our Credo and should pose serious question to our personal, chosen values.

Let's get real, embrace and learn from each other. The impact will be powerful and long lasting as we take this great company forward.

**Diverse
Abilities**

Johnson & Johnson



Dave Roberts | Medical Devices

We are all different
and yet we have the
same hopes dreams
and aspirations.

Let's embrace the
differences so that
we can build a
better place for all.

**Diverse
Abilities**

Johnson & Johnson



I AM
ABLE

Phillip McMullan | Consumer Health

At Johnson & Johnson,
Our Credo is clear:
We embrace diverse
experiences, backgrounds
and abilities, and foster
an inclusive culture.

Diversity and inclusion
accelerate innovation,
ignite the power of our
people to change the
trajectory of health,
and ensure that we meet
the diverse needs of
the more than 1.2 billion
patients and consumers
we are privileged to serve
every day.

**Diverse
Abilities**

Johnson & Johnson



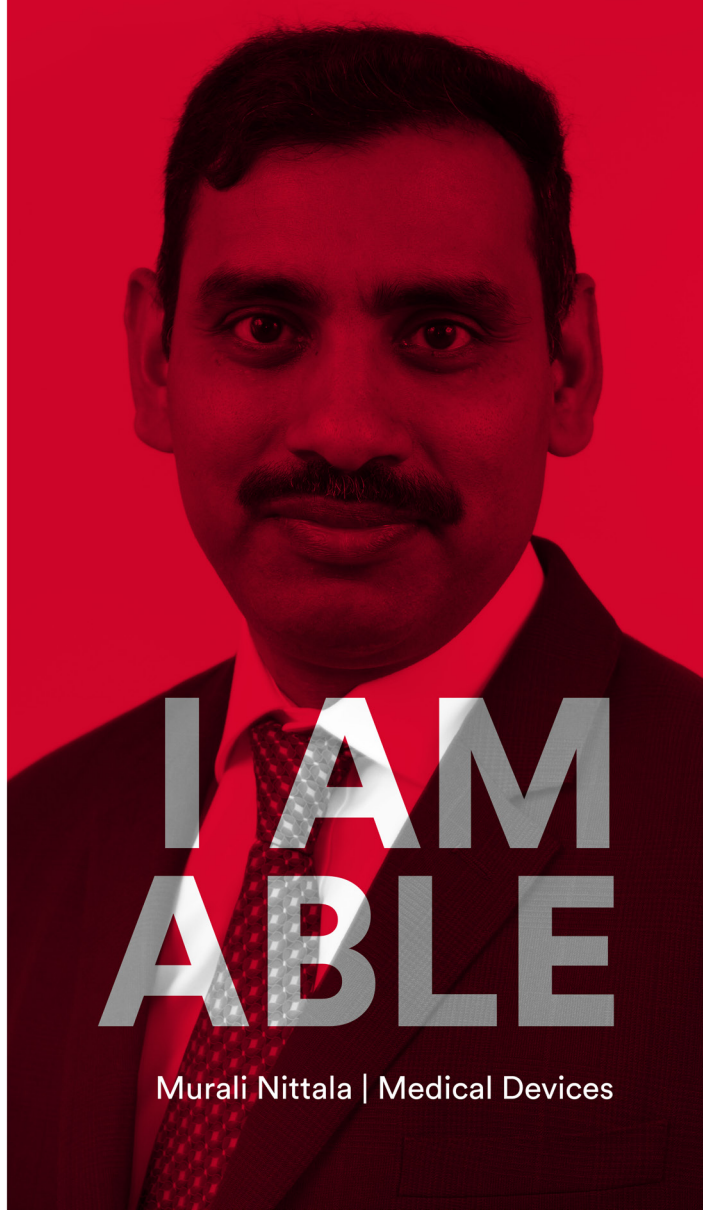
Kathy Wengel | Executive Vice President &
Chief Global Supply Chain Officer

I AM ABLE...to demonstrate respect for all individuals, for everyone is unique in their experiences, perspectives and abilities. For us to succeed together, I believe it is critical to go beyond the obvious, demonstrate empathy and be aware of our 'unconscious' biases.

I try sincerely to be the best version of myself, and this is possible only when I appreciate the role of everyone and realize their unique contributions for changing the trajectory of health for humanity!
Together, we can!

**Diverse
Abilities**

Johnson & Johnson



Murali Nittala | Medical Devices

“The things that
make me different
are the things that
make me.”

A.A. Milne

**Diverse
Abilities**

Johnson & Johnson

Week 14



Hanri Wright | Janssen

The world isn't very accommodating to people who are differently abled. Covid-19 has proven that we are able to dramatically change our environment; the way we work, interact and socialise. This is an opportunity for us to consider how we can transform to be more inclusive of people with special needs.

**Diverse
Abilities**

Johnson & Johnson

A portrait of a woman with dark, curly hair and glasses, smiling slightly. The image is overlaid with a teal color filter. The text 'I AM ABLE' is superimposed on the lower right portion of the image.

I AM ABLE

Nadine Beukes | Medical Devices

Sometimes you are
put on difficult roads
so that you could
share your legendary
stories with those
who are just learning
to come forward,
and this could be a
part of your purpose.
So believe in yourself
more often.

**Diverse
Abilities**

Johnson & Johnson

Week 15



I AM ABLE

Isra Bafarat | Cross Sector

Living with depression and anxiety has enriched my life with many learnings over the years.

Recently I have realised that my resilience and strength is that much stronger when I have asked for support at the time I needed it.

I don't have to do it alone to know that I am strong.

**Diverse
Abilities**

Johnson & Johnson



I AM
ABLE

Renette Howell | Janssen

Every person is unique and that uniqueness is what makes us stronger together. But in that uniqueness, there is a common element, the human spirit in all of us is about ability, perseverance and courage.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Claudia Herben, a woman with short dark hair, smiling. The image is overlaid with a teal color filter. The text "I AM ABLE" is superimposed in large white letters over the lower half of her face and neck.

I AM ABLE

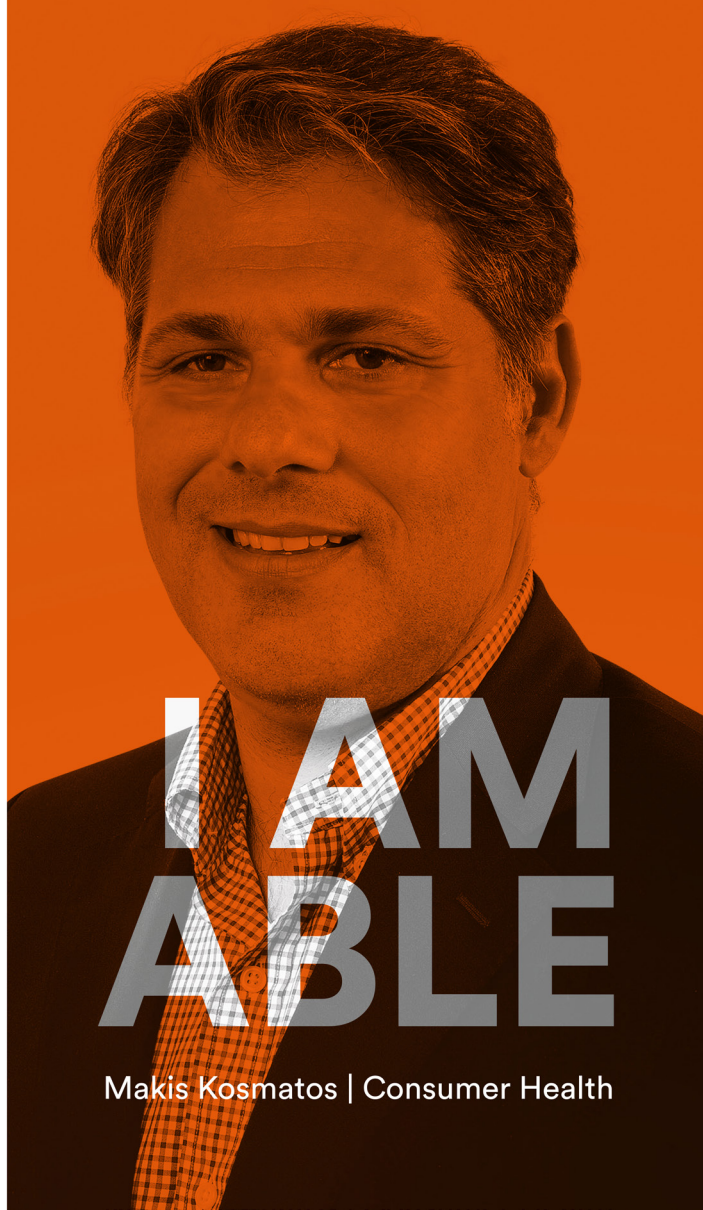
Claudia Herben | Medical Devices

Diverse abilities
means diverse
perspectives.
By embracing
these different
perspectives we
are able to make
a real difference
for our employees,
customers,
consumers and
communities.

**Diverse
Abilities**

Johnson & Johnson

Week 15



Makis Kosmatos | Consumer Health

Ability and disability are considered another dimension of diversity because diversity covers the limitless domains of an individual's unique characteristics, experiences and capabilities. Diversity encompasses respect and tolerance of differences that enables a CELEBRATION of UNIQUENESS.

**Diverse
Abilities**

Johnson & Johnson



I AM
ABLE

Natasha Bailey | Medical Devices

I believe in people.
We always celebrate
our differences and
diverse abilities,
complete each other,
and tirelessly fight
for our patients.
We will look like
the communities
we serve creating
a powerful and
inclusive culture
that will profoundly
change the trajectory
of health for humanity.

**Diverse
Abilities**

Johnson & Johnson



**I AM
ABLE**

Hani Abouhalka | Medical Devices

We all bring different music to life – some of the best songs are the ones we discover in the most unexpected of places.

**Diverse
Abilities**

Johnson & Johnson

Week 16



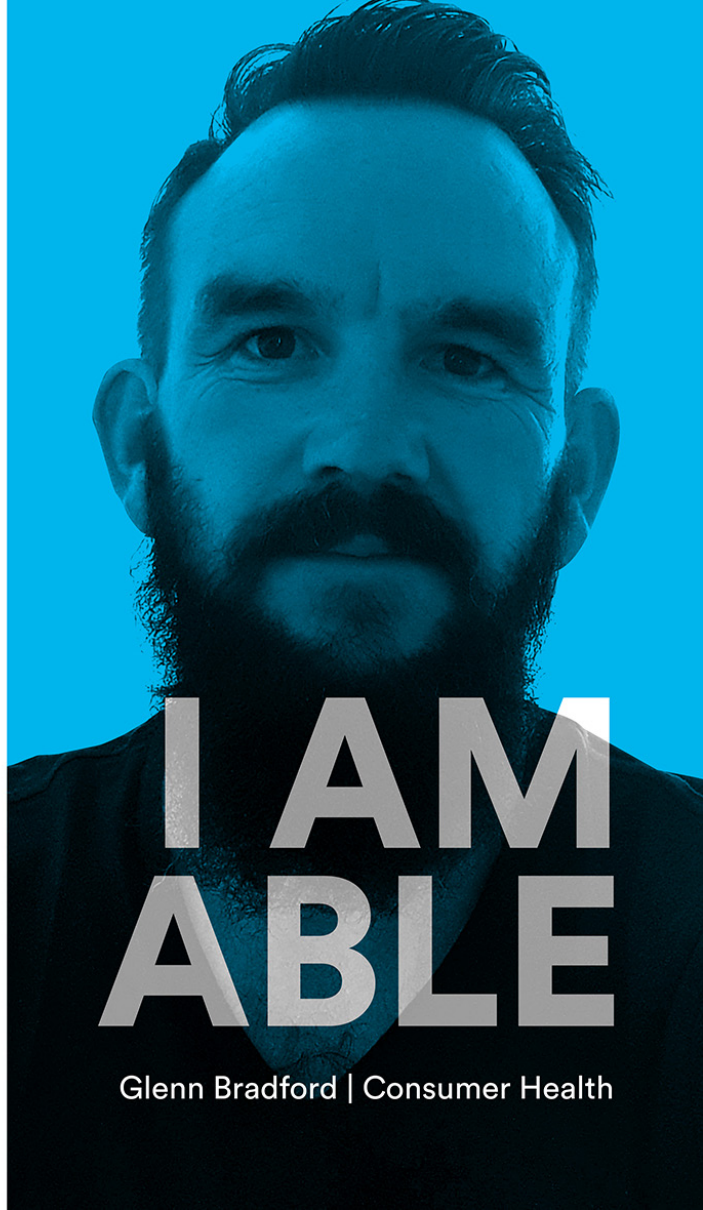
Kelly Wilkinson | Janssen

I see the miraculous achievements of Diversity through music. We would not see the incredible artists we have heard and enjoy today, if it was not for the melting pot of diverse musical genres they dove into, that has created their success.

This mindset I believe should resonate in everything you do in your life.

**Diverse
Abilities**

Johnson & Johnson



Glenn Bradford | Consumer Health

Diversity makes us better, stronger, and more innovative as humans and leaders. Whether it's abilities, culture, backgrounds, generation, gender, identity or orientation... it's when we open our hearts and minds to embrace new perspectives and experiences that we truly connect and engage with our customers, patients, and colleagues.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Shlomi Nachman, a man with short hair and glasses, wearing a blue collared shirt. The entire image is overlaid with a semi-transparent blue filter. The text "I AM ABLE" is superimposed on the lower right portion of the image.

I AM
ABLE

Shlomi Nachman | Medical Devices

My super power
lies in my diverse
abilities. I am
able to connect,
embrace and
enhance each and
every challenge
and person, in
every way they
wish to present
themselves.

**Diverse
Abilities**

Johnson & Johnson

A portrait of a woman with dark hair, smiling, wearing a dark blazer. The image is overlaid with a magenta color filter. The text 'I AM ABLE' is written in large, bold, white and grey letters across the lower half of the image.

**I AM
ABLE**

Katlego Ledimo | Medical Devices



We're all different,
with different abilities
and that's what
makes us stronger
as a company.

**Diverse
Abilities**

Johnson & Johnson

Week 17

A portrait of a woman with long, wavy brown hair, smiling warmly. The image is overlaid with a semi-transparent pink filter. The text 'I AM ABLE' is superimposed in large, white, sans-serif capital letters across the lower half of her face and chest.

**I AM
ABLE**

Jess du Plessis | Consumer Health

By creating an inclusive environment for all, we enable each employee to live into our definition of DEI = You Belong.

As leaders we need to understand how diverse abilities that each person brings to the table also lead to innovative solutions.

Help build a culture of inclusion by listening, understanding and embracing differences.

**Diverse
Abilities**

Johnson & Johnson



**I AM
ABLE**

Sharon Fronabarger |
Office of Diversity, Equity, & Inclusion

As an ally to those with Diverse Abilities I have learnt that by shifting our language, we can help shift perceptions and promote our culture of inclusion.

**Diverse
Abilities**

Johnson & Johnson

Week 17

A portrait of Anneke Fölscher, a woman with dark curly hair and glasses, smiling. The image is overlaid with a magenta tint. The text 'I AM ABLE' is superimposed on the lower right of the portrait.

**I AM
ABLE**

Anneke Fölscher | Medical Devices

Not all disabilities are visible – some sit below the surface. Be aware, listen... and most importantly, show kindness. In doing so, we can create an environment where everyone can thrive.

We may be different but we are ALL able.

**Diverse
Abilities**

Johnson & Johnson

Week 17



Tim Schmid | Medical Devices

*I am able to love and
learn from everyone's
diverse abilities.
It makes me feel
so good to open
my mind and heart,
try it!*

**Diverse
Abilities**

Johnson & Johnson

Week 18

A close-up portrait of Cheryl Scholtz, a woman with long dark hair and glasses, smiling. The image is overlaid with a semi-transparent pink filter. The text 'I AM ABLE' is prominently displayed in large, white, sans-serif capital letters across the lower half of her face.

I AM ABLE

Cheryl Scholtz | Medical Devices

No one is Me,
and that, is my
superpower.

I am more than
ABLE.

**Diverse
Abilities**

Johnson & Johnson



Kafi Mojapelo | Janssen

“Never judge a
book by its cover...
You may actually
miss a great story
with a wonderful
ending!”

**Diverse
Abilities**

Johnson & Johnson

Week 18



**I AM
ABLE**

Jaques Rabie | Consumer Health

My son is partially deaf and I'm inspired everyday by his unique perspective of the world. His potential is defined by who he is, and not his invisible disability. He is able.

**Diverse
Abilities**

Johnson & Johnson

Week 18

A portrait of Clare Lee, a woman with shoulder-length blonde hair, wearing a dark blazer over a light-colored collared shirt. She is looking directly at the camera with a slight smile. The background is a solid orange color.

I AM ABLE

Clare Lee | Cross Sector

Diverse perspectives are the heartbeat of any business. Those viewpoints create the backbone of a culture of inclusion, with the opportunity to expand our ideas and drive results. We celebrate the uniqueness of our people and work hard to ensure all voices can be seen and heard.

**Diverse
Abilities**

Johnson & Johnson



Aldo Denti | Medical Devices

“We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.”

- Max De Pree

**Diverse
Abilities**

Johnson & Johnson



Zandi Nkopane | Consumer Health

People are simply
unique, and
incomparable.
You are you, and
I am me. What
makes us different
translates to
a competitive
advantage when
we embrace
inclusion.

**Diverse
Abilities**

Johnson & Johnson



Marcel Louw | Medical Devices

“A lot of
disabilities are
invisible.
Your reaction
to them isn’t.”

**Diverse
Abilities**

Johnson & Johnson

Week 19

A portrait of Magriette du Toit, a woman with short, dark, wavy hair, wearing a black top, a long necklace of large, light-colored beads, and large, ornate earrings. The background is a solid, vibrant pink. The text "I AM ABLE" is overlaid in large, white, sans-serif capital letters across the center of her face and neck.

I AM
ABLE

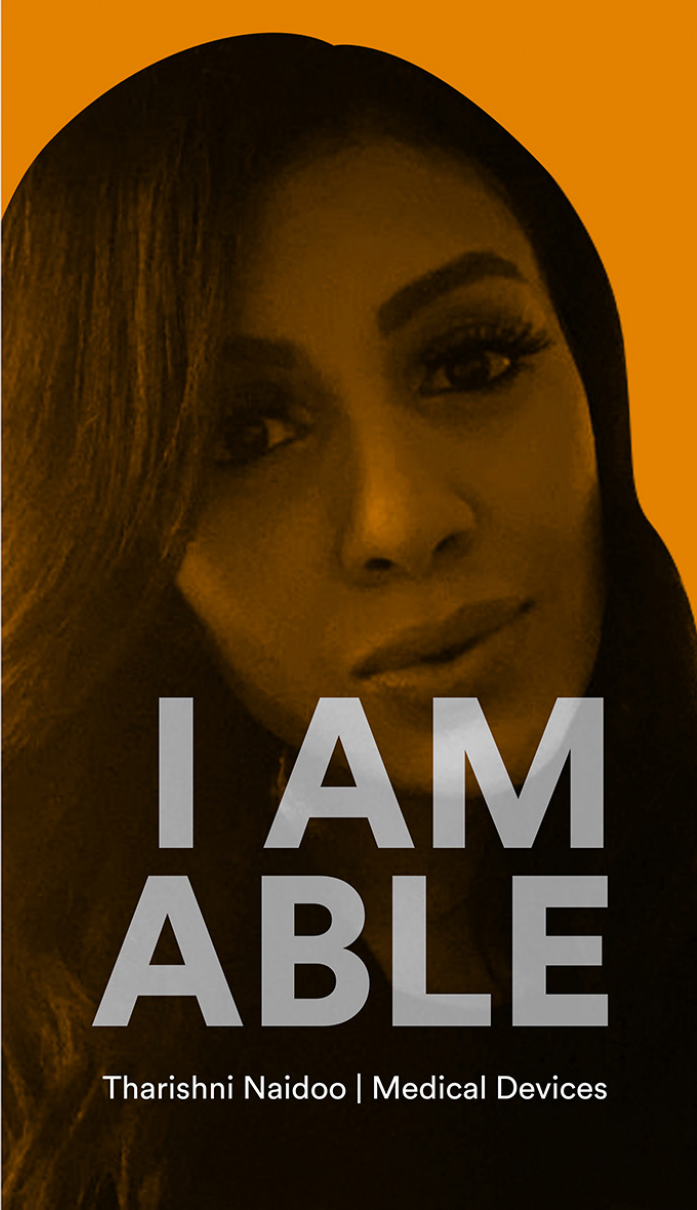
Magriette du Toit | Cross Sector

Change your mindset,
you change the game.
We are able to live the
life we desire, if we
just put in that little
extra effort daily.
We are able to pursue
anything in this life!

**Diverse
Abilities**

Johnson & Johnson

Week 19

A close-up portrait of a woman with long, dark, wavy hair, looking slightly to the side with a soft expression. The image is overlaid with a semi-transparent orange filter. The text 'I AM ABLE' is superimposed in large, white, bold, sans-serif capital letters across the lower half of her face.

I AM ABLE

Tharishni Naidoo | Medical Devices

What makes us different is what makes us who we are. At Johnson & Johnson, DEI is not just a commitment – it is how we work and how we advance innovation for customers and patients. The best ideas and solutions happen when we bring the diverse skills, passions, experiences and perspectives of our people and partners together in support of our purpose to make this a better, healthier world.

**Diverse
Abilities**

Johnson & Johnson



Vladimir Makatsaria | Medical Devices

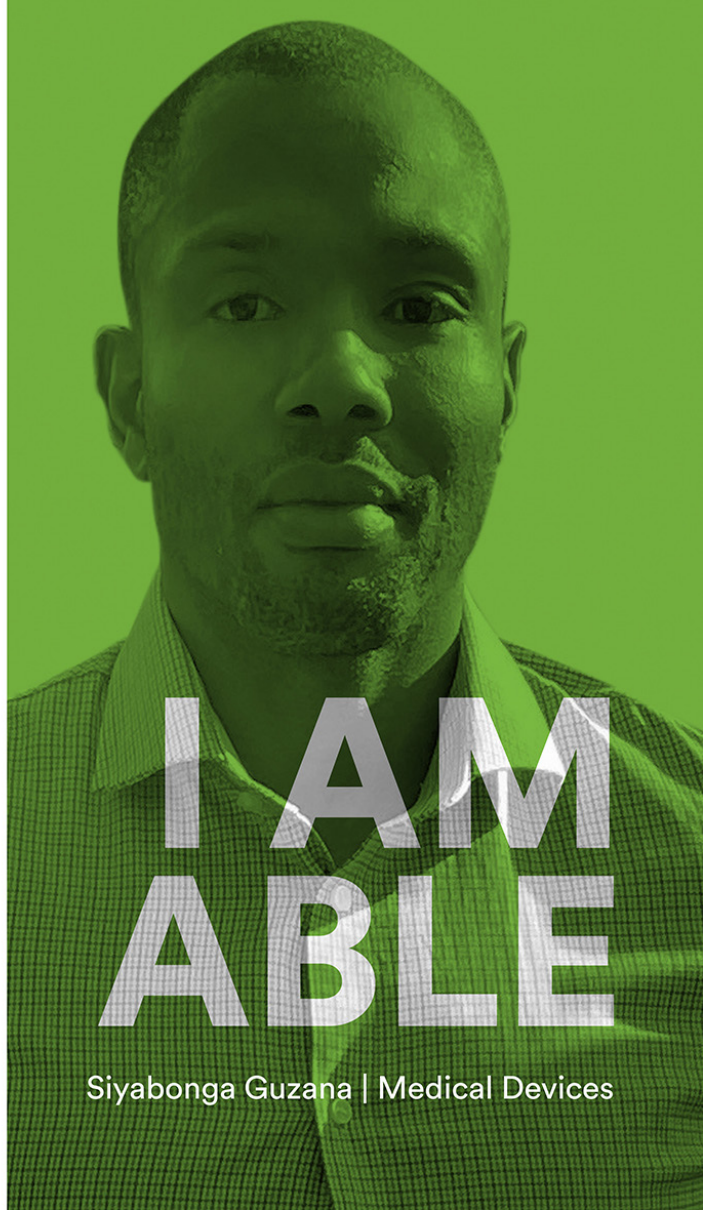
See past people's differences and encourage their strengths and abilities. Inclusion of diverse abilities gives our organisation greater strengths than can be imagined.

Through team sport, I've learnt one person cannot play every position. The best teams recognise and embrace the value that each member brings. The best teams do not exploit each other's weaknesses, but instead, enhance each other's strengths.

The best teams say
"We Are Able".

**Diverse
Abilities**

Johnson & Johnson



Siyabonga Guzana | Medical Devices

I Care.

How can I support?
How can we
contribute to an
all-inclusive work
environment?

Together we can
work towards a
better future.

**Diverse
Abilities**

Johnson & Johnson



Bulelwa Daku | Global Public Health

Often, not being fluent in English or having an “accent”, can be disabling. Sometimes, we make judgements relating to one’s intelligence and upward potential based on how well they speak English.

Let’s commit to making inclusion our universal language.

**Diverse
Abilities**

Johnson & Johnson



Shruti Phadke | Janssen

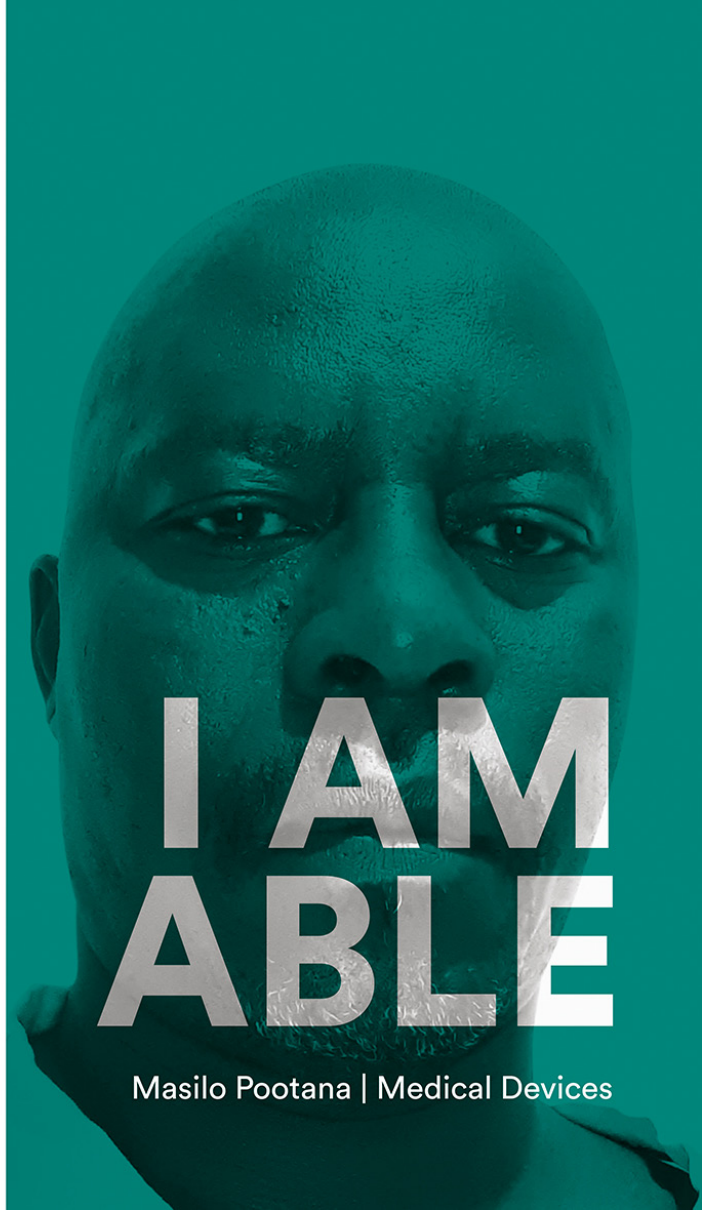
I am able to
listen and learn.

I am able to
make a difference.

I am able to
be inclusive.

**Diverse
Abilities**

Johnson & Johnson



**I AM
ABLE**

Masilo Pootana | Medical Devices

“Inclusivity means not ‘just we’re allowed to be there,’ but we are valued. I’ve always said: smart teams will do amazing things, but truly diverse teams will do impossible things.”

Claudia Brind-Woody

**Diverse
Abilities**

Johnson & Johnson



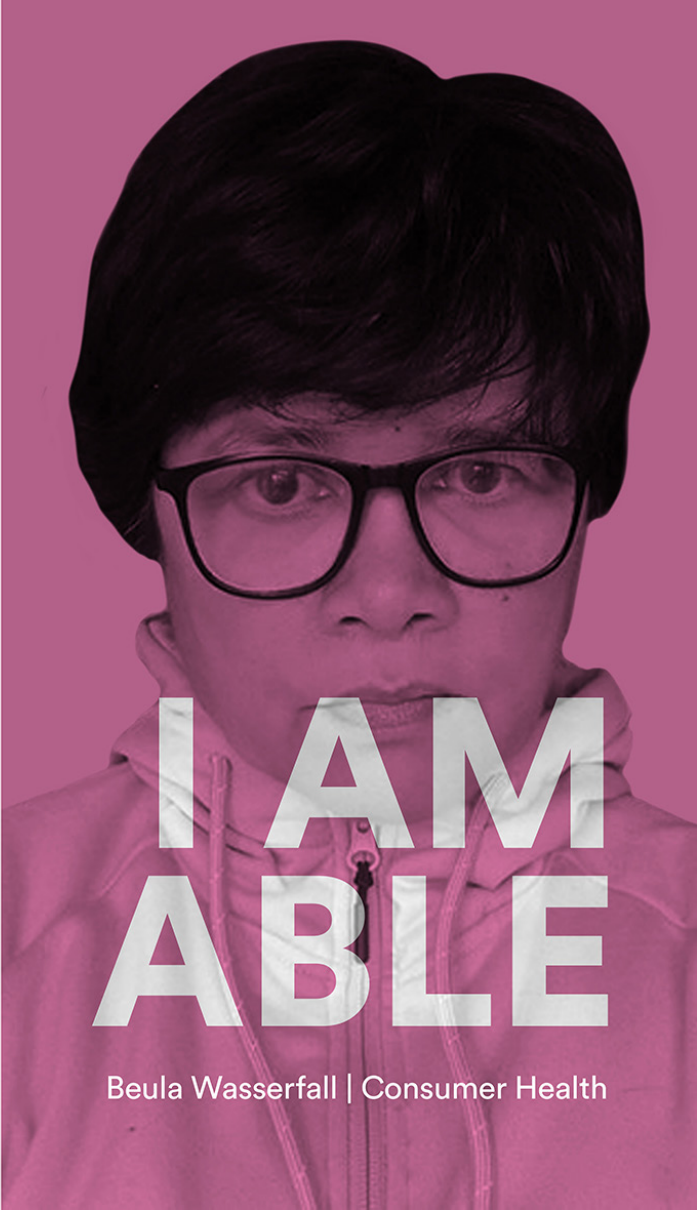
Mildred Moleli | Medical Devices

“With the freedom to be ourselves and the self-trust that underpins this freedom, we are able to be more creative. We can also be more creative in the way we adapt to our circumstances without feeling a need to conform to norms and values that conflict with our own”.

Carl Rogers

**Diverse
Abilities**

Johnson & Johnson



I AM
ABLE

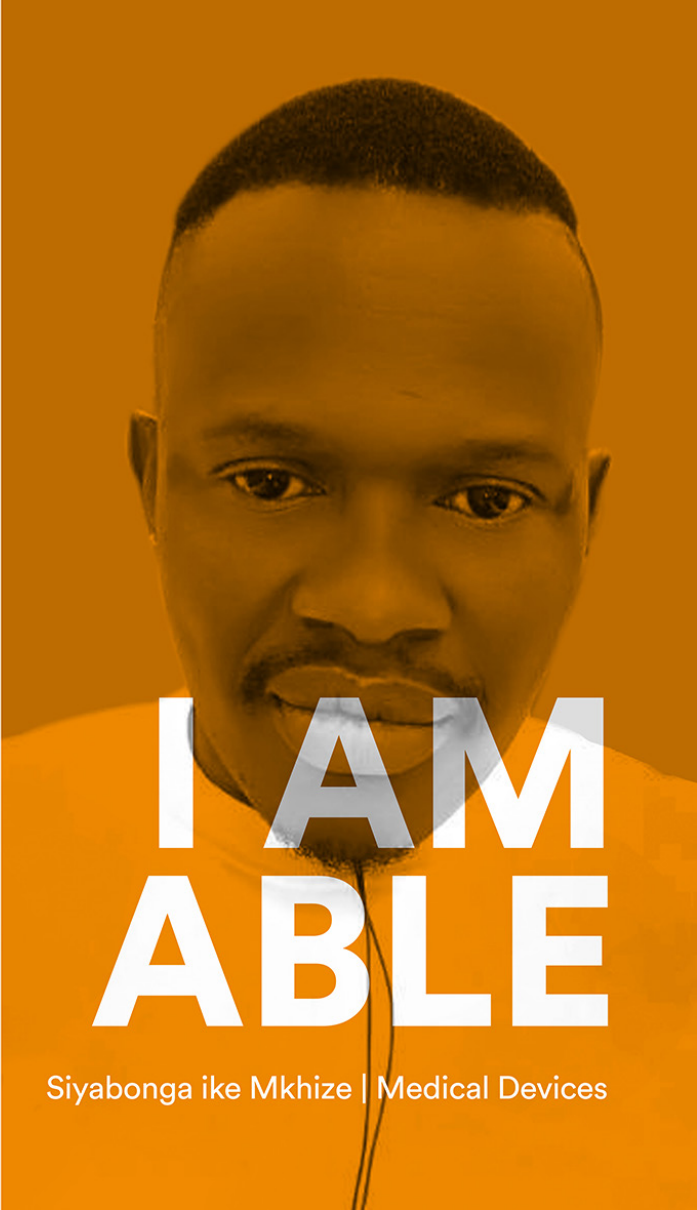
Beula Wasserfall | Consumer Health

It is true that we are different in many ways, from our religious practices to our native languages. However, we seek the same things when it comes to our diverse abilities. We seek patience and kindness, as well as empathy and inclusion.

**Diverse
Abilities**

Johnson & Johnson

Week 21

A portrait of Siyabonga ike Mkhize, a Black man with short dark hair and a mustache, looking directly at the camera. The image is overlaid with a semi-transparent orange filter. The text 'I AM ABLE' is superimposed in large white letters over the lower half of his face.

**I AM
ABLE**

Siyabonga ike Mkhize | Medical Devices

“Without
commitment,
you’ll never start.
Without consistency,
you’ll never finish.
So, keep moving,
keep growing,
keep learning”.

Denzel Washington

**Diverse
Abilities**

Johnson & Johnson

Week 21



Nomvula Dlamini | Medical Devices

Humanity's greatest treasure is our diversity and inclusion which has through history sparked countless innovations, ideas, and improvements to society. Every person is unique and must be valued for their contributions, this is our greatest strength. Ensure we live in this philosophy every day.

**Diverse
Abilities**

Johnson & Johnson



Amir Sitabkhan | Medical Devices

As Global Chair of the Alliance for Diverse Abilities (ADA) employee resource group, I'm dedicated to creating an inclusive environment for people who live with mental health, autism, and disabilities. This often takes the form of a workplace "accommodation" which enables the employee to perform their job, such as wheelchair ramps, closed captioning, or dividing larger assignments into smaller tasks.

**Diverse
Abilities**

Johnson & Johnson



Craig Kramer | Enterprise Chair,
Alliance for Diverse Abilities ERG

My role as the Executive Sponsor for the Alliance for Diverse Abilities (ADA) ERG is personal to me. I am a caregiver for both my wife and my son, both of whom have diverse abilities. Caregiving for them has given me both great responsibilities - and great rewards. I see our work with the ADA the same way. We have a responsibility to our community, and the rewards are well worth our efforts.

**Diverse
Abilities**

Johnson & Johnson



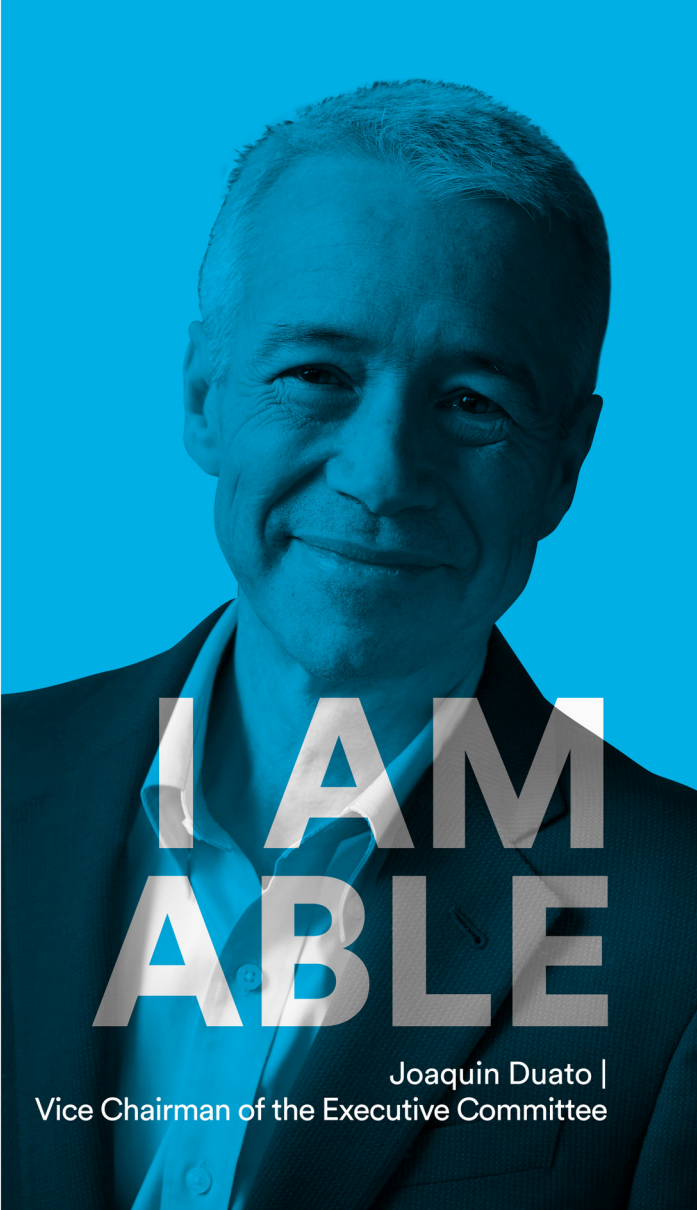
I AM
ABLE

Len DeCandia | Executive Sponsor,
Alliance for Diverse Abilities ERG

At Johnson & Johnson, we all have a role to play in creating a diverse, equitable and inclusive workplace. Bringing together a broad spectrum of backgrounds and perspectives—and making everyone feel like they belong—is the only way we can reach patients and customers around the world in ways that make the greatest impact. Our colleagues with diverse abilities are instrumental in our efforts to meet the diverse needs of all who we serve.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Joaquin Duato, Vice Chairman of the Executive Committee, is shown. The image is a close-up of his face and upper torso, wearing a dark suit jacket over a light blue shirt. The entire image is overlaid with a semi-transparent blue filter. The text 'I AM ABLE' is superimposed in large, white, sans-serif capital letters across the lower half of the portrait.

I AM
ABLE

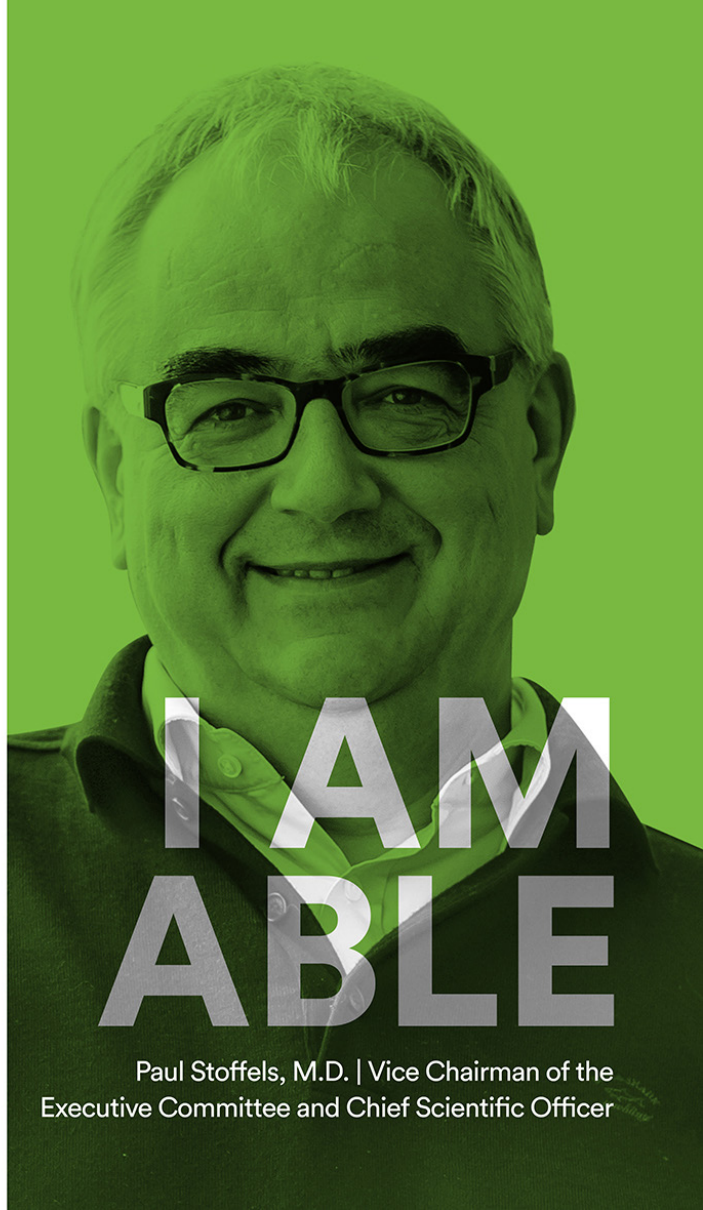
Joaquin Duato |
Vice Chairman of the Executive Committee

Innovative ideas can come from anywhere, and from anyone. As a company focused on solving the world's most pressing health problems, we must fuel and access the best innovation, wherever it exists.

The unique experiences of those with diverse abilities can contribute invaluable perspectives as we work to deliver innovations that deliver years of life and quality of life for people all over the world.

**Diverse
Abilities**

Johnson & Johnson



Paul Stoffels, M.D. | Vice Chairman of the
Executive Committee and Chief Scientific Officer

The best innovations, ideas and collaboration are possible when our people reflect the world's full diversity of individuals, opinions and approaches.

Listening to, and learning from, the perspectives and experiences of our colleagues with diverse abilities makes our company stronger and our culture richer. Because what makes each of us unique is what uniquely positions us to make a difference in the lives of the patients, families and communities we serve globally.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Peter Fasolo, Ph.D., a middle-aged man with short grey hair, smiling. He is wearing a dark suit, a light blue shirt, and a striped tie. The portrait is overlaid with a semi-transparent blue filter. The text "I AM ABLE" is superimposed in large, white, sans-serif capital letters over the lower half of the portrait.

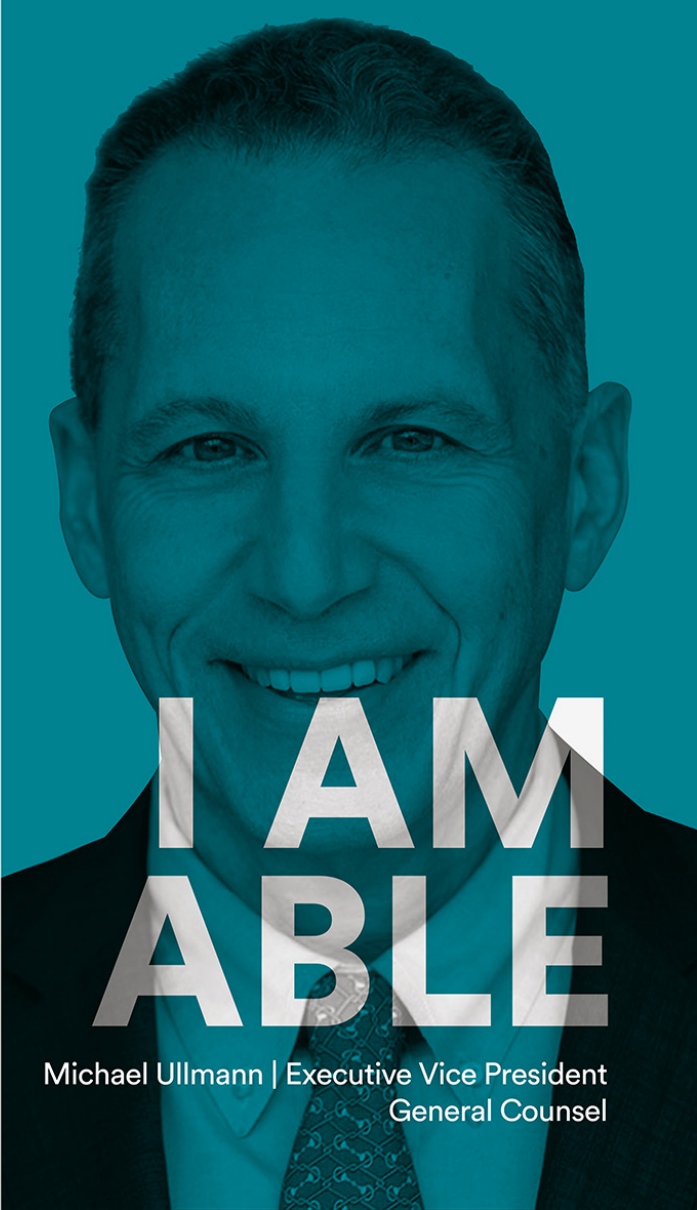
**I AM
ABLE**

Peter Fasolo, Ph.D. | Executive Vice President
Chief Human Resources Officer

Our Credo is clear –
we respect the dignity
of every employee.
We know that
people with diverse
abilities bring unique
perspectives and
experiences.
Their contributions
are invaluable in
creating a healthier,
more inclusive world
for all.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Michael Ullmann, a middle-aged man with short, light-colored hair, smiling. He is wearing a dark suit jacket, a light blue shirt, and a patterned tie. The portrait is overlaid with a semi-transparent teal color.

I AM ABLE

Michael Ullmann | Executive Vice President
General Counsel

It is vital that we proactively recognize, appreciate and utilize our differences and diverse abilities, because what differentiates us as individuals, makes us a creative, compelling and competitive Company.

We are committed to advancing our culture of inclusion, so that everyone feels safe, valued, a sense of belonging, and can contribute to the collective success of Johnson & Johnson.

**Diverse
Abilities**

Johnson & Johnson



Ashley McEvoy | Executive Vice President
Worldwide Chairman, Medical Devices

At Johnson & Johnson,
we are successful
because we are greater
than the sum of our
parts. We unite people
from communities
around the world, who
bring a rich array of
distinct perspectives,
and create space
for them to work
together to change
health for humanity.
This is certainly true
of our colleagues
with diverse abilities,
whose talents, skills
and life experiences
help us serve all of our
stakeholders in a more
caring and effective way.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Michael Sneed, a man with short dark hair, smiling. The image is overlaid with a semi-transparent blue filter. The text "I AM ABLE" is superimposed on the lower right of the image.

**I AM
ABLE**

Michael Sneed | Executive Vice President
Global Corporate Affairs &
Chief Communication Officer

When we leverage the diverse perspectives, experiences and talents of *all* of our colleagues, we fulfill Our Credo commitments to our employees as well as to our patients, customers and consumers.

I'm proud to serve as Executive Committee Sponsor of our Alliance for Diverse Abilities Employee Resource Group, which has helped foster our culture of inclusion where everyone can bring their best selves to work each day.

**Diverse
Abilities**

Johnson & Johnson

A portrait of Jennifer Taubert, a woman with blonde hair, smiling. The image is overlaid with a semi-transparent blue filter. The text "I AM ABLE" is superimposed on the lower right portion of the image.

**I AM
ABLE**

Jennifer Taubert | Executive Vice President
Worldwide Chairman, Pharmaceuticals



For more information please contact:

Tapiwa Tevera

ttevera@its.jnj.com