

Diversity Champions ^[1]

NPC's diversity and inclusion efforts are supported by our D&I Champion Network, who help support our diversity and inclusion value proposition and advance our goals and priorities across the organization by:

- Developing a focused approach to align diversity and inclusion objectives to NPC's business strategy;
- Ensuring ownership of diversity and inclusion by the entire organization — with clear roles, responsibilities and metrics for success; and
- Supporting the creation of a diverse and inclusive culture that values and respects all ideas, perspectives and points of view — and drives innovative thinking and high performance.

In addition to NPC's Diversity & Inclusion Center of Excellence Team, our D&I Champion Network consists of senior leaders, members of the Executive Diversity & Inclusion Council (EDIC, D&I Councils from various parts of the organization and Employee Resource Groups (ERGs).

Leadership commitment

At NPC, our commitment to diversity and inclusion begins at the very top. Our President and leadership team are collectively accountable for promoting diversity and inclusion in all parts of the organization. Many members of our leadership team provide direct support by looking for ways to link diversity and inclusion directly to business initiatives — and by serving as executive sponsors for members of our D&I Champion Network.

Executive Diversity and Inclusion Council (EDIC)

The EDIC collaborates with the office of Diversity and Inclusion to help develop, define and disseminate diversity messages and practices throughout the organization. The Council is led by a senior executive and its members represent each functional group and business organization within the company. Each member serves a one- or two-year term.

D&I Councils

Diversity and Inclusion Councils are self-organized groups of employees who have assumed responsibility for infusing diversity and inclusion within their functional areas and/or business organizations. These groups regularly plan and execute events that help to reshape their departments' cultures by encouraging employees to understand and appreciate the climate of

an inclusive workplace.

NPC's D&I Councils are fully supported by senior leadership and aligned with functions, departments and field sales groups throughout the organization. Because D&I Councils represent a wide variety of backgrounds, perspectives and geographies, they are well positioned to interact with NPC as learning communities, engagement forums and networks of influence.

Employee Resource Groups (ERGs)

ERGs are voluntary groups of employees with a shared set of interests, experiences and perspectives that help promote the values of NPC and play a part in helping the business drive bottom line results. ERGs provide employees with opportunities to network, exchange views, create innovative business-focused solutions and continue professional growth and development. This, in turn, strengthens employee commitment and enhances business performance. These groups represent an inclusive environment that is welcoming, collaborative and productive for all. And, many of our ERGs have been extended to include chapters that operate within our Sales regions throughout the United States.

Some of the most beneficial outcomes of ERGs include:

- Support of recruitment, retention and career development strategies and initiatives
- Networking and mentoring activities
- Greater multicultural awareness and respect among all employees
- Sharing of broader perspectives and more creative solutions for our business and our customers
- Support for the company's community outreach and philanthropic efforts.

While our ERGs have always contributed to creating an inclusive environment and culture at NPC, their activities are increasingly showing a positive impact on our business.

Employee Resource Groups at Novartis Pharmaceuticals Corporation

- African Ancestry & Cultural Exchange (AACE)
- Asian American Affinity Network (AAAN)
- Cancer Hope (CH)
- CapABLE
- Caregivers Alliance for Resources, Education and Service (CARES)
- Chinese Culture Community (CCC)
- Empowering Women to Impact Now (EWIN)
- Gen Next (GN)
- Hispanic Leadership Network
- Military Affinity Group (MAG)
- Native American Cultural Alliance (NACA)
- Network Indian Cultural Exchange (NICE)
- Open Professional Employee Network (OPEN)
- Russian Culture Club (RCC)
- Women In Leadership (WIL)

- Working Parents Connection (WPC)

Accordion Type:

Collapsible

Source URL: <https://www.novartis.us/about-us/diversity-and-inclusion/diversity-champions>

Links

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