

Day of Reflection at Novartis

On this Day of Reflection, Novartis associates are thinking and talking about what it means to be part of a truly diverse and inclusive organization.

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In this harried and hectic time, it's good to pause occasionally to reflect on what's really important in our lives – and for the society we live in. All across the U.S. business, Novartis associates are stepping away from daily work responsibilities to focus their full attention on thinking and talking about what it means to be part of a truly diverse and inclusive organization. This includes considering how we can make a personal commitment, not just to supporting equal rights for all, but to actively working against hatred and inequality everywhere.

“This Day of Reflection underscores our strongly held belief that at its core, equality is a human rights issue,” says Thomas Kendris, US Country President, Novartis. “It reinforces our commitment to create a diverse and inclusive environment at Novartis that treats all associates with dignity and respect.”

This is a movement, not a moment.

The Day of Reflection starts with a mindfulness session to set the mood and mindset for the day, encouraging personal introspection and openness to self-examination. Throughout the day, associates participate in panel discussions and breakout sessions to learn and explore a variety of diversity and inclusion issues impacting society today. They also watch a compelling film called *Burden: The Movie* about a day in the life of an executive and the macro- and micro-aggressions he confronts, and engage in a frank conversation about the difficult issues raised in the film with the creator Nathan Hale Williams.

For Marion Brooks, Head of Diversity & Inclusion at Novartis, the Day of Reflection represents an important step forward on a company-wide journey of self-awareness and improvement. “Novartis is committed to a movement not a moment,” he says. “The road ahead is long and our diversity and inclusion strategy is focused on sustainable change.” For many of us at Novartis, that change takes on new energy and urgency, as we reflect on what it truly means to be an inclusive and welcoming place to work, grow and thrive.



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Today we all are reflecting on the fight for equality and what it means to be part of a truly diverse and inclusive company.

We all have an active role to play in promoting equality, fighting hatred and building a truly diverse company.

We need to stay focused on what it means to be part of a truly diverse and inclusive organization. This includes making a personal commitment, not just to supporting equal rights for all, but to actively working against hatred and inequality everywhere. Together we can create a diverse and inclusive environment that treats everyone with dignity and respect.

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