

Addressing Inequities in Health



There is an urgent need to take on the inequities rooted in systemic racism that threaten health in communities of color—inequities that have existed for decades but that have been exposed and exacerbated during the COVID-19 pandemic.

Through the Johnson & Johnson U.S. [Our Race to Health Equity](#), we've pledged \$100 million in commitments and collaborations over the next 5 years to invest in and promote health equity solutions for Black people and other communities of color in the U.S.¹

At Johnson & Johnson (J&J) MedTech, our work to improve health equity is focused on the following areas:

- Cultivating a diverse and inclusive healthcare workforce
- Enhancing patient education and access to innovative medical technology and services
- Promoting inclusion and equity of healthcare in underrepresented communities
- Conducting research to create healthy outcomes for people of color

Cultivating a diverse and inclusive healthcare workforce



We believe in the importance of cultivating a more diverse workforce to reflect the patients, surgeons and communities we serve.

In 2021 we:

- Worked with National Medical Fellowships to create a 2-year scholarship and mentorship program for Black medical students in the U.S.
- Provided content on diversity in healthcare through our partnerships with Advances in Surgery and the American College of Surgeons, engaging 40,000 healthcare professionals (HCPs) in the U.S. with a worldwide reach of 244,000 HCPs from 150 countries on this important topic to help create a more inclusive healthcare workforce.²

“Together we are truly building a strong organization and culture for the future. We are also doing work that will make a positive and lasting difference. These efforts are critical because our workplaces must mirror the community of customers and patients we serve.”

**Carla Calizaire, Global Leader,
Diversity, Equity & Inclusion,
Johnson & Johnson MedTech**

- Partnered with the Society of Black Academic Surgeons to create a Diverse Surgeon Initiative, which selects promising mid-level surgical residents who are underrepresented in medicine and supplies multi-year training, career tracking, and guidance to become mentors to the next generation and future leaders in their fields.³
- Launched the “Women of Orthopaedics” program to advocate for gender parity in the industry and increase representation of women among orthopaedic surgeons.
- Committed to the [13% Promise](#), which aims to achieve a standard of equity in Black representation in the optometry industry.⁴

Enhancing patient education and access to innovative medical technology and services



As we carry out our commitment to growing patient access to innovative medical technologies, we must be mindful of the many systemic barriers to access faced by communities of color and commit to programs that overcome these barriers by directly connecting with these communities.

In 2021 we:

- Offered vision evaluations at the National Urban League annual conference where, each year, hundreds of attendees who may not have otherwise had the opportunity can meet with vision experts to get eye screenings that include glaucoma testing and a high-tech retina scan.⁵
- Launched *My Health Can't Wait Illinois*, a program to help close the disparity gap for Black and Hispanic Americans in Chicago by arming them with the tools and resources they need to prioritize their health.⁶

Promoting inclusion and equity of healthcare in underrepresented communities



For any patient, the feeling of being understood by an HCP is the foundation of trust. Yet patients of color feel misunderstood by their HCPs far more often than white patients. This is why, as we work to make healthcare more accessible, we must also make sure that it is more culturally responsive.

In 2021 we:

- Invested in community-based care models to create new external partnerships with medical schools, such as Meharry Medical College, Morehouse School of Medicine, the Society of Black Academic Surgeons, and other societies and associations.
- Participated in a U.S. Food and Drug Administration collaborative with MedTech Color and the Advanced Medical Technology Association (AdvaMed) to advocate for health outcomes for communities of color.
- Worked hand-in-hand with industry partners to publish the AdvaMed industry-wide principles on health equity to ensure all patients have equitable access to safe, effective, and innovative medical technologies that save and improve lives.

Encouraging communities of color to say *My Health Can't Wait*

At the height of the COVID-19 pandemic, people across the country were delaying their healthcare, from routine appointments to necessary screenings and important elective surgeries. Some even avoided care for emergent conditions, such as acute heart attack and stroke.^{7,8}

Research shows people of color in the U.S. are more likely to put off their own care than other groups, demonstrating yet another way these communities experience health inequities.⁹ In a study by the Centers for Disease Control and Prevention, avoidance of urgent or emergency care was more prevalent among Black and Hispanic adults.¹⁰

To help close the disparity gap for Black and Hispanic Americans during the pandemic, we designed and piloted *My Health Can't Wait Illinois* with the goal of making change in Chicago, where two-thirds of residents are Black or Hispanic¹¹ and are significantly more likely to die from cancer, heart disease, and diabetes than their white counterparts.¹² *My Health Can't Wait Illinois* reached nearly 4 million people and equipped them with the tools and resources they needed to prioritize their health.¹³

“I was really pleased with how the medtech industry came together to collaborate throughout COVID and take a stand collectively to improve the inequities in healthcare. Part of that is a science- and data-based understanding of the root causes of those discrepancies, and then starting to deploy some of the smarts, the guts, and the resources we all have collectively to effect change.”

Ashley McEvoy, Executive Vice President, Worldwide Chair, Johnson & Johnson MedTech

Conducting research to create healthy outcomes for people of color



When patient data is used to inform healthcare solutions for all people, the data itself must be reflective of all populations if the solutions are meant to serve them equally. Making clinical trials more diverse and inclusive—both in the people who design them and in the people who participate in them—is a major way to drive greater equity in healthcare outcomes. Using patient data from communities of color to better understand how to improve treatment for communities of color is another.

In 2021 we:

- Partnered with the National Medical Fellowships' Diverse Clinical Investigator Training Institute to increase patient diversity in clinical trials by training underrepresented minority clinicians to serve as principal investigators in clinical research.¹⁴
- Developed a custom, in-house disparities mapping tool to identify variations in access to surgical care, which, when combined with evidence-based insights, can be used to target efforts to close gaps in access to surgical care and technologies, as well as to improve diversity, equity, and inclusion in medical practice and research.
- Analyzed published data and developed evidence-based insights to identify and target the systematic changes needed to improve stroke awareness and promote greater equity in stroke treatment for people of color.



Advocating for better stroke care

When a patient suffers a stroke, every minute counts toward restoring brain function. That's why we're advocating to improve access for patients, particularly for Black Americans who have the highest rate of death due to stroke¹⁶—in part because they are less likely to receive the most timely and specialized care that leads to better recovery outcomes.^{16,17,18} In 2021, we supported important legislation, led by a bipartisan group of members of Congress, to raise awareness about stroke and stroke prevention. Additionally, we're collaborating with [Get Ahead of Stroke](#), a national public education and advocacy campaign, to urge state and federal authorities to update protocols for triaging and transporting patients to comprehensive stroke facilities to improve timely access to the most effective stroke care.

“Across our Acclarent, Biosense Webster, Cerenovus, and Mentor businesses, a sentiment that's deeply embedded in our culture is our commitment to equality and equity. Through product advancements and by building awareness of the need for more equitable patient care, we aim to reach those who are disproportionately impacted by diseases like stroke and atrial fibrillation, so that everyone has the opportunity to live the lives they want.”

**Celine Martin, Company Group Chairman,
Cardiovascular & Specialty Solutions Group,
Johnson & Johnson MedTech**

Advancing our culture of inclusion, allyship, and innovation



Our commitment to diversity, equity, and inclusion is not limited to our external activities. As we recognize and embrace our responsibility to make a meaningful commitment to achieve greater equity in healthcare in underserved communities, we also embrace the responsibility shared by all companies—no matter the industry—to support diversity, equity, and inclusion in our own workforce and culture.

Johnson & Johnson [Health for Humanity](#) 2025 goals include achieving 50% representation of women in management positions globally, 35% ethnically diverse representation in management positions, and 50% growth of our Black/African American talent in management positions in the U.S. In 2021, J&J MedTech contributed to year-one progress of these 5-year goals.¹⁹



And we listened to our employees and learned from their leadership in creating an inclusive workforce. This effort culminated in SPARK Allyship—the diversity, equity, and inclusion global employee engagement program that defines our ambition and scope as an organization and ignited change across J&J MedTech to ignite an increased feeling of belonging. We successfully launched 6 SPARK Allyship workshops to inspire and provide a closer look at what being an ally looks like at J&J MedTech and offered tools and resources to bring our core allyship principles into our daily work.²⁰

This is part of the Johnson & Johnson MedTech series, “Advancing Health, Improving Lives.” To view more information on how J&J MedTech is driving Innovation, Health Outcomes, and Social Impact, visit www.jnjmedtech.com/impact.

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Cautions Concerning Forward-Looking Statements

This document contains “forward-looking statements” as defined in the Private Securities Litigation Reform Act of 1995. The reader is cautioned not to rely on these forward-looking statements. Our “Cautionary Note Regarding Forward-Looking Statements” and “Risk Factors” can be found in *Johnson & Johnson Annual Reports* at jnj.com/about-jnj/annual-reports. Neither the Johnson & Johnson MedTech Companies nor Johnson & Johnson undertakes to update any information in this document as a result of new information or future events or developments. Information on annual “Environmental, Social and Governance Disclosures” can be found in the *Johnson & Johnson Health for Humanity Report* at healthforhumanityreport.jnj.com.