

Diversity and inclusion

At Novartis, Diversity and Inclusion (D&I) lives at the heart of our culture and is an integral part of everything we do. We believe that an inclusive business culture helps to create a global community in which people can be themselves, give their best, and grow professionally. We strive to set the standard for inclusive organizations through our focus on three priorities - Culture, Talent, and Building Trust with Society - supported by four overarching strategies:

- Strengthen and retain diverse talent
- Offer inclusion and learning opportunities for all associates
- Strengthen and empower Employee Resource Groups and Diversity Councils
- Shape society and build corporate trust

To ensure that our systems and policies align with our passion for D&I, we recently instituted new hiring guidelines and diversity recruitment efforts; launched a diverse supplier initiative; and successfully piloted a Multicultural Engagement Program, among many other projects. We also are committed to increasing patient diversity within our [clinical research and development programs](#), continuing our decades-long effort to combat diseases that disproportionately affect underserved communities.

Our D&I efforts have been recognized externally. We are proud to be one of only seven DiversityInc Hall of Fame companies and to have scored 100% on the Human Rights Campaign LGBT Corporate Equality Index.

Standing Together

Novartis has zero-tolerance for racism or bias of any kind. We stand together with our African American and Black colleagues and their families and believe unequivocally that Black Lives Matter. As such, we are committed to make Novartis a more equitable and inclusive company for our associates and to live up to our longstanding global commitment to social equity and human rights. You can read more about our stand on racial equity and justice [here](#).

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