Employee Resource Groups at Lilly

BCCWF, Spring 2016
Employee Resource Groups

- 1980: African American Network (AAN)
- 1993: PRIDE People Respecting Individual Differences Equally
- 1995: Chinese Culture Network (CCN)
- 1995: Women’s Network (WN)
- 1995: Organization of Latinos at Lilly (OLA)
- 2001: Lilly India Network (LIN)
- 2003: Working and Living with Disabilities (WLD)
- 2008: Africa Middle East & Central Asia Network (AMECA)
- 2009: Veterans Leadership Network (VLN)
- 2015: Early Career Professionals (ECP)
Employee resource groups are critical in driving our diversity and inclusion strategy across our company.

2015 Data
ERG Events

The Veterans Leadership Network presents

Veterans Day Observance

AFRICAN AMERICAN FORUM

FROM Awareness TO Action
ERG Governance

• Required roles with job descriptions
  – Chair
  – Communications Chair
  – Events Chair
• Executive Sponsor
• Charter and Bylaws
• Handbook
• Structured ERG Chair selection process
Employee Resource Groups support a richer, more inclusive workplace culture while partnering with the business to better serve our diverse marketplace.

GLOBAL DIVERSITY & INCLUSION OFFICE (GDIO) MISSION

We drive diversity and inclusion throughout our business in order to make life better for people.

EMPLOYEE RESOURCE GROUP (ERG) MISSION

Employee Resource Groups support a richer, more inclusive workplace culture while partnering with the business to better serve our diverse marketplace.

BUSINESS
- Support Business Goals
- Provide Global Insights/Perspective
- Enhance Innovation Culture

WORKPLACE
- Support Inclusive Culture
- Engage Employees via Education & Development
- Recruit and Retain Employees

MARKETPLACE
- Provide Patient Insights
- Cultural Competency Resource
- Enhance Lilly Brand in Community
External Relationships

Partnerships for health education and reducing health disparities among minorities with:

• National Urban League
• National Medical Association
• NAACP
• National Association of Black Journalists
• National Council of La Raza
• National Hispanic Medical Association
Tuskegee Partnership

AAN proposes collaboration

Lilly signs agreement to work with Tuskegee (2015)

**FOCUS:** work together to build a better understanding of the lack of diversity in clinical trials today and the need for greater African American representation in the clinical trial population to help ensure that African Americans benefit equitably from advances in health research.
Recognizing the important role of global representation in gathering clinical data about our medications from different regions of the world, our Lilly Africa, Middle East, and Central Asia (Lilly AMECA) ERG worked in 2015 to establish key connections between our emerging markets business area and our global clinical operations group.