

# Our Collective Commitment to a DEI Movement

The Novartis 2022 Day of Reflection highlighted the company's commitment to making DEI a movement not a moment.

Jul 11, 2022

In 2020, in response to the social justice crisis Novartis held its first annual Day of Reflection, titled "Standing Together," to come together as one organization to learn, grow and connect. We continued our commitment in 2021 by aligning across the organization to boldly move "Forward Together." We focused on being an inclusive organization while demonstrating the progress we have made across all dimensions of diversity.

This year's theme recognizes that our work is a "A Movement, Not A Moment," because we are dedicated to sustainable actions for greater equity, respect, and understanding.

Since the inaugural Day of Reflection Novartis has made significant progress in its commitments to DEI:

- Launched the USD 50 million Beacon of Hope initiative to help close historical access gaps
- Reached nearly 50% of leadership represented by women
- Signed the Human Rights Campaign Equity Act to expand protection for the LGBTQIA+ community network and beyond
- Built a pipeline of diverse leaders of the future with Multicultural Engagement Program and Leading Up program
- Redesigned our supplier diversity program to increase spend with women, minority, LGBTQI, and veteran owned businesses

Novartis will also be recognized in 2022 as a Best Place to Work for people with disabilities.

"While we have great momentum, major global challenges must be addressed and central to our DEI work is acceptance. Each one of us deserves to be seen and heard—as individuals and as professionals. It is not until varying cultures, experiences and perspectives are valued that positive change will truly come. Now more than ever we must align in the matters that connect of all of us as humans and adopt a collective mindset to create a lasting movement," said Marion Brooks, Vice President and US Country Head, Diversity & Inclusion for Novartis.

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**Marion Brooks**, Vice President, Diversity & Inclusion

Diversity and inclusion is embedded in our culture and business framework. The annual Day of Reflection, for all associates, aligns with the larger Novartis efforts around both diversity and inclusion and psychological safety.

We are proud to be able to offer these continued opportunities to connect, reflect and continue essential DEI conversations while honoring our common humanity.

Read about how the Novartis 2022 Day of Reflection highlighted the company's commitment to making DEI a

movement not a moment.

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