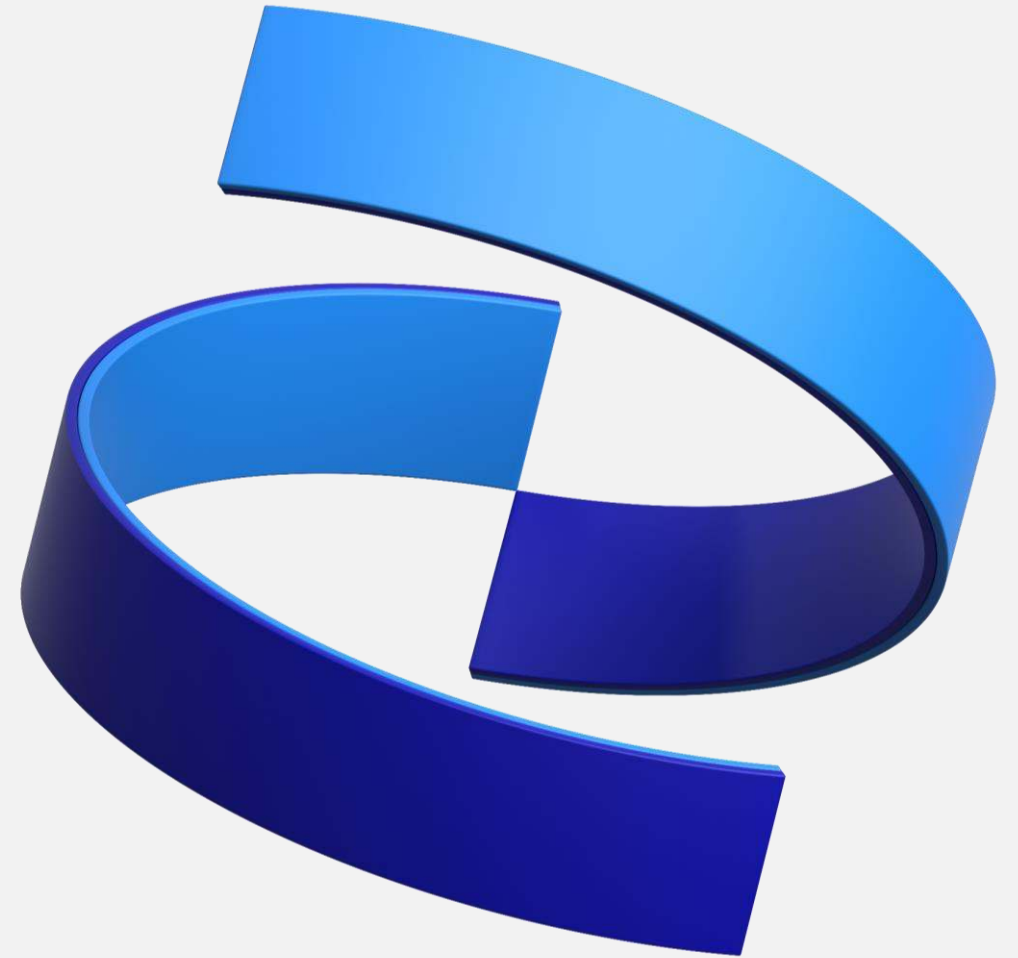




Diversity, Equity & Inclusion at Pfizer

Mona Babury, CDP, PMP

Global Diversity, Equity & Inclusion Lead, HR
Pfizer Global Supply, Finance, Global Business Services





Pause



My Professional Journey

IT Specialist

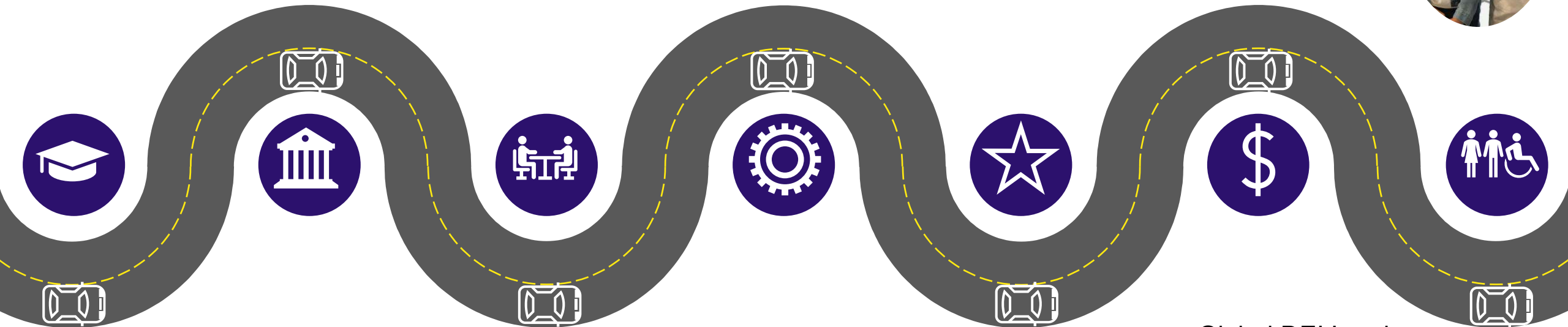
- NJ Division of Taxation

Project Analyst

- \$60M Serialization Program

Senior Portfolio Manager

- Digital Capital Portfolio Management
- Technology for Girls



Graduated in 2006

- BSBA HR Management
- East Stroudsburg University / Thomas Edison State

Administrative Specialist

- Wyeth / Pfizer Journey Begins
- Counterfeit Drugs

Market Transformation

- Global Operations Excellence Lead
- Supply Chain

Global DEI Lead

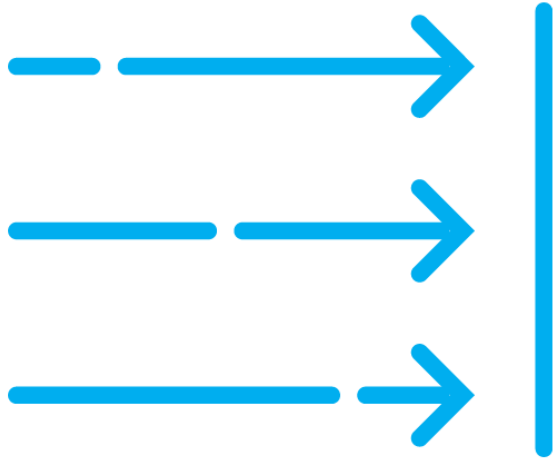
- Certified Diversity Professional
- Pfizer Global Supply, Finance, Global Business Services



About Me: Mona Babury

An abstract, three-dimensional blue geometric shape composed of several triangular facets, resembling a stylized wave or a modern architectural element. It is positioned in the upper right quadrant of the slide, extending from the top edge and curving downwards and to the right.

Diversity, Equity & Inclusion



Equity

Every person deserves to be seen, heard, and cared for.
This happens when we are inclusive, act with integrity,
and reduce healthcare disparities.

Be inclusive

We respect all people for who they are—
because diversity raises us all.

Act with integrity

We always do the right thing—
because patients' lives depend on us.

Reduce healthcare disparities

We strive to serve all patients—
because everyone should have a chance to be healthy.

What is Equity?



Equality

doesn't mean

Equity

Breakthroughs that change patients' lives



25 breakthroughs in patients' hands by 2025



225M patients treated by 2025



1. Unleash the power of our people

- 1.1 Create room for meaningful work
- 1.2 Recognize both leadership and performance
- 1.3 Make Pfizer an amazing workplace for all



2. Deliver first-in-class science

- 2.1 Source the best science in the world
- 2.2 Double our innovation success rate
- 2.3 Bring medicines to the world faster



3. Transform our go-to-market model

- 3.1 Improve access through new payer partnerships
- 3.2 Address the patient affordability challenge
- 3.3 Transform the way we engage patients and physicians



4. Win the digital race in pharma

- 4.1 Digitize drug discovery and development
- 4.2 Enhance health outcomes and patient experience
- 4.3 Make our work faster and easier



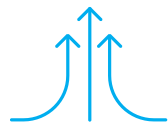
5. Lead the conversation

- 5.1 Be known as the most patient-centric company
- 5.2 Drive pro-innovation/pro-patient policies
- 5.3 Focus the narrative on the value of our science



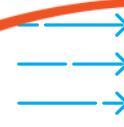
Courage

Think big, speak up, be decisive



Excellence

Focus on what matters, agree who does what, measure outcomes



Equity

Be inclusive, act with integrity, reduce healthcare disparities



Joy

Take pride, recognize one another, have fun

Our Diversity, Equity & Inclusion Strategy

Our Inspiration:
As Diverse as the Patients and Communities We Serve.



Patients

Align with
"patients first"



Close health disparities
in diverse communities



Colleagues

Be a sought-after
destination for diverse
talent globally



Increase the
representation, inclusion
and engagement of
talent



Communities

Be a good
corporate citizen



Support policies that
promote fairness,
equality and respect for
all people



Partners

Be a "force
multiplier" for D&I



Work with partners,
suppliers and vendors
who share our D&I
values

Our Aspiration:
We are all accountable to make Diversity & Inclusion a part of our DNA and unlock its power to serve patients.

Living Our Value Of Equity



“

It's important that we all actively speak out against racial injustice, confront conscious and unconscious bias and lead courageous conversations with colleagues and those in our communities.

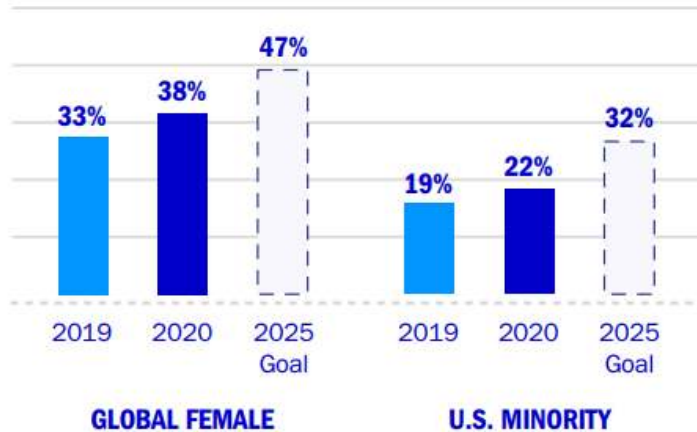
ALBERT BOURLA, CEO



Pfizer's Equity Commitments

Opportunity Parity Goals 2025

VP+ Opportunity Parity Goals²



We received an “A”

Global pay equity³

Pfizer pays our female colleagues globally at greater than 99% (99.3%) of what we pay male colleagues. When looking at minority versus non-minority pay in the U.S., minorities are at almost dollar-for-dollar parity (99.8%) with the pay of non-minorities.

Grow
Talent
Pipeline

Addressing
Health
Inequities

- Match Clinical trials demographics with location (country) demographics.
- Address the needs of the diverse communities we serve.
- Direct funds to address specific health care disparities and social justice work.

Supplier
Diversity

50%

Increase in spending with diverse-owned suppliers by 50% by 2025.

Colleague
Engagement
& Education

- Enterprise-inclusive Leadership Training/resources.
- Global conversations on Race.

Pay Equity


Recognitions

Forbes 2021
THE BEST
EMPLOYERS
FOR DIVERSITY

We're IN for Inclusion!
— WE SCORED —
100
— ON THE 2020 —
DEI DISABILITY
EQUALITY
INDEX

HUMAN
RIGHTS
CAMPAIGN
FOUNDATION
2021 BEST
PLACES
TO WORK

Pfizer Equity in Action...



Albert Bourla • Following
Chairman and Chief Executive Officer, Pfizer
1mo •

The time is now to make our voices heard. At **Pfizer**, we condemn antisemitism and ALL forms of religious and racial hatred and violence. Earlier today, I share this letter with our colleagues about the importance of being champions...

Speaking Out Against Antisemitism - 1 page

...for everyone, every...

...#StandwithRefugees impacted by t...

...partnership is providing vital assistance and ser...

...desh #PfizerProud #PFEColleague

**Health & Social Impact:
Partnering to Support Refugees in Cr...**



Anne-Marie Grey
CEO,
USA for UNHCR



Caroline Roan
Vice President, Global Health
& Social Impact, Pfizer Inc.
and President,
The Pfizer Foundation



USA for UNHCR
The UN Refugee Agency

...rowing Refugee Crisis and What We Can All P...

Pfizer has always been supportive in my career journey, whether it was through providing accommodations, equal access to opportunities or simply recognizing me as a person beyond just someone with a disability.

DEI BEST PLACE TO WORK FOR DISABILITY INCLUSION 100% DISABILITY EQUALITY INDEX

Linda Zhao, Recruiter
Talent, Culture, Diversity & Inclusion

Pfizer on LinkedIn: Linda Zhao is a recruiter at Pfizer and a Disability:IN NextGen member | 14 comments





Breakthroughs that change patients' lives*

Dear Colleagues,

I have been deeply saddened and heartbroken by the brutal murder of four members of a Muslim family in Canada – a grandmother, two parents and their daughter, as well as the serious wounding of a fifth member – a young boy who is expected to survive, but whose life is forever changed.

While words cannot adequately describe the outrage and sadness we feel, it is important to state clearly that we stand in solidarity with our Muslim colleagues, as well as the entire Muslim community worldwide, and that what happened in Canada is in direct opposition to what we stand for as a company and as individuals.

Anti-Muslim Attacks Must Stop - 1 page

Black Women at Pfizer Are Improving Health Disparities in Our ...

Pfizer needs individuals like La Ronde-Richard and other women of color who will ... breakthroughs that fuel progression within the healthcare sector. ... in 2019 that health disparities between African Americans and whites ...



CELEBRATING THE LGBTQ COMMUNITY WITH PRIDE

OUR PEOPLE / Celebrating the LGBTQ Community with Pride

This is an important month—and an important year—for the lesbian, gay, bisexual, transgender, queer (LGBTQ) community: June marks the 50th anniversary of the Stonewall uprising. The catalytic event took place in June of 1969, after New York City police raided the Stonewall Inn, a bar in Greenwich Village popular with the gay community. Over the next six days, the riots that were launched the gay rights movement. Pride festivals held in New York and...



Our Colleague Resource Groups (CRGs)

Our site-based CRGs help drive **inclusion** and **professional development** at Pfizer. The CRG's offer support, developmental opportunities, mentoring, and networking opportunities to help their members enhance their skills and advance their careers.

Pfizer's CRGs are generally aligned to the following affinities:

- Asian: Global Asian Alliance (GAA)
- Black: Global Black Community (GBC)
- Individuals with Disabilities: disAbility
- Latino/Hispanic: Pfizer Latino Community
- LGBTQ+ Allies: Out Pfizer Employee Network (OPEN)
- Veterans: Veterans in Pfizer (VIP)
- Women: Pfizer Women's Resource Group (PWR)



Building Inclusive Teams

Proactively ask about all team members' personal priorities or commitments that are important to honor as the team plans its work stream and deliverables; seek to respect those requests.

Instead of just saying, "People matter," take the time to set-up one-on-one meetings not only with your direct reports but also with employees two to three levels down to get to know them.

Validate employees' experiences—both the good and the bad—by transparently acknowledging barriers and setbacks faced by the organization. Share plans that illustrate an awareness of both challenges left to face and the continued progress that is possible.

Ask and then listen—you'll be amazed what you can learn from everyone around you.

If you plan on sending emails to colleagues at off hours, add a line to your signature that lets people know you are working at that time because it is most convenient for you, but it does not mean you expect people to respond when they otherwise would not be working.

Don't judge the nurse (surveys) really

Over the course of several meetings, keep track of whose ideas are acknowledged, built on, or adopted vs. ignored or appropriated. Do you see any patterns based on gender, race, and/or ethnicity?

Regarding talent identification and inclusion: Look up. Look down. Look deep. And look often.

Don't assume that people who work differently (or even less) are less committed; they may be working smart.

Intentionally seek out ideas/insights from people who may not look like you.

Engage with people of different levels and backgrounds at the water cooler (either virtually or in person).

Acknowledge people you don't know in the hallways with a culturally appropriate greeting. A small friendly signal goes a long way toward breaking down hierarchies, siloes, and aggressive cultures, and it opens the door to further dialogue.

Be Inclusive Every Day

Start with these easy, practical, intentional actions that **organizations, leaders, and teams** can take today for a more inclusive workplace.

Next time you ask someone for advice on a project (your go-to folks), stop and ask yourself—who did you miss/not ask? Why?

Review and revamp existing practices to uncover potentially exclusionary norms.

Help bust the myth that senior women have it all together by inviting a group of high-potential

Challenge assumptions—don't assume anything, ask questions. A place of

Black History Month

A Conversation with

PGS Colleagues

February 2021

Pfizer

global supply

2020 SHPE National Convention

Home Agenda On Demand Career Fair Connections Information Mercado

Pfizer

Do you want to interview with Pfizer?

Please complete the pre-screening questionnaire. Once received, the company will review and assign a recruiter for your five-minute video screening. Please be on camera and with audio.

Start Your Pre-Screening

Sponsor Showcase

Sponsor Showcase | Pfizer

Thursday October 22, 2020

9:30 AM - 4:00 PM US Eastern

11:30 AM - 12:00 PM AEST

Follow

Pfizer

SCIENCE WILL WIN

SCIENCE WILL WIN



PWR

Pfizer Women's Resource Group

A Pfizer Colleague Resource Group

WOMEN'S EQUALITY DAY

August 26th

The 19th Amendment to the United States Constitution granted American women the right to vote, a right known as women's suffrage, and was ratified on August 18, 1920, ending almost a century of protest. On August 26, Women's Equality Day, we celebrate the certification of the amendment and the 100th year since its ratification. Join in the following celebratory events!

August 26th: Raising the 19th Amendment Victory Flag

The 36 stars were added to the women's suffrage movement flag to represent the number of states needed to pass the amendment.

This flag was first displayed on the balcony at Suffrage Headquarters by Alice Paul after achieving ratification of the 19th amendment. A replica of this flag will fly over the Rocky Mount Pfizer site to commemorate the day and the women who tirelessly sought change, leading the way for women to vote today.

August 27th 12-1pm - 'Breathe'

A wellness and self-care discussion on finding peace in chaotic and unprecedented times.

August 27th 4:30-5:15pm - INSANITY Chats

Taking a deeper look at Gender Bias in the workplace, specifically Maternal Bias.

Tim Latta (Co-host)

Dana Onilo (Host)

Adam Burrell

Adam Schwab

Agneszka Banbula

Albert Fisher

Amy O'Keeffe

Anders Mattson

Ann Czar

Ashley Collins

Betsy Detres

Bianca Bracht

Brandon Reynolds

Brenna Nichol

Carlos Mojica

Carol Kirchhoff (L)

Chad Lambert

Clare Byrne

Cornor Thompson

Debbie Paul

Dennis Krip



Next Steps

5 Steps



Start with the data



Establish your aspirational goals



Put together a plan



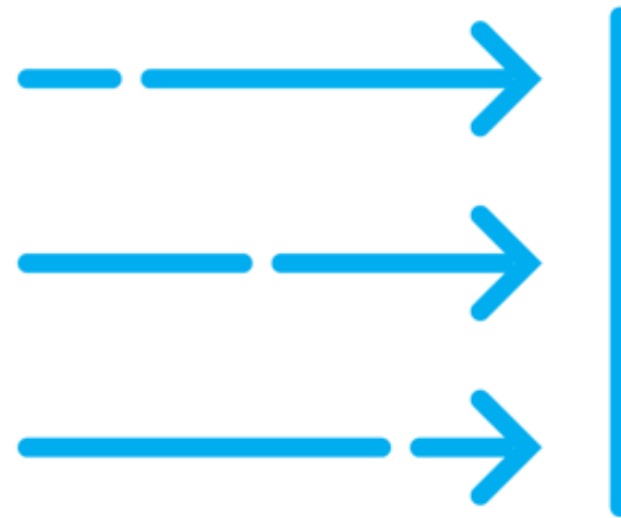
Establish leader support starting with the CEO



Establish accountability and measure progress

Think Differently
Lead Courageously
Act with Empathy

Q&A



Equity

Every person deserves to be seen, heard, and cared for.
This happens when we are inclusive, act with integrity,
and reduce healthcare disparities.