“Diversity is not a destination, it’s a journey. The world we’re competing in today is far more diverse than it was two decades ago...and it will only become more so with each passing year. To exceed the needs of our diverse customers worldwide, we must intensify our efforts to become more diverse and inclusive here at home.”

John C. Lechleiter, PhD
Chairman, President, and CEO
Eli Lilly and Company
At Lilly, we’re inspired to make a difference in people’s lives every day—through the discovery of life-changing medicines, better understanding of disease management, and support for people living with illness and their families and friends. Our commitment to diversity and inclusion is a reflection of our heritage of uniting caring with discovery to make life better for people around the world.

Working Toward Greater Diversity in Clinical Trials

Minority populations have historically and consistently been underrepresented in clinical trials, which evaluate the safety and efficacy of new medicines and treatments.

More diverse representation in clinical trials is needed to gain insights to help us make medicines that are most effective for all people who use them. Lilly is taking a leadership role, boosting enrollment of diverse populations in trials and making trials more accessible to minority communities.

Training Minority Clinical Trial Investigators

Lilly and The Center for Drug Development and Clinical Trials at Roswell Park Cancer Institute have partnered to train minority clinical trial investigators — the first program in the industry specifically tailored to oncology minority investigators.

The partnership includes a three-day clinical research workshop, “Reducing Cancer Disparities Through the Training of a Diverse Workforce,” for minority physicians across the country.

The goals of the workshop include:

• Developing a cadre of well-trained minority investigators.
• Educating investigators on good clinical trial design and providing the necessary tools required to conduct trials that are relevant to minorities and underrepresented populations.
• Guiding participants to identify and overcome various challenges of clinical research, particularly in minority and underserved populations.
• Mentoring young minority investigators through career-long relationships with workshop faculty.

» For more information, visit roswellpark.edu/education/diversity-clinical-research-workshop

Health Education & Outreach

To expand our impact on diversity outside the company walls, we have developed health education programs to help reduce health disparities and increase access to healthcare information among minority groups in the United States and around the world.

Lilly for Better Health® is a multi-channel initiative offering health and wellness resources that educate and inspire individuals, families and communities to live healthier, more active lives. Many resources are available in both English and Spanish.

» For more information or to download resources, visit lillyforbetterhealth.com

Spotlight: Conversation Map®: Managing Diabetes During Ramadan

During the Muslim holy month of Ramadan, people with diabetes — whether they are fasting or not - are faced with a major change in the frequency and amount of food they eat and in the daily activities they can participate in, which may lead to complications.

Lilly has partnered with Healthy Interactions and the International Diabetes Federation to develop an outreach program, “Managing Diabetes During Ramadan” Conversation Map®, to help improve diabetes management skills for both individuals with diabetes and the people who care for them.

» For more information, visit IDF.org
Our efforts to ensure a diverse and inclusive environment for our employees and those we serve span the globe. We’ve created programs in many countries, including Saudi Arabia, Japan, Korea and others to help grow the ranks of female employees and female leadership. In recent years, we’ve launched satellite employee resource groups across Asia, the Americas, and Europe. And our affiliates worldwide are constantly developing new ways to hire, train and develop underrepresented groups in our workforce.

Valuing Our People

Lilly values and understands the importance of diversity among its employees around the world. The greatest measure of Lilly’s diversity efforts is in the company’s ability to attract and retain exceptional employees who feel comfortable in a culture that supports them being themselves.

Just a few of the ways we support employees include:

- Flexible work arrangements, where appropriate
- Onsite wellness and work-life balance amenities include fitness centers, day care facilities, and other employee convenience services
- Domestic partner benefits, including same-sex partner benefits
- Talent development and succession planning
- Community service opportunities

Employee Resource Groups

Employee resource groups (ERGs) are an important part of the Lilly culture and add value by supporting business objectives and care for our communities. The groups include:

- The African American Network
- Africa Middle East & Central Asia Network
- Chinese Culture Network
- Lilly India Network
- Organization of Latinos at Lilly
- People Respecting Individual Differences Equally
- Veterans Leadership Network
- Women’s Network
- Working and Living with Disabilities

ERG members frequently add value to our business through their deep understanding of culture and international business, language and other areas of expertise. As an example, a small group of bilingual OLA members, coordinated by Marta Pineiro-Nunez, recently stepped into a meeting with Mexican regulatory officials to help facilitate a discussion about regulatory requirements for a medicine in development. In another example, Tom Xiao with the Chinese Culture Network worked with the Children’s Museum of Indianapolis to bring a special Chinese exhibit, Terra Cotta Warriors, to Indianapolis and to promote the exhibit for greater understanding of Chinese culture, history and art.

Working Mothers: A Driving Force

In 1816, Colonel Eli Lilly opened the doors of his small pharmaceutical manufacturing business. Among his first three employees was bottle and finisher, Miss Caroline Granger.

By 1913, the American landscape was changing and there were eight female supervisors managing all-women production lines.

In fact, women manned the production lines in the 1940s when men were sent off to war.

Lilly strives to build a workplace that inspired growth and education for its female employees, while still boasting the flexibility needed for a positive work-life balance.

While much has changed over the years, one thing has remained the same. Lilly continues to pride itself on the advancement of women in the workplace, flexible hours, parental leave and a motivating company culture.

Women now occupy some of the top positions at Lilly and we are honored to be part of Working Mother’s 100 Best Companies list for the twentieth consecutive year.
AWARDS

Being recognized for our commitment to diversity and inclusion is a reward in and of itself. Lilly’s record as a diverse employer consistently earns praise from third parties. Recent recognitions include the following:

**Lilly on DiversityInc’s 2014 ‘Top 50’ List**

For the fourth consecutive year, Lilly has been named to DiversityInc’s Top 50 Companies for Diversity list, which recognizes corporate diversity best practices. Lilly jumped 8 spots from 35 in 2013 to 27 in 2014. Additionally, Lilly received one of the DiversityInc specialty honors, being named a Top 10 Company for LGBT employees. DiversityInc’s listing is known as the leading assessment of diversity management globally. To make the list, participating companies must have more than 1,000 employees and demonstrate strength in key diversity areas: CEO commitment, human capital, corporate and organizational communications, and supplier diversity while also showing year-to-year progress in diversity initiatives.

**Other Diversity Awards**

- Top Companies for Executive Women, National Association of Female Executives (NAFE)
- 100 Best Companies to Work (20 consecutive years), Working Mother Magazine
- Perfect score of 100 on the Best Places to Work Corporate Equality Index, creating an equitable environment for lesbian, gay, bisexual and transgender (LGBT) employees, Human Rights Campaign
- Best Adoption-Friendly Workplaces, Dave Thomas Foundation
- Latino 100, Top Companies for Latinos, Latino Magazine
- 2020 Women On Boards, Winning Company
- Top 25 Global Companies for Leaders, Aon Hewitt in partnership with FORTUNE
- Pro Patria Award, Employer Support of the Guard and Reserve

For a complete list of awards, visit lilly.com/about/diversity.

**Asia-Pacific Economic Cooperation 50 Leading Companies for Women**

Lilly has been named one of the 50 Leading Companies for Women in the Asia-Pacific Economic Cooperation (APEC) region and beyond for its efforts to increase women’s leadership opportunities in the workplace.

**SUPPLIER DIVERSITY**

Through Supplier Diversity Development, Lilly aspires to broaden participation of small and diverse-owned businesses in the Lilly supplier base to levels more reflective of the diverse business community.

**Highlights**

- We encourage diverse and small businesses to grow as they work with Lilly, and attract new business to our communities — creating a greater quality of life.
- We utilize niche suppliers because many times their flexibility and innovation give Lilly an advantage when achieving business results.
- We access additional expertise from diverse businesses to bring fresh perspectives and cutting-edge opportunities from an often untapped source of talented suppliers.
- Lilly strives to maintain the “outstanding” rating from the Small Business Administration. In 2014, we spent $474.1 million with 316 diverse businesses and 295 women-owned businesses, as well as $645.3 million with 1,510 small businesses.

Lilly is on social media. For a complete listing of our social media channels and blogs, go to newsroom.lilly.com/social-channels.

For more information about diversity at Lilly, visit the diversity section at www.lilly.com.