

# Diversity and inclusion

At Novartis, we see diversity and inclusion as the right thing to do. The right way to attract, retain, and develop the best talent in our industry who share our passion. The right way to have an organization that reflects the diversity of our customers to help us understand and address their healthcare needs. It's the right way to manage our business and it's why we have made it a core element of our company strategy.

We define diversity as a broad concept. It includes the many elements of our individuality – race, gender, age, experience, thinking and work styles, culture, country of origin, job status and function, physical ability, work/family balance, economic level, religious belief, organizational tenure, sexual orientation, identity, expression and more. Diversity is an approach that helps us contribute to the business and reach our full potential. A strategy that effectively serves the needs of diverse customers through different cultures, ideas and perspectives. It's also a way to leverage our distinct talents to drive improved business performance.

[Find out what Novartis is doing to ensure a diverse workplace.](#)

## Employee Resource Groups

Novartis is committed to building a workplace that seeks out and values different perspectives and ensures each employee can contribute to the business and reach his/her full potential. The company's support of Employee Resource Groups (Affinity) helps us meet this commitment.

[Learn more about Employee Resource Groups at Novartis.](#)

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