

Pride @ Novartis 2019

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Past, Present and Proud – Nejc's story

[Video of Past, Present and Proud – Nejc's story](#)

[Past, Present and Proud – Nejc's story](#) ^[1]

Nejc is from Slovenia and is the global Head of Diversity & Inclusion for Novartis Technical Operations and Global Quality, our global manufacturing and quality organizations with production sites all over the world.

[Past, Present and Proud – Susan's story](#) ^[2]

Susan is from the US and works as Director of Communications for the Novartis Institutes for BioMedical Research (NIBR) in Cambridge, USA.

[Past, Present and Proud - Tony's story](#) ^[3]

Tony is from the US and works in Basel, Switzerland, as Global Program Executive Director, in Global Drug Development.

[Past, Present and Proud - Isobel's story](#) ^[4]

Isobel is from the UK and works in Basel, Switzerland, as Global Program Implementation Lead, Strategy & Operations, in the Pharmaceuticals Division.

[Past, Present and Proud – Brandon's story](#) ^[5]

Brandon is Canadian and works in Singapore, as Real Estate Manager, Asia, Middle East, Africa.

[Past, Present and Proud –Philip's story](#) ^[6]

Philip is from the US and works as Regulatory Affairs Graphic Designer, at Sandoz in Princeton, USA.

In 2018, we made a public commitment by signing up to the UN Standards of Conduct for Business, Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People.

Companies should...



RESPECT HUMAN RIGHTS

of LGBTI workers,
customers and
community
members



ELIMINATE DISCRIMINATION

against LGBTI
employees in the
workplace



SUPPORT STAFF

at work



UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER

Our aspiration is to honor our commitment to uphold LGBTI human rights and ensure we have a more inclusive workplace. This year we are focusing on understanding inclusion barriers and taking action to address them by:

- Participating in the Stonewall Global Workplace Equality Index to identify actions to address any potential barriers;
- Raising awareness and understanding about LGBTI equity within the company;
- Demonstrating active support to the LGBTI community through policy changes, inclusion learning offerings, listening dialogues, and establishing a larger community of active allies;

- Raising awareness and celebrating LGBTI inclusion through global events and communications



People and Culture [7]

Nudging bias out of the organization [8]

Source URL: <https://www.novartis.com/news/pride-novartis-2019>

Links

[1] <https://www.novartis.com/novartis-video-ajax/91796>

[2] <https://www.novartis.com/novartis-video-ajax/91821>

[3] <https://www.novartis.com/novartis-video-ajax/91886>

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[6] <https://www.novartis.com/novartis-video-ajax/91986>

[7] <https://www.novartis.com/stories/people-and-culture>

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