



Lilly

Lilly's Racial Justice Commitment:
From Pledge to Progress

Lilly's Racial Justice Commitment



In 2020, Eli Lilly and Company launched the Racial Justice Commitment to support effective solutions to racial inequity and social injustice. Our work and investments focus on improving the education, health, professional and social mobility outcomes for Black Americans.

We aim to build an ecosystem of equity in Central Indiana and beyond: To create a workplace, community, and broader society where people from historically-marginalized communities can move beyond systemic barriers and thrive.

From Pledge to Progress

Greetings,

In June of 2020, Lilly and the Eli Lilly and Company Foundation announced a pledge of \$25 million and 25,000 volunteer hours, over five years, to decrease the burden of racial injustice and its effects on local and national communities of color.

With more than 38,000 employees, Lilly conducts clinical research, manufactures medicines, and markets products around the world. By leveraging the power of our ecosystem and working every day to be a corporate leader in diversity, equity and inclusion, we are ensuring Lilly's Racial Justice Commitment will generate sustainable change and enhanced equity for Black Americans and people of color in Central Indiana and beyond.

The Racial Justice Commitment focuses on five key areas: People Development, Family Sustaining Jobs, Health Equity, Social Impact, and Diversity Partners — all of which add a more inclusive layer to our mission of making life better for people around the world through our medicines.

Since 2020, we've made progress.

- We've already surpassed our 25,000-employee volunteer hour pledge two years early
- We have nearly tripled our spending with Black vendors and suppliers
- We have eliminated barriers to family-sustaining jobs at Lilly by removing the requirement for a four-year degree, for some jobs, through our Skills First Apprenticeship programs.

Yet, there is still more work to do. We are still working to make lives better within the communities we serve.

Reflected in these pages, we share our progress with facts and figures — but also with stories about people and how their lives have changed. We do this as a means of accountability and as an invitation for you to partner with Lilly in creating even more lasting change for Black Americans and other communities that have been historically marginalized.

Sincerely,



Stephen F. Fry
Outgoing Executive
Vice President, Human
Resources and Diversity



Leigh Ann Pusey
Executive Vice President,
Corporate Affairs and
Communications



Eric Dozier
Incoming Executive
Vice President, Human
Resources and Diversity

LEARN ABOUT LILLY'S COMMITMENT TO HELPING BLACK PROFESSIONALS IN CENTRAL INDIANA

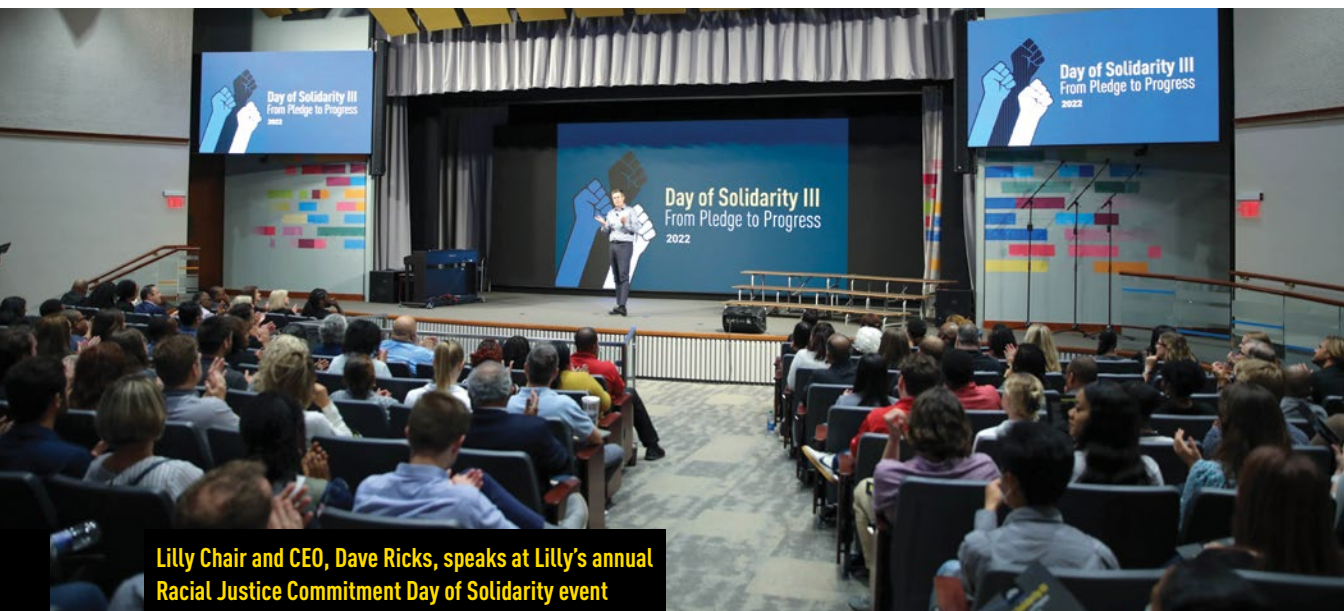
Social impact at Lilly goes beyond financial commitments and dollars spent. Our true impact is demonstrated when we can advance racial justice for Black Americans and historically underserved groups to make life better for people around the world. Here at home, in Central Indiana, we've found ways to deepen our social impact with local businesses and talented professionals.



HBCU Day at Lilly



Kelly Copes-Anderson, Global Head of DEI with Apprenticeship program graduate **Destiny Hatcher**



Lilly Chair and CEO, **Dave Ricks**, speaks at Lilly's annual Racial Justice Commitment Day of Solidarity event

Q SPOTLIGHT ON LILLY'S MENTOR PROTÉGÉ PROGRAM

LAMONT HATCHER, FOUNDER AND CEO OF AIS



“As a participant in Lilly’s Mentor Protégé program for Diverse Suppliers, I learned valuable lessons from my Lilly mentor, Tim Coleman, Chief Technology Officer, which has fast-forwarded the operational maturity of my company. Through the mentorship I received at Lilly, I was able to successfully earn Lilly’s business for my company, AIS, which provides information technology services like cloud services, automation, and application development for small and medium businesses primarily in Central Indiana. As one of the youngest Black CEOs in IT services in Indianapolis, I feel proud to walk into a room of my peers on a more level playing field.”

Q SPOTLIGHT ON LILLY'S SUPPORT OF SIXTY8 CAPITAL

KELLI JONES, FOUNDER OF SIXTY8 CAPITAL



Lilly is proud to support Sixty8 Capital and its mission to shine a light on undercapitalized founders and innovators. Sixty8 Capital is the first venture capital firm in Indiana dedicated to investing in Black, Latinx, women and LGBTQ+ led startups. The firm is industry agnostic by design and invests in tech, tech-enabled and direct-to-consumer companies whose founders’ access to capital is limited because of race, gender, sexual orientation or investor proximity. Lilly’s \$3 million commitment helps Sixty8 Capital provide pre-seed and seed-stage companies with initial equity checks of up to \$500,000. Partnering with Kelli and Sixty8 Capital is just one example of Lilly’s commitment to working with diverse suppliers to create social impact. We are proud to uplift underrepresented innovators and bring increased awareness, financial opportunity, and momentum to create lasting change.

Q SPOTLIGHT ON SKILLS FIRST @ LILLY

JASMINE GRAHAM, ASSISTANT-TALENT DEVELOPMENT ACADEMY (TDA)



“My mother died when I was 13 years old. Since then, I had been taking care of myself, doing odd jobs, going in and out of the work force, and trying to be a full-time student. Now, I am a graduate of Lilly’s first Professional Apprenticeship Program in Skills First @ Lilly. I currently work full-time in Lilly’s Medicines Innovation Hub, providing logistical and program execution support across the entire TDA initiative. In this role, I use my graphic arts background and resource investigator skills daily. I feel like Lilly is a company that truly gives anybody the option to grow and expand.”

Skills First @ Lilly provides talent without four-year college degrees, particularly Black Americans and other historically marginalized groups, greater access to roles at Lilly that they may not have had through traditional recruiting methods. Learn more about Skills First @ Lilly, our apprenticeship program that provides more access to family-sustaining careers at Lilly by scanning our QR code.



Skills First

Lilly's Racial Justice Commitment

PROGRESS ON OUR PATH TO POSSIBLE

Through the Racial Justice Commitment, Lilly creates radical change in five focus areas:



Lilly believes these focus areas will help advance racial justice for Black and marginalized Americans with speed and purpose, in the communities where we live, in the company where we work and in the lives of the patients we serve to make life better.

PEOPLE DEVELOPMENT

We work toward our aspirational goals of workplace diversity with accountability strategies in place to ensure a strong pipeline of Black American talent.

PLEDGES:

- Increase representation of Black Americans at Lilly to 13%.
- Create an education series on race, equity and justice.

PROGRESS:

- Increased Black American talent from 9.6% to 10.2%.
- Developed mandatory training for company leaders on how to develop an inclusive and psychologically safe employee culture.
- Hosted annual Day of Solidarity program to uplift, inform, and celebrate the Black American experience for Lilly employees.
- Expanded our partnership with Historically Black Colleges and Universities (HBCUs) for recruitment; and hosted first HBCU Day at Lilly for nearly 30 future scientists.
- Launched Propel—a development program, that will be offered three times in 2023, to connect Black, Latinx and LGBTQ employees to Lilly's purpose and equip them with the tools they need to pursue their career goals.



FAMILY SUSTAINING JOBS

We are expanding our search criteria for professional roles where talent with equivalent skills can be considered.

PLEDGE:

- Increase economic opportunities for Black Americans by rethinking how Lilly hires, develops and advances this talented and historically underrepresented candidate pool.

PROGRESS:

- Founding member of OneTen, a collective of U.S. corporations committed to hiring, training and advancing one million Black Americans to family-sustaining jobs in ten years.
- Expanded Skills First @ Lilly to include paths to family-sustaining jobs in technology, manufacturing, finance, HR and more. To date, more than 70 people have gone through the program.
- On pace to create 200 job opportunities for a talented candidate pool that has historically lacked access to higher education or professional jobs in the next two years.



HEALTH EQUITY

We aim to improve equitable access to healthcare and participation for Black Americans in clinical trials.

PLEDGE:

- Find systemic solutions for Black American participation in clinical trials.

PROGRESS:

- Partnered with the Network for Excellence in Health Innovation (NEHI) to launch the Community Focused Research Organization and invested seed money to develop a network community for the purpose of identifying and overcoming barriers to clinical trial participation for underrepresented communities across Indiana.
- Hosted more than 150+ stakeholders across Indiana, for the first time, to ignite innovative strategies to close the gaps in health and healthcare disparities.
- Ongoing sponsorship of Black Health Matters to provide disease state information for our Autoimmune and Oncology programs. We aimed to help Black patients and caregivers become more knowledgeable about clinical trial participation.
- Undertook a company-wide health equity evaluation to gain a wholistic view of existing strategies and plan for the future.
- Continued funding of the Diabetes Impact Project Indianapolis Neighborhoods (DIP-IN) for a total of \$12M to reduce health disparities related to diabetes prevalence and deaths.
- Through our DIP-IN work, more than 350 people with diabetes are actively engaged with a Clinical Community Health Worker. Our total neighborhood reach since the start of the partnership in 2018 is more than 49,570.



Lilly's Racial Justice Commitment

SOCIAL IMPACT

We are actively working to increase our community impact through investments to advance racial justice in historically marginalized communities.

PLEDGES:

- \$25 million committed from The Lilly Foundation and 25,000 employee volunteer hours committed from Lilly to combat racial injustice and inequity.
- Invest in venture funds created by racially diverse and historically underrepresented business leaders that intended to identify, fund and support underrepresented founders focusing on healthcare and tech-related funds.



PROGRESS:

- Invested \$15.6 million toward promoting racial justice and community impact in the areas of education, support for the justice-involved, organizations that raise awareness of racial violence.
- Exceeded 25,000 employee volunteer hour goal before the end of 2022, with more than 30,000 hours logged. Employees passionately supported our Racial Justice Commitment across the nation and with Indianapolis based nonprofits like Girls, Inc. (Indianapolis), Hope Center Indy, Inc. and Versiti Blood Center.
- Committed \$98 million to Black and minority group member founded venture capital firms, including: Sixty8 Capital, Unseen Capital, Jumpstart Nova, Black Opal Ventures, SteelSky Ventures, Seae Ventures and The Pier 70 INPact Fund.

DIVERSITY PARTNERS

We are increasing our spending, awareness, partnership and accountability with diverse partners, suppliers, and vendors in Central Indiana and beyond.

PLEDGE:

- Double the national annualized spend with Black American suppliers and vendors over the first two years of Lilly's Racial Justice Commitment.

PROGRESS:

- More than doubled our spend of \$143 million to \$358 million in two years with Black suppliers and vendors and engaged partners like the U.S. Black Chambers, Indy Chambers and many other new Black Business Enterprises to support the advancement of underrepresented businesses.
- Doubled our spend from \$37M to \$74M with Black Business Enterprises in Indianapolis.



LILLY'S IMPACT CREATES AN ECOSYSTEM OF EQUITY FOR BLACK AMERICANS

DRIVING LASTING PROGRESS TOWARD GREATER EQUITY



\$214.7M
increase

in Diverse Supplier spending with an estimated Indianapolis community impact of \$700 M



\$98M
committed

to minority-led venture capital firms supporting Black, Latinx, Women and LGBTQ+ startups



\$15.6M
awarded

to Indianapolis-based nonprofit organizations that combat racial injustice



\$5M
committed

to Direct Relief to establish the Health Equity Fund in the U.S.



\$5M
committed

to expand Lilly's support of the Diabetes Impact Project in Indianapolis Neighborhoods (DIP-IN)



\$140,000
awarded

to Martin University's scholarship fund for its Ivy Tech transfer partnership



30,000+
volunteer hours

served by employees to advance racial justice initiatives



900+
Leaders

have completed Lilly's supplier diversity training



70+
Apprentices

from underrepresented groups trained for family-sustaining jobs at Lilly

Lilly's Racial Justice Commitment



Terry Morris
RJC Assoc. VP



Julie Dunlap, Chief DEI Officer, **Kelly Copes-Anderson**
Global Head of DEI, and **Dave Ricks**, Chair and CEO



**Lilly-sponsored mobile
mammography unit**



**Lilly DEI Office Racial Justice
Volunteer Commitment at an Indy park**



Cynthia Cardona, President of the Lilly Foundation,
at the Health Equity Collaboration Event

From Pledge to Progress

Lilly's Racial Justice Commitment is more than a moment – it is an intentional movement to create sustainable change for years to come. We will continue to keep our eyes set on progress toward our mission to advance racial justice for Black Americans with speed and purpose in the communities where we live, in the company where we work and in the lives of the patients we serve, to make life better for people. Going from pledge to progress to impact is a moral imperative for Lilly.

As our chair and CEO, Dave Ricks said, **“Let our progress serve as inspiration and fuel to stay the course as we live out our commitment to driving purposeful change and addressing racial inequities and injustice.”** We will continue to work diligently to create sustained change and a more equitable ecosystem in central Indiana and beyond. We invite you to partner with us to make life better and more equitable for Black Americans and other historically marginalized communities.

The Racial Justice Commitment is an enterprise effort led by Lilly's Associate Vice President Terry Morris, Global Head of Diversity, Equity and Inclusion (DEI) Kelly Copes-Anderson, and Chief Diversity Officer Julie Dunlap, with collaboration across all functions at Lilly and many other external partners, including Indianapolis-based community/ business and national partners.

Contact:
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For more information: [Lilly.com](https://www.lilly.com)  Racial Justice.



Kelli Jones, Founder of Sixty8 Capital, talking with community and Lilly leaders



Morgan Stewart playing NBA Math Hoops during Lilly's Global Day of Service

Lilly