

LEADERSHIP IN DEI



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Why is it important to look at fertility benefits through a DEI lens?

Acknowledging that the path to parenthood extends beyond conventional means, and isn't confined to a specific gender or sexual orientation, is essential to fostering an inclusive and supportive environment that reflects the diverse realities of modern family building. Current benefits often overlook surrogacy, egg transfer, adoption and egg freezing, among others, which are critical to many individuals' and couples' family-building plans. By expanding the scope of fertility benefits, employers can break down barriers and provide equitable support, reflecting the unique needs of all employees.

How have fertility benefits evolved to accommodate different types of families?

Employers have been stepping up to ensure individuals and families receive the comprehensive support they need, reflecting a commitment to empathetic and inclusive coverage that meets the full spectrum of fertility and family-building needs. Many have expanded fertility benefits beyond limited coverage with financial caps to more comprehensive and meaningful support. They're also

taking a broader perspective on who's supported, including men seeking support for fertility treatments—not just for themselves or their spouses, but also for surrogates or egg donors. This inclusive approach ensures all individuals, regardless of how they choose to build their families, feel supported by their employer.

What advocacy work has EMD Serono done in this area?

EMD Serono Canada and our parent company, Merck KGaA, Darmstadt, Germany, are dedicated to creating and sustaining an environment that supports individuals and families embarking on their paths to parenthood. Our advocacy efforts are aimed at increasing awareness and fostering a shared understanding that can help people achieve their family-building aspirations. In Canada, we partner with regional and national organizations to promote an inclusive environment and equitable access that reflects the diverse needs of modern family building. We're also actively involved in national initiatives, such as Canadian Fertility Awareness Week and Intersectionality Day to champion inclusivity and understanding as part of our broader commitment to fostering a supportive community.

How is DEI incorporated into your corporate values?

With a workforce of approximately 64,000 employees, representing 139 nationalities across 65 countries, our parent company embraces the richness of diverse perspectives and

experiences, uniting them under our shared mission to advance human progress. We take actionable steps to embed diversity, equity, inclusion and belonging throughout our organization—from leadership to entry-level positions. This commitment is operationalized through diversity training and workshops aimed at raising awareness and cultivating empathy, striving for diverse representation at every level of our organization, as well as the implementation of equitable policies and practices designed to eliminate barriers and ensure equal opportunities for all. Our work culture promotes open dialogue; and our 60+ employee resource groups are a testament to our dedication to giving underrepresented communities a voice.

In Canada, our approach to DEI extends to our comprehensive fertility benefits, underscoring our understanding that supporting employees' personal aspirations, such as starting a family, is an extension of our inclusive philosophy.

Our commitment to DEI has been recognized globally. We've been honoured as one of the world's top female-friendly companies by Forbes, named among Europe's 100 most inclusive companies by the *Financial Times*, achieved a perfect score on the Corporate Equality Index for four consecutive years, and been recognized as one of the best places to work for LGBTQ2+ equality by the Human Rights Campaign. For us, DEI is a cornerstone of our competitive advantage and a deliberate business imperative. Our [comprehensive DEI report](#) further details our initiatives.

emdgroup.com/en/company/building-belonging

