The complexity of today’s business world requires different views and approaches that can be achieved only through diverse leadership. ... Respecting the diversity of our people and collaborating across markets and cultures is how we keep Zoetis strong in today’s changing world.

Today, our Zoetis executive team consists of five men and four women with varied backgrounds and ethnicities. Our leaders have worked in a variety of industries across health care, finance, real estate, consulting practices, law firms, etc. We represent a mix of ethnic origins and heritage. We try to ensure that diversity is embedded in our culture at every level, valued in the way we operate and engage with each other, and reflected in our teams across Zoetis.

Building a diverse and successful business
A diverse and successful leadership team and business should be the result of how a company recruits and develops individuals at all levels of an organization. It recognizes and cultivates people for the value of their contributions.

Since our spinoff, we have had to set our own path on diversity and inclusion. At Zoetis, we have established the right framework and approach to facilitate a diverse mindset and achieve our business objectives.
We proactively support programs, policies and practices that can help strengthen this part of our culture. Our entire executive team owns diversity and inclusion, identifies gaps, and takes action to address our problem areas and ensure we are building a talented and diverse pipeline of future leaders. For example, we have identified certain populations where we need to build more diversity, and targeted efforts around recruiting and ensuring diverse slates of candidates are underway.

We also empower our colleagues to identify needs and initiate additional actions around diversity, as needed. Our Zoetis Women's Council was brought about by our colleagues. It has thrived and grown based on the value it demonstrates with its forums and resources for supporting the development of diverse leaders. The Zoetis Midwest Women's Mentoring Group is another colleague-led effort that supports diversity. For example, it sponsored a booth at the Society of Women Engineers Engineering Challenge Day to spark interest in science, technology, engineering and math (STEM) careers among girls 9 to 12 years old.

We have worked hard to build a workplace and culture that is open, inclusive and collaborative. We provide a flexible work environment allowing colleagues with different lifestyles to balance personal and professional success. We have been recognized by Working Mother, Forbes and other publications as a great workplace. These recognitions have helped us build a more recognized and admired brand for all potential colleagues.

Some members of our executive team have also been recognized for their contributions as diverse leaders and mentors. Clint Lewis, executive vice president and group president for Zoetis, has been recognized by Black Enterprise magazine as one of its 300 most powerful executives, and Savoy magazine named him one of 2018's Most Influential Blacks in Corporate America. Heidi Chen, executive vice president and general counsel, serves on the board of the Asian American Legal Defense and Education Fund and was a recipient of its Justice in Action Award. Cathy Knupp, executive vice president and president of research and development, was awarded one of the first-ever Feather in Her Cap awards for her leadership and contributions to the animal health industry, including her mentorship and advancement of women leaders.

As a global leader in a dynamic animal health industry, our ability to deliver steady results has been driven by our colleagues and the open, inclusive and collaborative culture we have been able to establish at Zoetis. As we grow in the future, I know the diversity of our workforce and respect for our differences will become even more important in serving our changing customers.

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