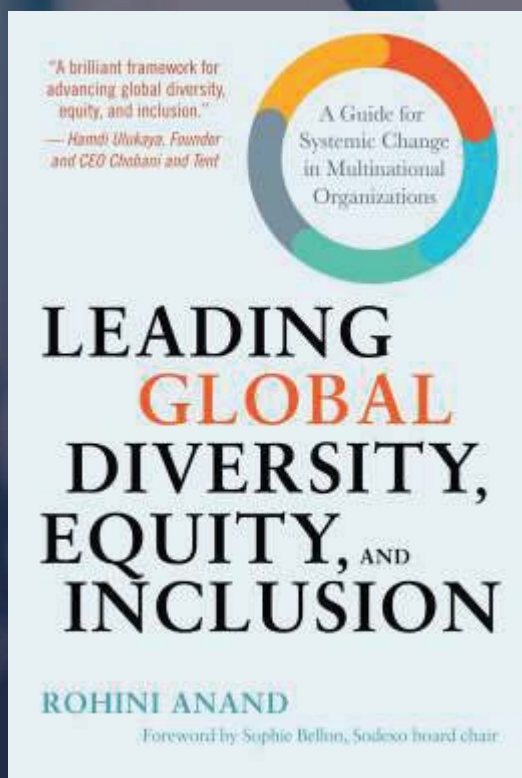


LEADING GLOBAL DIVERSITY, EQUITY, AND INCLUSION

A Guide for Systemic Change in Multinational Organizations



While DEI is now a globally important consideration for organizations, there are no up-to-date resources aimed at guiding working executives as they embark on making their organizations more diverse, equitable, and inclusive around the world.

How do organizations find the right balance between anchoring their efforts locally while pushing for change that may disrupt existing power dynamics? This is the question at the heart of global DEI work.

This book offers five proven principles for organizations to advance diversity, equity, and inclusion with a nuanced understanding of local contexts across countries and cultures.

It's easy to fall into the trap of using a single culture worldview when implementing global Diversity, Equity, and Inclusion (DEI) in organizations. But what makes DEI change efforts successful in one country may have opposite, unintended consequences in another.

In this book, Dr. Rohini Anand offers practical advice and nuanced examples derived from her own experience leading global DEI transformation. She includes interviews with more than sixtyfive leaders to provide a through line for successfully advancing systemic global DEI change in divergent cultures.

This groundbreaking book details how to promote DEI transformation and sustain social justice by leveraging five overarching principles. These principles address the need to localize DEI, ensure leadership commitment, develop a compelling change rationale, embed DEI in internal and external ecosystems, and hold teams accountable, all within the context of local histories, laws, and practices.

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Dr. Rohini Anand is CEO of Rohini Anand LLC, a company focused on strategic global diversity, equity, and inclusion thought leadership, coaching, and consulting. She serves on the National Association of Corporate Directors (NACD) Center for Inclusive Governance's Advisory Council, and is a member on the boards of the Gates Foundation's WomenLift Health, the Tent Partnership for Refugees, Galt Foundation, and Charter Communications' External Diversity and Inclusion Council. For eighteen years she was Senior Vice President, Corporate Responsibility and Global Chief Diversity Officer for Sodexo- the nineteenth largest employer worldwide. During her tenure, Sodexo gained recognition for its leadership in DEI. Its remarkable global culture change, led by diversity and inclusion, is featured in a Harvard Business School case study entitled 'Shifting the Diversity Climate: the Sodexo Solution'. She is the recipient of many accolades, including the Women's Foodservice Forum Trailblazer Award and the Who's Who in Asian American Communities Award. ■