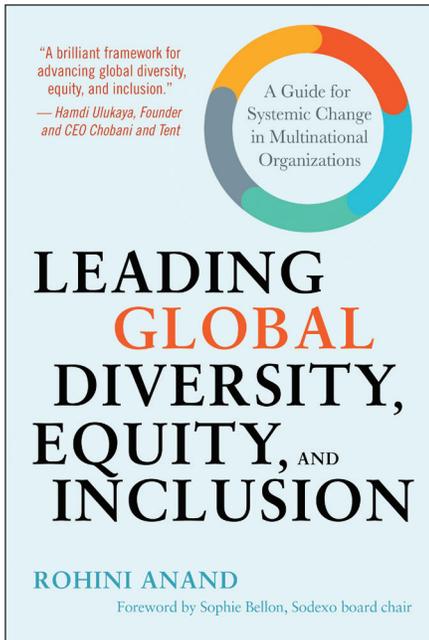




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Rohini Anand

Leading Global Diversity, Equity, and Inclusion

A Guide for Systemic Change in Multinational Organizations

This book offers five proven principles so organizations can 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. 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.

Rohini Anand offers practical advice and nuanced examples derived from her own experience leading global DEI transformation. She includes interviews with more than sixty-five 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.



Rohini Anand is CEO of Rohini Anand LLC, a company focused on strategic global diversity, equity, and inclusion thought leadership, coaching, and consulting. She was previously the senior vice president for corporate responsibility and global chief diversity officer for Sodexo. During her tenure, Sodexo gained recognition for its leadership in DEI. She is the recipient of many accolades, including the Women's Food-service Forum Trailblazer Award and the Who's Who in Asian American

Communities Award. Anand serves 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. She also chaired Catalyst's board of advisors..

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- **Expert author:** For eighteen years Rohini Anand was senior vice president, corporate responsibility and global chief diversity officer for Sodexo, a French-based global food services and facilities management company and the nineteenth largest employer worldwide
- **Fills a critical need:** 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.

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