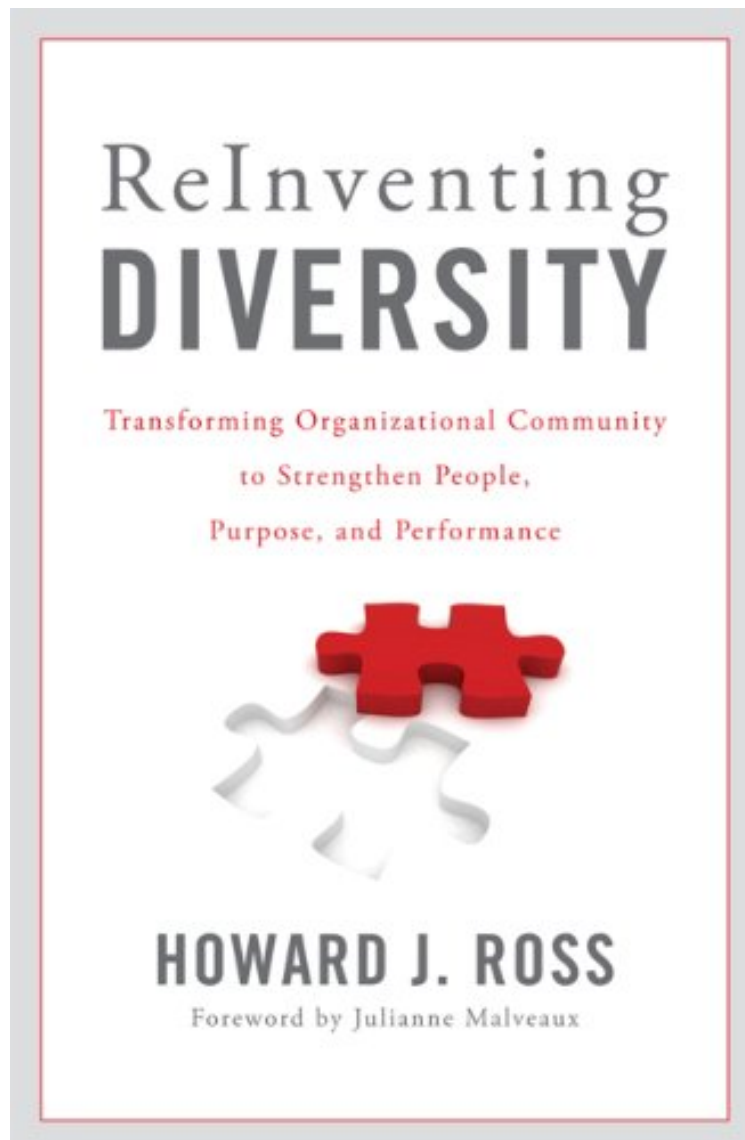


(Download free ebook) Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance

Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance

Howard J. Ross

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Howard J. Ross : Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance before purchasing it in order to gage whether or not it would be worth my time, and all praised Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance:

2 of 2 people found the following review helpful. A must read even if you've read many diversity books already. By Lenora Billings-Harris Howard Ross provides a practical yet compelling look at diversity and inclusion from concepts to solutions. His facts and figures are embellished with personal anecdotes that make the details come alive. Most importantly, this book takes the reader deeper without being "touchy feely." Ross explains the `whys' behind the `what's' of bias enabling the reader to develop a fuller appreciation for the opportunities and challenges of making diversity a competitive advantage. Read this book for your own development and invite other leaders of your organization and to read it too. You will want to use it as a guide for long term sustainable change within your communities. L. Billings-Harris, CSP Trailblazers: How Top Business Leaders are Accelerating Results through Inclusion and Diversity 0 of 0 people found the following review helpful. Very useful information. By Ann V Very insightful, practical and applicable. 0 of 0 people found the following review helpful. Five Stars By Mark Great read, enjoyed the insights.

Diversity in business and other organizations has been a goal for more than a quarter of a century, yet companies struggle to create an inclusive work place. In *Reinventing Diversity*, one of America's leading diversity experts explains why most diversity programs fail and how we can make them work. In this inspiring guide, Howard Ross, uses interviews, personal stories, statistics, and case studies to show that there is no quick fix, no easy answer. Acceptance needs to become part of the culture of a company, not just a mandated attitude. People still feel alienated because of their race, language, gender, sexuality, ethnicity, or culture. Many of these prejudices are unconscious and exclusions unintentional. Only through challenging our own preconceived notions about diversity can we build a productive and collaborative work environment in which all people are included.

I applaud Howard Ross for raising the issues, for bringing his heart, soul, spirit and passion to an issue he has devoted much of his life to. We have no choice but to embrace diversity, and Howard says we must confront our own biases in that embracing, and in our effort to construct a more inclusive society. His words ain't nothing but the truth, embracing my Ebionics. This is mind-expanding and important work. (Julianne Malveaux, President of Bennett College for Women) In *ReInventing Diversity*, Howard Ross explains that creating what he calls "Organizational Community" requires vision, which sounds like a platitude. Then we read on to discover that vision is much more than sight, or even foresight. Vision involves an intense level of focus and planning that anticipate the role of diversity in the globalized 21st century. If Howard Ross didn't exist, we'd have to invent him. Or at least reinvent him. (Kojo Nnamdi, Host, The Kojo Nnamdi Show, WAMU FM, Washington DC) Howard Ross' global and academic experiences are artfully reflected in this book. His insights and guidance make this a must read for anyone wanting to create culturally inclusive community in organizations. I plan to make it required reading for leaders wherever I go. (Rosalyn Taylor O'Neale, VP, Chief Diversity Inclusion Officer Campbell Soup Company) *ReInventing Diversity* is a true reflection of Howard Ross's heart and soul and his decades-long commitment to transforming human relationships. This book not only challenges us to think differently about diversity and inclusion, but it also points to a new direction about how we can overcome the lines and barriers that divide us. As a civil rights leader on lesbian, gay, bisexual and transgender equality, I use these lessons daily. (Joe Solmonese, President, Human Rights Campaign (HRC)) This book, like Howard Ross, is brimming with substance and soul. It is an important work that invites courageous conversations and difficult dialogues with ourselves and with others. Page after page offers us the wisdom, inspiration and tools we need to be effective advocates for diversity and inclusion. At last, here is the book we have been waiting for! (Johnnetta Betsch Cole, President Emerita of Spelman College and Bennett College for Women) About the Author Howard J. Ross is founder and chief learning officer of Cook-Ross, Inc., a corporate consulting firm. He is one of the nation's leading diversity training consultants and a nationally recognized expert on diversity, leadership, and organizational change.