



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

*Howard J. Ross*

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## **Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance** Howard J. Ross

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.

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