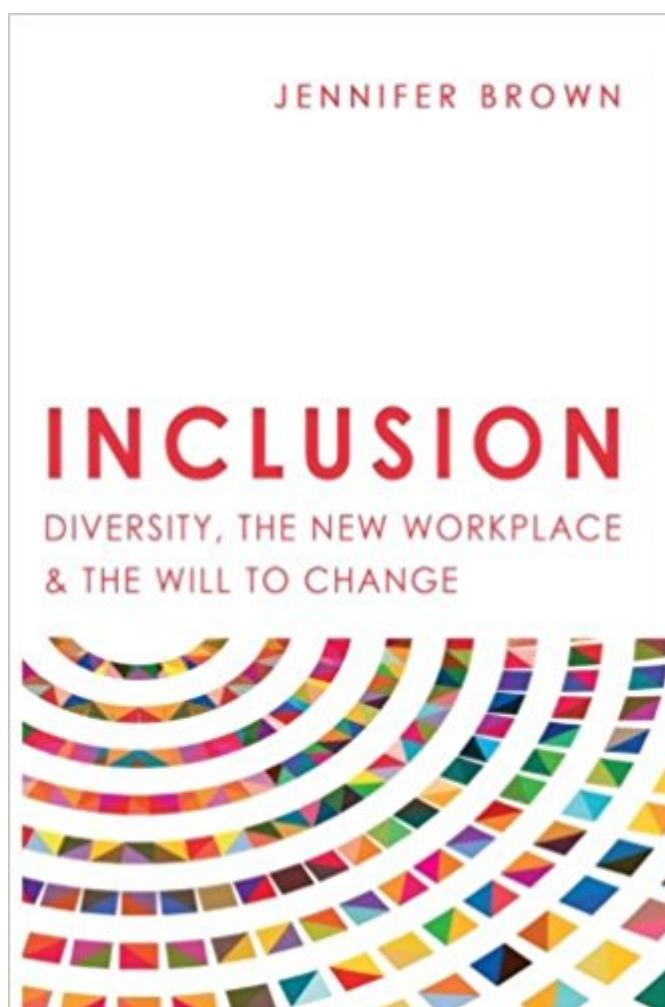


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# Inclusion: Diversity, The New Workplace & The Will To Change



## **Synopsis**

Embrace Diversity and Thrive As An Organization In the rapidly changing business landscape, harnessing the power of diversity and inclusion is essential for the very viability and sustainability of every organization. Talent who feel fully welcomed, valued, respected, and heard by their colleagues and their organizations will fuel this growth. We will only succeed in this transformation if those in leadership pivot from command and control management styles to reinvent how we look at people, every organization's greatest asset. It's also critical that we build systems that embrace diversity in all its forms, from identity and background to diversity of thought, style, approach, and experience, tying it directly to the bottom line. Inclusion: Diversity, the New Workplace & the Will to Change stands up and embraces what true diversity and inclusion represent to any organization in any industry-an opportunity. Open your heart and prepare to be inspired as award-winning entrepreneur, dynamic speaker, and respected diversity and inclusion expert Jennifer Brown shares proven strategies to empower members of your entire organization to utilize all of their talents and potential to drive positive organizational change and the future of work.

## **Book Information**

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## **Customer Reviews**

JENNIFER BROWN is an award-winning entrepreneur, dynamic speaker, and respected diversity and inclusion expert who believes that organizational cultures where every individual can bring his or her full self to work will succeed exponentially in a rapidly diversifying world. As founder, president, and CEO of Jennifer Brown Consulting, LLC, Jennifer has spent over a decade growing

the company into a multimillion-dollar resource for C-suite leaders, HR champions, and employees at all levels, focused on the processes and systems that drive change. Jennifer is also a sought-after keynote speaker, panel moderator, and go-to source on the modern workplaceâ™s changing demographics; her thought leadership focuses on specific communities of identity including women, people of color, LGBTQ individuals, and millennials, with specific attention to the role of male leaders in culture change efforts. She has appeared in leading media outlets such as The New York Times, Forbes, Inc., The Wall Street Journal, and on Fox News, WCBS, and more. In the past several years, she has been named Social Entrepreneur of the Year by the NYC National Association of Women Business Owners (NAWBO), one of the Top 40 Outstanding Women by Stonewall Community Foundation, and NYC Controller Bill Thompsonâ™s LGBT Business Owner of the Year. Brown has appeared in leading media outlets such as The New York Times, Forbes, and The Wall Street Journal, and on Fox News. In the past several years she has been named Social Entrepreneur of the Year by the NYC National Association of Women Business Owners (NAWBO), a finalist for the Wells Fargo Business Owner of the Year Award, a finalist for Ernst & Young's Winning Women Program, one of the Top 40 Outstanding Women by Stonewall Community Foundation, and NYC Controller Bill Thompson's LGBT Business Owner of the Year. Brownâ™s book "Inclusion: Diversity, the New Workplace & the Will to Change" will inspire leadership to embrace the opportunity that diversity represents and empower advocates at all levels to find their voice and be a driving force in creating more enlightened organizations that resonate in a fast-changing world.

Jennifer Brownâ™s book is more timely and needed than ever before as individuals, workplaces, and communities are facing new challenges to inclusion and diversity. Why a must read:<sup>\*</sup> This book speaks to CEOs and every employee in an organization.<sup>\*</sup> Jennifer shares her proven thought leadership at innovative, pragmatic and personal levels. She connects-the-dots on in a way that resonates with each readerâ™s needs.<sup>\*</sup> Our workplaces cannot thrive without a fully engaged, inclusive and purpose-driven workforce.<sup>\*</sup> We need to feel âœWelcomed, Valued, Respected, and HeardSMâœ to bring our authentic selves to work and contribute fully in the workplace.<sup>\*</sup> Each of us has our own diversity story influenced by multiple cultural identities. We all have experienced what it feels like to be excluded.<sup>\*</sup> The rich content is thought-provoking and adaptable on workplace and individual levels. Jennifer closes with a final call to action: âœWe will need everyone. At whatever level, with whatever identity, or in whatever package theyâ™re bornâœ everyone is needed to create true culture changeâœ.

This comprehensive work builds an arc perfectly on the necessity for corporations to embrace all of its employees and how by doing that it connects to the ultimate success and growth of a business. A great deal of research mixed with real-life stories fill this book, building evidence that when a company doesn't value diversity, and realize its unconscious biases, that it and its people lose. This book offers direct, hands-on, and immediately usable tools for the motivated leader. I also love the deep dive into the mindsets of Millennials and the wholeness of the way Jennifer Brown represents them. Many Gen Xers and Boomers see themselves as victims to the younger set for questioning the way things have been done, and to authority in general, and so choose not to embrace their inherent differences. The hard work here is in building new mental and communication structures that reduce fear, and instead work to connect. Jennifer provides substantive lessons in how to do overcome these challenges.

Finally! A go-to guide that articulates the existing issues around workplace diversity, how to implement inclusivity at your organization and the most common challenges you'll encounter as you navigate that process. As a business owner with an open mind, this book helped to better equip me with the right language and arguments to use to further incite inclusion with clients, partners, colleagues and the overall marketplace. If you're looking for a clear and concise read on the state of inclusion in the workplace with lots of examples of what this looks like in the wild, then look no further than *Inclusion*.

Take the time to read "*Inclusion*" if you need a bit of inspiration and rejuvenation with regard to creating change. This book shares current leading practices from companies across many industries. A must read for leaders and diversity practitioners alike.

Jennifer Brown's book "*Inclusion*" could not be more important, or more timely. With 20 years of experience working towards diversity and inclusion for Fortune 500s, Jennifer and her company JBC have more years in the trenches than almost anyone. In recent years, the scientific evidence has mounted proving that diverse workforces form more resilient companies. And with so many companies and individuals struggling to keep pace with our world's rapid rate of change, people are paying attention.

I've read a lot of books on diversity and inclusion, but this one stood out to me for actually providing

concrete steps on what to start doing (or do differently). Rather than focus on theory, Ms. Brown does a deep dive into what the day-to-day should look like so you can actually move the needle on increasing diversity and make it work. Highly recommended.

Jennifer Brown is one of our nation's most authentic thought leaders on the business imperative supporting diversity and inclusion. She nails it.

Great book

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