



**People Strategy Partners**

# **Organizational Diversity, Equity, Inclusion, & Belonging (DEI&B)**

**Chez Cristiano, Global President**



“If we wish to ensure everyone’s peace and happiness, we need to cultivate a healthy respect for the diversity of our peoples and cultures, founded on an understanding of this fundamental sameness of all human beings”

***By Dalai Lama***



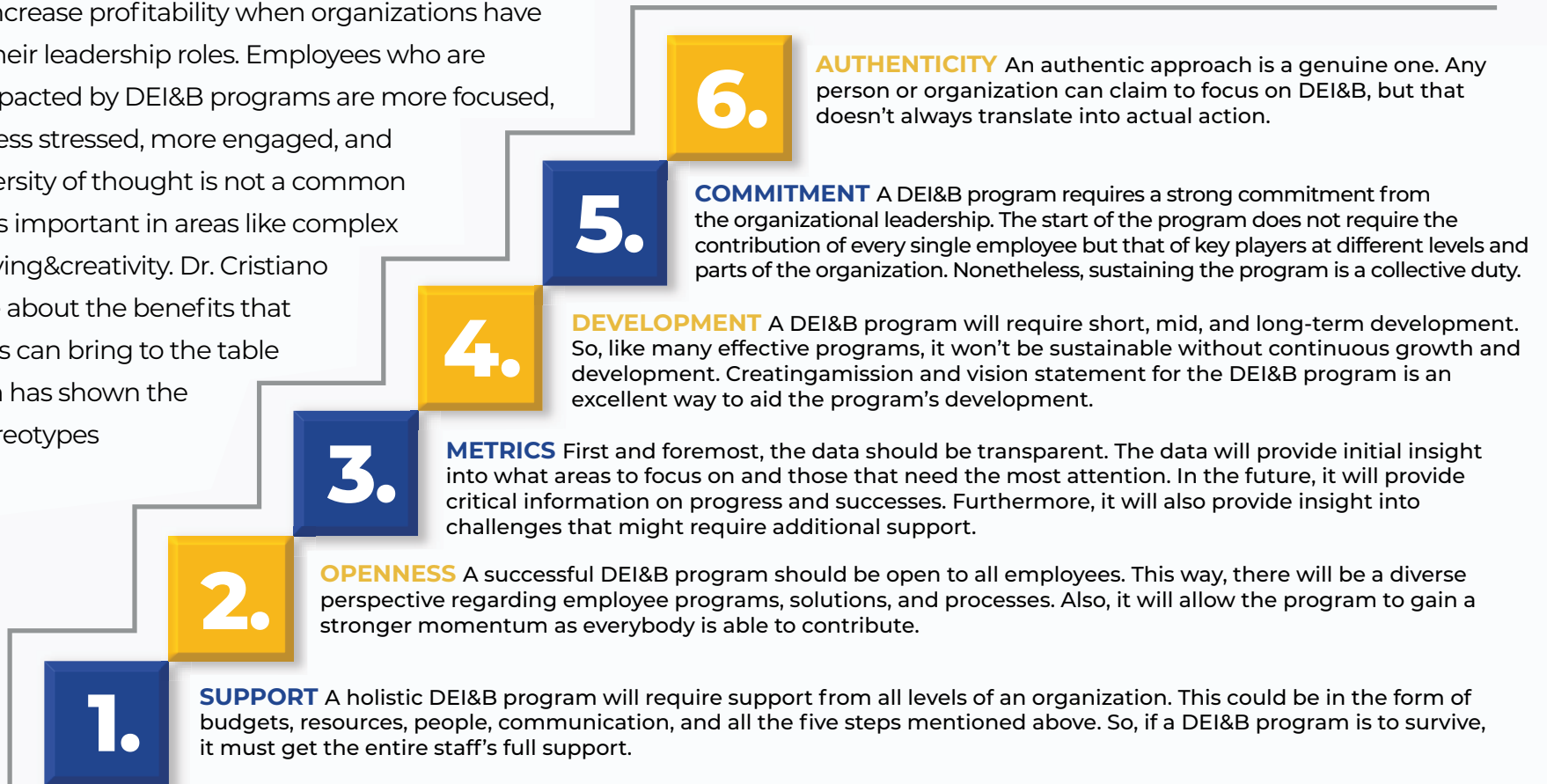
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# DEI&B (Diversity, Equity, Inclusion, and Belonging)

DEI&B can increase profitability when organizations have diversity in their leadership roles. Employees who are positively impacted by DEI&B programs are more focused, productive, less stressed, more engaged, and resilient. Diversity of thought is not a common subject but is important in areas like complex problem solving&creativity. Dr. Cristiano is passionate about the benefits that older workers can bring to the table and research has shown the negative stereotypes are not true.



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Ageism is an ever-increasing problem in many countries and corporations. However, it is more easily hidden than some other types of discrimination. Many older people are forced into retirement earlier than they want by being fired, laid off, or downsized. Even worse, more often than not, it is usually more challenging for older candidates to get a new job. Research has shown the negative stereotypes are not true.

### **Benefits of Older Workers:**

- Fully Engaged and Happier
- Highly Skilled
- Great Mentors
- Good Problem Solvers
- Less Absent and Loyal
- High Interpersonal Skills



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“Diversity: the art of thinking independently together.”

*By Malcolm Forbes*



Diversity of thought is very important. Why? It increases creative thinking and enhances problem-solving skills. Consequently, a lack of it can lead to bad decision making like “Groupthink.” That sometimes occurs when a person with a powerful personality leads a group and is not open to different ideas. It can also happen in groups where the people under a leader are too afraid to voice their opinions as they don’t know if the leader will appreciate it or not. Due to this, leaders can develop “yes-people” without even realizing it. Leaders that are open and give voice & support to others are more likely to avoid groupthink’s toxicity and negative ramifications.



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Research has shown that DEI&B programs can increase profitability when organizations have woman in their leadership roles. The benefits are quite expansive and worth the investment. In addition, voluntary DEI&B programs are statistically far more promising. The chances of success will be far more significant when the acceptance and encouragement of diversity are part of the organizational culture.



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## **Dr. Chez Cristiano, Global President**

Dr. Cristiano is the Global President at People Strategy Partners LLC, a consulting firm that helps organizations and individuals thrive and succeed in a dynamic and complex world. He has 17 years of expertise in spearheading international projects in Change & Transformation Management, People Development, and People Wellness since the company's founding in 2007. Dr. Cristiano is a US and Italian Citizen. He has a BA, MA, and doctorate in psychology and has studied human and organizational behavior. He has lived and worked in Asia, Europe, and the US.

He is a savvy strategist in assessing for strengths & areas for improvement and formulating comprehensive plans. He is able to optimize global team collaboration, efficiency, and productivity. Dr. Cristiano has managed the global team delivery of international projects on a strategic, tactical, and operational level. He is always open to assimilating new information & skills and helping to mentor others. He has worked for a variety of organizations in different industries around the world; thus, bringing a diversity of knowledge and perspectives to each project.



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