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Nota di contenuto	1 Introduction: A New Narrative for Diversity -- 2. A Call to Action for Courageous Leadership on Diversity -- 3. The Virtuous Circle: Defining the Five Elements of Diversity Performance -- 4. Developing a Strategic Diversity Narrative to Close the Performance Gap -- 5. Closing the Performance Gap with the Integrated Diversity Model -- 6. Surfacing and Mitigating Bias -- 7. Advancing the Four Cases for Diversity -- Performance -- 8. Embedding Inclusion in Daily Behavior -- 9. Harnessing Policies to Realize Diversity Performance -- 10. Measuring the Vital Signs of Diversity -- 11. Celebrating and Sustaining Diversity: Keep the Fire Burning -- 12. Conclusion: Transformation Through Perseverance.
Sommario/riassunto	D&I is no longer a passing fad. It's not about legal compliance or HR box-ticking, in fact diversity and inclusion is a critical factor for success. #MeToo, #BlackLivesMatter and the ballooning disparate

consequences of Covid-19 on minorities brings renewed emphasis on D&I agendas, and the economic reality that diverse talent is good for business and good for sustainability. In *Beyond D&I*, Kay Formanek brings her more than twenty years' experience working with the world's leading organizations to take diversity and inclusion into the strategic roadmap of the organization. Whether you're a leader, HR practitioner, sponsor of a D&I initiative or an employee who wants to see your organization benefit from more inclusivity, the book equips you with the tools you need to develop the strategic case for diversity, craft a compelling narrative and chart a tailored roadmap to lock in diversity gains and close key performance gaps. As well as two core anchor models-the Virtuous Circle and Integrated Diversity Model- the book features case studies, profiles of inclusive leaders, engaging and intuitive visuals and a wealth of evidence-based initiatives that you can start implementing today. With five essential elements and six core capabilities, the result is a definitive, holistic and practical guide that will help you convert your D&I initiatives into sustainable diversity performance.

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