



Over the past 15 years, Dr. R. Roosevelt Thomas, Jr., has been at the forefront of developing and implementing innovative concepts and strategies for maximizing organizational and individual potential through Diversity Management. He currently serves as CEO of R. Thomas Consulting & Training, Inc., and President of The American Institute for Managing Diversity (AIMD).

In 1984, concerned about the inability of America's organizations to maximize the contribution of diverse employees, Dr. Roosevelt Thomas founded AIMD as a non-profit research and education enterprise. He and his staff became known as the seminal source for managing diversity concepts and strategies. The team focused initially on workforce diversity. They later expanded their focus to create a diversity framework for addressing general management issues such as change management, functional coordination, the integration of multiple lines of business, and acquisitions and mergers.

Roosevelt Thomas is the author of five published books: *The Giraffe and Elephant: A Diversity Fable* (A publication of the American Institute for Managing Diversity, Inc., 2002); *Building a House for Diversity: A Fable about a Giraffe and an Elephant* offers New Strategies for Today's Workforce (AMACOM, a division of the American Management Association, 1999); *Redefining Diversity* (AMACOM, 1996); *Differences Do Make a Difference* (AIMD, 1992); and *Beyond Race and Gender: Unleashing the Power of Your Total Work Force by Managing Diversity* (AMACOM, 1991). He is also the author of several articles, such as the Harvard Business Review article *From Affirmative Action to Affirming Diversity* (March-April 1990), which alerted Corporate America to the need for moving beyond EEO in addressing the challenge of empowering a ...

## Roosevelt Thomas

### Speech Topics

Diversity

