

# MEDIA KIT

DIVERSITY  
EQUITY AND  
INCLUSION  
FOR TRAINERS

FOSTERING DEI  
IN THE WORKPLACE

MARIA MORUKIAN



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**FOR IMMEDIATE RELEASE**

## **ONE OF A KIND BOOK FOR DEI PROFESSIONAL AND ACCIDENTAL TRAINERS PUBLISHES TODAY**

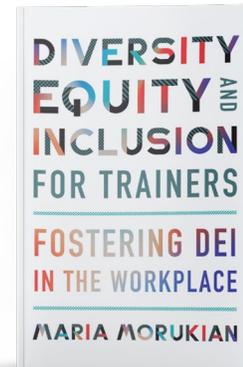
**Book fills a gap in resources for trainers**

**WASHINGTON, DC January 11, 2022** - As the world continues to evolve, a growing number of companies are investing in diversity, equity and inclusion. In fact, according to Indeed.com, jobs in the DEI space increased by 123% between May and September of 2020. And with many company executives reporting a continued investment in this area in 2022, *Diversity, Equity, and Inclusion for Trainers: Fostering DEI in the Workplace* is positioned to be the trusted source for many DEI trainers across the nation.

With no updated book like this on the market, *Diversity, Equity, and Inclusion for Trainers* takes readers through the process of organizational assessment, design, and delivery; and offers strategies for embedding DEI and promoting sustainability through collaborative practices and dialogues. The book does not cover these best practices in a vacuum. It offers them while also covering the historical underpinnings and rationale for DEI work, providing the reader with a deeper understanding of this work.

Published by the Association for Talent Development, *Diversity, Equity, and Inclusion for Trainers* is authored by expert DEI consultant and strategist Maria Morukian. With nearly 20 years of experience working with a broad range of clients, including American University, National Institutes of Health, PBS Distribution, U.S. Department of State, and the Association for Animal Welfare Advancement, Maria saw a gap that needed to be filled. "I have been fortunate throughout my career to have been mentored by some of the most accomplished DEI practitioners, who taught me how to navigate this complex work," said Maria, CEO of MSM Global Consulting. "It is exciting to see how quickly these principles are being embraced, but there are unique skills that DEI trainers need and there are not a lot of resources out there for them. I wanted to provide both professional and accidental trainers on the frontlines of this movement with a comprehensive guide that sets them and their organizations up for success.

*Diversity, Equity, and Inclusion for Trainers* is available [Amazon.com](https://www.amazon.com) and on the [Association for Talent Development website](https://www.associationfortalentdevelopment.com). The book is available on Amazon in both print and digital formats. A list of upcoming book event dates will be available on [www.msglobalconsulting.com](https://www.msglobalconsulting.com).

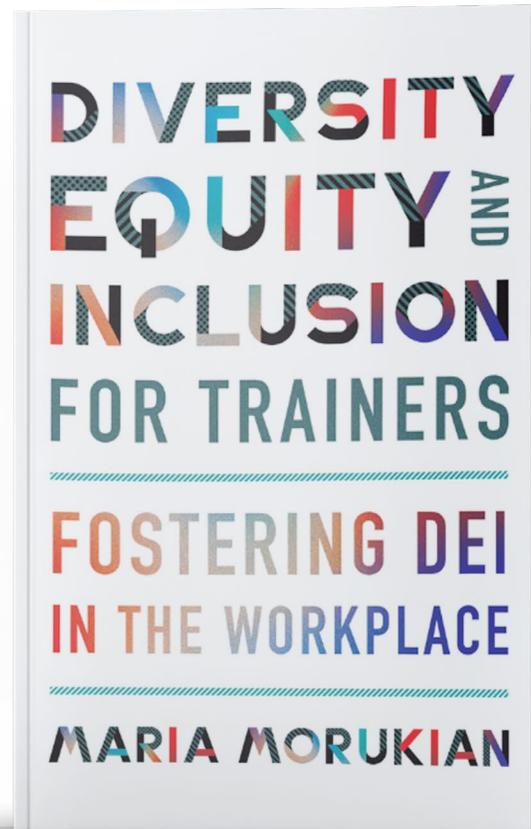


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## ABOUT THE BOOK

When done well, diversity, equity, and inclusion (DEI) training creates space for courageous conversations that acknowledge hard truths around systemic inequities and explores topics that touch on people's vulnerabilities in all facets of their lives. For those of you who do this work, there has not been a clear path to follow for making progress. As a DEI trainer, you have forged your own way and learned as you went.

With *Diversity, Equity, and Inclusion for Trainers: Fostering DEI in the Workplace*, the need for DEI trainers to go at it alone comes to an end. Expert facilitator Maria Morukian provides the guidance you need to develop the knowledge and skills required for DEI training. Morukian covers the historical underpinnings and rationale for DEI work; takes you through the process of organizational assessment, design, and delivery; and offers strategies for embedding DEI and promoting sustainability through collaborative practices and dialogues, allowing you to develop and understand your own identity lenses and biases. Reflection questions and worksheets are included in every chapter.



## BOOK DETAILS

<b>Publisher:</b>	Association for Talent Development
<b>Edition:</b>	1st
<b>Publication Date:</b>	January 11, 2022
<b>Paperback:</b>	340 pages
<b>ISBN-10:</b>	1953946054
<b>ISBN-13:</b>	978-1953946058

E-format also available

Available on [Amazon.com](https://www.amazon.com) and on the [Association for Talent Development website](https://www.talentdevelopment.org).



**Maria Morukian**

## ABOUT THE AUTHOR

For more than 18 years, Maria has devoted herself to consulting, training and coaching leaders and organizations to facilitate culture change, with a specialization in diversity, equity, inclusion, intercultural competence, and innovation.

Maria's passion lies in building bridges across identity differences, facilitating dialogue and coaching individuals to reflect on their individual cultural lenses that impact their beliefs and behaviors. She is sought after for her ability to connect on an individual level, as well as guide systemic change initiatives with measurable results.

Maria has partnered with a broad range of clients, including American University, the Association for Animal Welfare Advancement, National Institutes of Health, PBS Distribution, U.S. Department of State, and the World Bank. She has worked with leaders around the world, including Colombia, India, Kazakhstan, Kenya, Lebanon, Mexico, Thailand, and Tunisia.

Maria formerly served as Director for the Leadership and Management Practice at Management Concepts, as a faculty member for the Federal Executive Institute, as a Leadership Development Specialist for the U.S. Department of State, and as the Executive Director for the National MultiCultural Institute. She is currently an adjunct faculty member at American University's School of International Service, teaching graduate-level courses on intercultural communication, training design, and global teams.

Maria is a recognized public speaker and author. She has spoken at TEDx, the Forum on Workplace Inclusion, and the Association for Talent Development. In addition, she has been published in Forbes and Ellevote.

Maria is a Professional Certified Coach (PCC). She earned a dual Bachelor's degree from the University of Michigan in Organizational Studies and Spanish, and a Master's degree from American University in International Communication.

She lives in Washington, DC with her husband and is the proud mama of two incredible daughters.

## WHAT PEOPLE ARE SAYING ABOUT THE BOOK

“After 17 years as a chief diversity officer, both in the federal government and higher education, this is the book I wish I’d had from the start – Maria Morukian offers practical, pull no punches, hard-won wisdom you can put into action immediately!

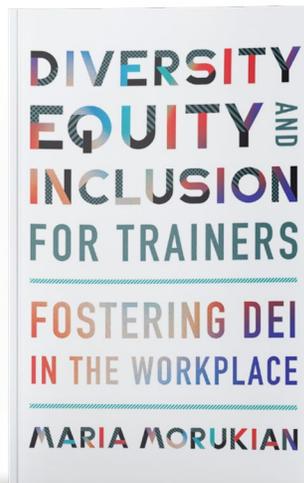
**Antonio Farias**, Vice Chancellor for Diversity, Equity & Inclusion, *University of Colorado, Denver*

“In this book, Maria Morukian provides a clear, actionable, and comprehensive guide to those looking to get into the DEI field or increase their competence and understanding as a DEI trainer. The breadth of topics covered so thoughtfully, along with the personal stories, concrete tips, and practical worksheets will provide exceptional value to anyone to picks it up.

**Dr. Michael Baran**, Senior Partner, *inQUEST Consulting* and author of “Subtle Acts of Exclusion”

“A well written book packed with practical information and a concrete road map for DEI trainers.

**Rohini Anand**, PhD Senior Diversity, Equity and Inclusion Advisor, *Rohini Anand LLC*



“Full of creativity, courage and contemporary adult learning principles, Maria Morukian provides a framework of intentional creativity in the area of diversity, equity and inclusion education and strategy.

**Mark F Dunn**, Chief Diversity, Inclusion and Talent Management Officer, *Vidant Health*

“This book comes at the right time as organizations are seeking skilled facilitators to help design and implement effective, assessable, inclusive DEI experiences. Maria has masterfully created a comprehensive, practical guide covering all phases and processes to embed DEI into all leadership and development activities. The scope of the book is broad, and the content is well organized providing both novice and veteran trainers with valuable information. Her personal story, insight and passion for the subject provides context for reflection, structure and safety and reminds us that this is not just an event but a journey.

**Rita Bailey**, Owner, *Up To Something, LLC*

“As trainers and facilitators of change, we are always looking for that personal story to drive our point home. This compilation of life stories and experiences by Maria Morukian will enrich your workshops and training sessions in new and sustainable ways to affect the change needed in your organization and teams.

**Nancy J Di Dia**, Founder and CEO, *Di Dia Diversity Coaching Group, LLC*

## **SAMPLE INTERVIEW QUESTIONS FOR MARIA MORUKIAN**

- 1. What does this book aim to do?**
- 2. Who is this book for?**
- 3. What makes this book one of a kind?**
- 4. What inspired you to write this book?**
- 5. Tell us a little about how you began working in the DEI space.**
- 6. What are the trends you are seeing in your work as a DEI consultant?**
- 7. What do you anticipate to see in the DEI space in the year ahead?**
- 8. What is your biggest piece of advice for companies interested in establishing a DEI strategy for the first time?**
- 9. Give us a best practice of the book that people can implement today.**

