

*The Diversity Executive: Tasks, Competencies, and Strategies for Effective Leadership*  
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As their role evolves from that of compliance to a business necessity, diversity leaders are challenged with representing a broad constituency, from management to employees to the external interests that include vendors, suppliers, community organizations, and government. They must balance human differences and needs, and the law, with business-driven objectives, while simultaneously focusing on the implications of business decisions, policies, and practices on the diverse human component.