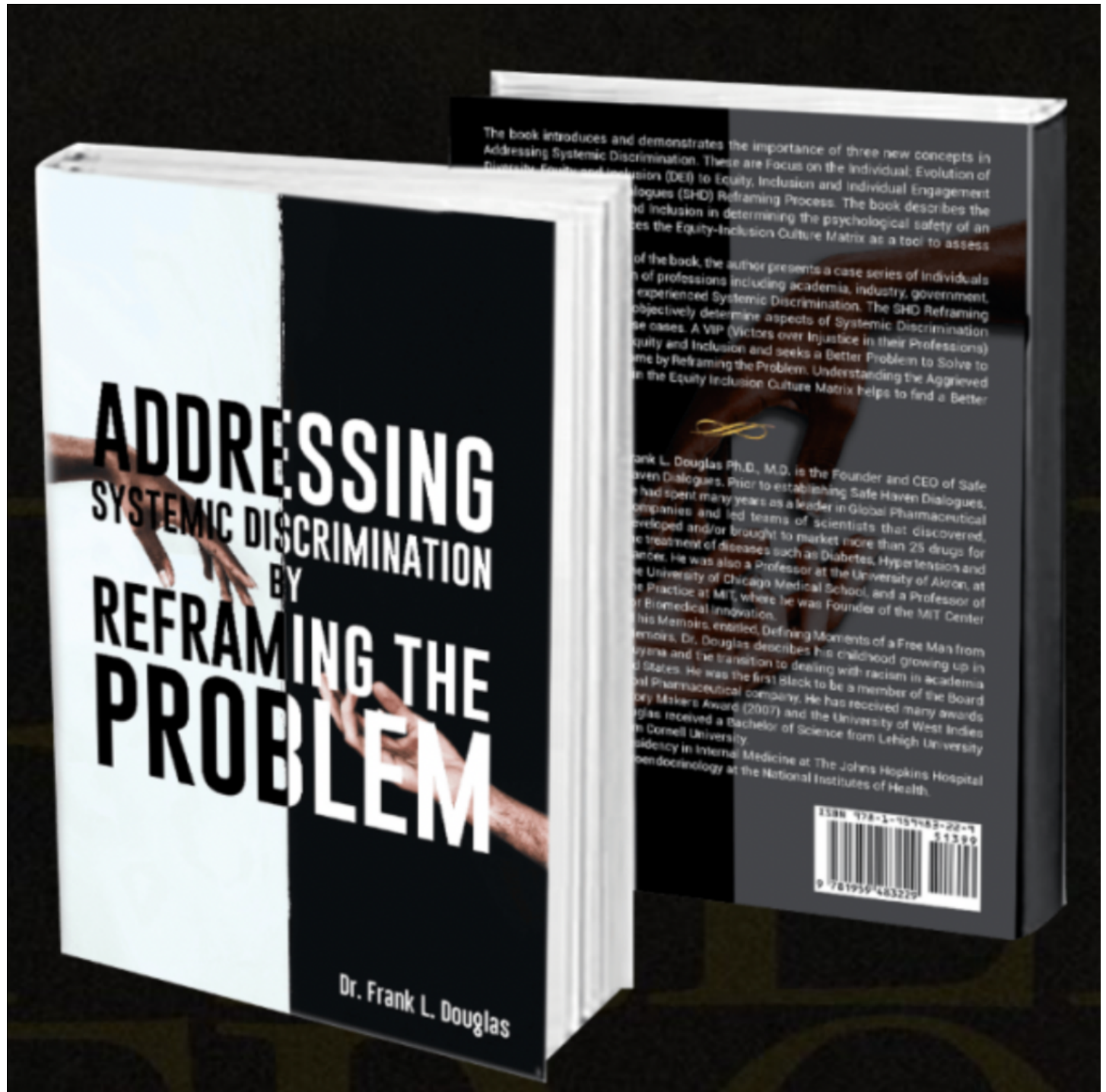


A Strategy for Creating Equitable and Inclusive Workplace Cultures

Dr. Frank L Douglas challenges traditional approaches to DEI strategies and provides real-world examples and step-by-step guide for creating an equity and inclusion culture in the workplace



Cocoa Beach, Florida Mar 7, 2023 ([Issuewire.com](https://www.issuewire.com)) - "***Addressing Systemic Discrimination by Reframing the Problem***" is a groundbreaking book that offers a fresh and powerful perspective on one of the most pressing issues of our time. In this eye-opening work, author Dr. Frank L Douglas challenges

traditional approaches to dismantling Systemic Discrimination and offers an innovative, solution-focused approach that reframes the problem and empowers those affected by Discrimination in the workplace to effect meaningful change. With real-world examples and case studies, this book provides a step-by-step guide for understanding and dismantling the microaggressions that perpetuate Discrimination in the workplace. From uncovering unconscious biases to reimagining policies and procedures, readers will learn how to make a tangible impact on their workplace culture. Furthermore, the Reframing techniques can be extrapolated to resolving life's problems. Whether you're a concerned citizen, a business leader, or a policymaker, "Addressing Systemic Discrimination by Reframing the Problem" is an essential read for anyone who wants to create a more just and equitable world. Order your copy today and be part of the solution.

ABOUT THE AUTHOR:

Dr. Frank L. Douglas Ph.D. is a renowned scientist and a former giant in the Pharmaceutical industry who has been responsible for bringing more than 25 drugs to market. Dr. Douglas began his career as Executive Director of a top 5 Global Pharmaceutical Company and at the time of his retirement was Executive Vice-President and a Member of the Board of Directors at another Top 5 Global Pharmaceutical Company. As such, he understands the challenges of a middle manager as well as a member of the C-suite. Dr. Douglas' many accolades include the Global Pharmaceutical Research & Development Director of the Year Award, 2001, NOBCChe Lifetime Achievement Award, 2002, Black History Makers Award, 2007, Guyanese & American Business Professional Council's Award, 2010, Inside Business Magazine's Power 100, 2010, 2011, Crains Cleveland Business' 10 People Who Matter, 2010, Geoffrey Beene Foundation/GQ Magazine, Rock Star of Science, 2010, Caribbean American Heritage Awards, Outstanding Entrepreneurship, 2011, Weill Cornell Medical College Alumni Special Achievement Award, 2016, and Distinguished Alumnus: PC Rossin College of Engineering and Applied Science, Lehigh University 2017. As CEO of Safe Haven Dialogues, LLC, Dr. Douglas now brings his incredible talents, expertise, and experience, both as a Black man and as an executive, to the DEI space and has written a primer entitled, ***"Addressing Systemic Discrimination by Reframing the Problem"***. Dr. Douglas uses his enormous problem-solving skills to create innovative ideas and tools in his effort to combat discrimination, improve workplace culture and increase employee well-being. He advocates a paradigm shift in DEI strategies by emphasizing more of a focus on Equity and Inclusion. He has originated the Equity, Inclusion, and Individual Engagement Principle and has created an Equity-Inclusion Culture Matrix which evaluates organizational cultures.

In the second part of the book, Dr. Douglas takes the reader on a journey by way of a series of Case Studies of Individuals who have experienced discrimination. These individuals come from across the professional spectrum. Dr. Douglas uses the Safe Haven Dialogues Reframing Process to assist the Aggrieved Individual in articulating a reframing of their problem and thus finding a better problem to solve. He further empowers the Aggrieved Individual to have a dialogue with their middle manager which will lead to a resolution of the problem encountered.

The book is available for purchase on [Amazon](#), [Barnes & Noble](#) and frankdouglasbooks.com

For more information, please visit frankdouglasbooks.com or email team@safehavendialogues-llc.com

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