

# Sondra's Biography

Dr. Sondra Thiederman is one of the nation's leading experts on workplace diversity/inclusion, cross-cultural business, and bias reduction. As President of Cross-Cultural Communications, a San Diego based training firm, Sondra has more than 25 years-experience as a speaker, trainer, and author helping professionals in Fortune 500 companies, public sector organizations, and dozens of associations find ways to successfully navigate our increasingly-diverse workplaces.

Since receiving her doctorate with an emphasis on cross-cultural studies from UCLA, Sondra has helped hundreds of organizations develop solutions to their cross-cultural and diversity challenges. Among her clients are such leading organizations as Sodexo, Xerox Corporation, The Boeing Company, FedEx Corporation, Pfizer Pharmaceuticals, Marriott Corporation, Century 21 Real Estate, American Express, The Federal Reserve Bank, Motorola, and AT&T. She has also served as consultant to the University of California and the American Cancer Society and has served on the Diversity Cabinet of the American Red Cross. Most recently, she has functioned as an Expert Panelist for O'Mara and Richter's *Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*.

Sondra has extensive media experience including mention in such national publications as *The Wall Street Journal*, *The New York Times*, *The Los Angeles Times*, and *U.S.A Today*. She is published in professional journals ranging from *T&D* to *Real Estate Today* to *Association Management*, has written on diversity for the web site Monster.com, and is the author of six books including, most recently, *3 Keys to Defeating Unconscious Bias: WATCH, THINK, ACT*.