

DIVERSITY

What It Will Take to Improve Diversity at Conferences

by [Ruchika Tulshyan](#)

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I was recently invited to attend a panel about serving on corporate boards. The four panelists — all white women — were to advise the audience on the necessary steps and strategies to gain a coveted

board seat. While some may have applauded the all-female panel in a field that is largely dominated by men, I was disappointed to see a lack of racial diversity and declined my free invitation. The rub? The event was hosted by a powerful, national minority entrepreneurs' network.

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Ruchika Tulshyan is the author of The Diversity Advantage: Fixing Gender Inequality in the Workplace and the founder of Candour, an inclusion strategy firm. She is writing a forthcoming book about women of color at work.

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