

# The 99 Day Diversity challenge by Saundarya Rajesh

**The 99 Day Diversity Challenge** is a guide to inclusive workplaces by Dr. Saundarya Rajesh. It offers a structured approach to implementing meaningful diversity initiatives.

## Key Topics Covered

- **Understanding Diversity and Inclusion (D&I):** Defines key terms, explores the benefits of diversity, and addresses common misconceptions.
- **Creating a D&I Vision:** Provides guidance on setting clear goals and aligning D&I efforts with organizational strategy.
- **Building a Diverse Workforce:** Discusses effective recruitment, onboarding, and retention strategies.
- **Fostering an Inclusive Culture:** Offers strategies for creating a workplace where everyone feels valued and respected.
- **Measuring and Monitoring Progress:** Explains the importance of tracking D&I metrics and evaluating the effectiveness of initiatives.

## Review and Criticism

While the book is generally well-received, some critics have noted a focus on the Indian context and a lack of in-depth exploration of certain topics.

### **Changemakers' Insights**

Many changemakers and industry leaders praise the 99 Day Diversity Challenge for its clarity, inspiration, and practical tools. It demystifies D&I, motivates action, and offers actionable strategies.