

## Access to Experts



**Shinder Dhillon** , Global Director, Talent Management, Diversity & Inclusion , Air Products and Chemicals, Inc.

Shinder Dhillon joined Air Products in June 2008 as Director, Global Diversity & Inclusion. As the head of Diversity and Inclusion, Shinder has responsibility for developing and implementing a comprehensive global diversity and inclusion strategy. Shinder's focus is to integrate diversity and inclusion practices into the company's processes and business activities by working closely with key partners to create an inclusive work environment. She is responsible for advocating actions that will help the Company achieve the business advantages a diverse and inclusive workforce provides. An additional oversight responsibility is the required governmental reporting.

Prior to joining Air Products Shinder worked with Pfizer Inc. for nearly ten years. In her most recent role as Director, Worldwide Diversity & Inclusion, in New York within the Headquarters Group, she worked with senior leaders to develop, lead and drive global change management strategies and plans. She was also responsible for developing and implementing the diversity and inclusion strategy at a corporate world wide level. Prior to this position, she was the Global Director, Diversity & Inclusion for the Research Division, where she was instrumental in establishing the R&D Worldwide Diversity and Inclusion Council, to influence and drive strategy in this area, important to business performance. Before joining Pfizer, Shinder was the HR Manager at ARM Ltd (a processor/microchip company) in Cambridge, England. Shinder has extensive working experience in England, Europe, and the US.

Born in England, she received her BSc in Business & Finance from Brunel University in Twickenham, UK and an Advanced Degree in Personnel Management from Thames Valley University in Slough, UK.

Air Products has 21,000 employees around the world and operations in over 40 countries.

Contact [Carol Courter](mailto:courter@conferenceboard.org), Manager, Corporate Communications, +1 212 339 0232, [courter@conferenceboard.org](mailto:courter@conferenceboard.org)

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