Access to Experts

Nadia Younes , Group Adviser, Diversity & Inclusion , Rio Tinto , former Vice President, Global Head of D&I , Novartis Consumer Health

Current Group Adviser, Diversity & Inclusion Rio Tinto (since summer 2011) and former Vice President, Global Head of D&I, Novartis Consumer Health and

Nadia Younes was Vice President and Global Head of Diversity & Inclusion at Novartis Consumer Health in Basel, Switzerland . In her role, Ms. Younes provided strategic direction and championed the integration of D&I into all aspects of marketplace, talent management and culture change initiatives worldwide.

Prior to her joining Novartis in July of 2008, Nadia was the Global Director of Diversity & Worklife at Amgen, Inc., one of the world's largest biotech companies. During her tenure, she launched an award-winning global flexibility initiative, developed a comprehensive classroom and technology assisted diversity training curriculum and played a key role in the building of many business resource groups and diversity councils. She has also worked to tackle the issues of culturally competent healthcare, greater inclusion of women and people of color in clinical trails and equity in employment practices for all.

Nadia has won a number of community service awards for her work and has had her previous companies' D&I efforts recognized for excellence by the U.S. Department of Labor (Eve Award for Wells Fargo where she was the Vice President of Diversity), The Society for Human Resource Management and The Business Leadership Network to name a few.

Nadia has been invited to serve as a member of the The Conference Board's Council on Workforce Diversity, Diversity 2K and The Diversity Communication Exchange group, all diversity and inclusion research and think-tank organizations aimed at continuing to develop the field. She is an active volunteer with the Big Brothers and Big Sisters program where she has been Big Sister of the Year and enjoys community outreach particularly in the areas of cultural integration, youth-at-risk and the elderly.

Nadia received a Bachelor of Arts in English Literature from Boston University and a Master of Arts in Intercultural Communication from the University of Denver (with honors).

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