

Bernardo M. Ferdman, Ph.D.

Specializing in bringing inclusion to life in diverse organizations, developing inclusive leadership, and transforming workplace tensions into opportunities for inclusive strength.

Bernardo is a globally recognized leadership and organization development consultant, thought leader, and executive coach with 40 years of experience helping organizations transform diversity into a strategic advantage and inclusion into a tangible, lived experience. He is passionate about creating inclusive environments where everyone can thrive and accomplish goals effectively, productively, and authentically.

Bernardo, principal of [Ferdman Consulting](#), has dedicated his career to helping organizations leverage diversity to achieve better business results and become places where everyone can belong and contribute. He partners with leaders, teams, and organizations to build inclusive mindsets, behaviors, and strategies that unleash individual and collective potential and talent. As a coach, consultant, speaker, and facilitator, Bernardo works to empower leaders to create inclusive cultures, engage across differences and manage conflict authentically and effectively, and drive meaningful, lasting change. His approach combines executive coaching, organizational and team assessments (including with his [Workplace Inclusion Inventory™](#)), leadership development, strategic planning, facilitation of dialogues and learning sessions, and skill-building for inclusion.

A CCE Board Certified Coach and native Spanish speaker with extensive international experience, Bernardo has worked with businesses, NGOs, non-profits, government agencies, and educational institutions across the United States and in Europe, Latin America, and Asia. He has coached leaders in corporate, non-profit, and other settings, helping them to achieve their goals and to develop self-awareness, openness to feedback, and skills needed to collaborate effectively and productively. He has delivered hundreds of workshops and learning sessions that emphasize the practice and challenges of inclusion, inclusive leadership, navigating workplaces differences, authentically engaging in conflict, and bringing one's whole self to work. and he has developed programs and taught in many executive education settings.

Bernardo served as president of the Diversity Collegium, is a member of the Inclusion Allies Coalition and an expert panelist for the *Global Diversity, Equity, and Inclusion Benchmarks*, and was a network associate with AmericaSpeaks as well as the 2020 H. Smith Richardson Jr. Visiting Fellow at the Center for Creative Leadership. As a scholar-practitioner and former university professor (1986-2017), Bernardo has published extensively on topics such as diversity and inclusion, organization development, cross-cultural management/leadership, cultural identity, and Latinos/as in the workplace. His books, *Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies* (Routledge, 2021) and *Diversity at Work: The Practice of Inclusion* (Wiley, 2014) are widely recognized as essential resources providing state-of-the-art, research-based understanding of inclusion and how to systematically create and foster it and navigate its challenges. Bernardo's contributions to the field have earned numerous accolades, including the Society of Consulting Psychology's Award for Excellence in Diversity and Inclusion Consulting, the Janet Chusmir Distinguished Service Award (AOM Gender and Diversity in Organizations Division), the Trailblazer Award (Ph.D. Project Management Doctoral Students Association), and the Gordon Allport Intergroup Relations Prize (SPSSI).

Clients (selected):

Energy, Utilities, Environmental Services: Central Contra Costa Sanitary District, Sempra Energy, West Yost, Xylem

Financial Services: Alliance Bernstein, Bank of America; BlackRock, Chartwell Financial Advisory, MetLife, UBS, Wells-Fargo, World Bank

Healthcare: City of Hope, Planned Parenthood (PPFA, PPGT, PPLA, PP Mar Monte, PPMI, PPPSW)

Manufacturing & Consumer Goods: Alcoa World Alumina, Alumina Española S.A., Solar Turbines, Sumitomo Rubber North America, The Toro Company

Pharmaceuticals: Eli Lilly and Company, Pfizer, Vertex

Retail & Consumer-Focused Orgs: Amazon, Brown-Forman, Ikea Group AB,

Technology: CircleCI, Intel Corporation, Sauce Labs

Telecommunications: Tracfone Wireless, Verizon Communications

Other: BrandActive, General Atomics, Hearken, Mitchell Genex Coventry, US Foods

NGOs & Global Orgs: Inter-American Development Bank, Int'l Water Management Institute, Island Conservation

Gov't & Public Sector: CalEPA Dept. of Toxic Substances Control, Calif. State Water Resources Control Board, City of Berkeley, City of San Diego, County of San Diego, San Diego Workforce Partnership, San Francisco Bay Conservation & Dev't Commission, U.S. Air Force JAG Corps, U.S. Defense Security Service, U.S. Department of Homeland Security

Education & Academic Institutions: CSU San Marcos, CatalystEd, Community Colleges of California, Levine Music, National University System, San Diego Community College D, Univ. of Pittsburgh Swanson School of Engineering

Non-profits, Foundations, & Associations: American Psychological Assoc., California Assoc. of Food Banks, Catalyst Inc., Center for Creative Leadership, Democracy Fund; Goodwill Industries International, Institute for Well-Being in Law, Lumina Foundation & Santa Ana Partnership, NAMIC, Nat'l College Attainment Network, Nat'l Institute for Civil Discourse, Pivotal Ventures, The Moth

Executive Education: Ascent-Leading Multicultural Women to the Top, Dartmouth Tuck, UCLA Anderson, UCSD Rady, United Nations System Staff College

Education & Affiliations:

- Ph.D., M.Phil., & M.S. in Psychology, Yale University; A.B., Princeton University
- CCE Board Certified Coach (Executive/Corporate/Business/Leadership)
- Distinguished Professor Emeritus, California School of Professional Psychology, Alliant International University
- President, Diversity Collegium (2019); Past co-chair, Webinars Committee, Inclusion Allies Coalition; Expert Panelist, *Global Diversity, Equity, & Inclusion Benchmarks*
- Faculty, UCLA Anderson Executive Education; UN System Staff College
- Past President, Interamerican Society of Psychology

- Past Division Chair, Gender and Diversity in Organizations Division; Past Chair, Diversity & Inclusion Theme Committee, Academy of Management
- Past President, Interamerican Society of Psychology
- Charter Fellow, International Academy for Intercultural Research; Fellow, American Psychological Association (including five divisions: SIOP, SCP, SPSSI, SPSCER, & Int'l); Fellow, Society for Industrial and Organizational Psychology (former Editorial Board Member, Prof. Practice Book Series) & Society for Consulting Psychology

Publications: see <https://bit.ly/Ferdmanpubs>