



Dr. Christopher Metzler is Director of the Strategic Diversity, Equity and Inclusion Practice with F&H Solutions Group. He works with organizations to establish and maintain strategic approaches to addressing diversity, equity, global diversity, talent management and inclusion. The practice provides consulting and analysis on all aspects of diversity strategy and organizational issues globally.

In addition to being part of F&H Solutions Group, Dr. Metzler is Associate Dean of Human Resources for the Masters of Professional Studies program at Georgetown University in Washington, DC. Prior to joining Georgetown University, he was on the faculty at Cornell University's ILR School where he directed the EEO and Diversity Studies program. While at Cornell, he created the nation's first certification program for diversity professionals and established The Chief Diversity Officers' Roundtable. He was also an adjunct Associate Professor at The City University of New York where he taught civil rights among other courses.

Prior to entering higher education, Dr. Metzler headed the strategic issues and research practice at an international consulting firm where he provided advice to multinational corporations and governments on human rights, human capital, equality, corporate social responsibility, equity, discrimination and diversity. He lectures globally on diversity, global employment practices, human resources and comparative employment systems.

He is the author of The Competencies of the Chief Diversity Officers (CDO) (2008), the first comprehensive analysis of CDO competencies to date. Dr. Metzler is also the author of the forthcoming books, The Construction and Rearticulation of Race in a Post-Racial America (University of Aberdeen Press, 2008) and Jim Crow on Steroids: The New and More Potent Form Of Racism (2009). Earlier publications include: When Cuts Have To Be Made: Tips For Handling Layoffs, Washington Business Journal, May 18-24, 2001; Diversity Enrichment: An Imperative for the 21st Century, Imperatives, Fall 2000; Hiring The Diversity Consultant: Making Sure The Emperor Has Clothes, Profiles In Diversity Journal, 2003; Ten Reasons Why Diversity Initiatives Fail, The Diversity Factor, Volume 11, Number 2, Spring 2003 , pp. 18-21(4); The Need for a Critical, Institutional Approach to Diversity in Organizations, The Diversity Factor, Volume 14, Number 1, Winter 2006 , pp. 35-40(6); Putting The Focus On Diversity: The Differences Do Matter (ILR Impact Brief #17). Ithaca, NY: School of Industrial and Labor Relations, Cornell University - (<http://digitalcommons.ilr.cornell.edu/briefs/30/>).

He is the chairman of The Affirmative Action Register editorial board, a contributing writer to The Academy Speaks - Diverse Issues in Higher Education, the principal researcher of The Consortium of Chief Diversity Officers at Georgetown University, and a member of the *Recruiting Trends* advisory board.

Dr. Metzler holds a PhD in Law from the University of Aberdeen, a Masters degree in Human Rights from Columbia University as well as diplomas and postgraduate certificates in law. He is a member of The University of Oxford in Oxford, England and also a member of Kellogg College at the University of Oxford.

WASHINGTON, DC OFFICE:

1300 19th Street, N.W., Suite 700

Washington, DC 20036

Direct: 202.719.2081

Fax: 202.719.2077

cmetzler@fhsolutionsgroup.com