



Melisande KINGCHATHAVAL SCHIFTER

Global Head of Inclusion, Sanofi

Melisande is the Global Head of Inclusion at Sanofi, where she leads the company's global strategy to embed inclusion and access across its people, products, and processes.

A proven executive with cross-industry experience spanning the private, public, and social sectors, Melisande has worked across the Americas, EMEA, Asia, and Africa. Most recently, she served as Executive Director of Global Inclusion & Diversity and Health Equity Strategy at Bristol Myers Squibb, leading efforts across 63 markets to embed inclusion into everything from HR and clinical trials to product design and commercialization - expanding patient access and driving more equitable outcomes.

Previously, Melisande led the World Economic Forum's global work on inclusion and social justice, where she consulted Fortune 500 companies on their inclusive growth strategies, co-authored publications like the Global Gender Gap Report, and launched global initiatives including The Valuable 500 and Partnering for Racial Justice in Business. She also served as CEO of the disability-focused start-up A Billion Reasons, worked with the UN on climate policy negotiations like the Paris Agreement, and consulted on inclusive business strategies with companies in China. She currently serves on the Executive Advisory Board of Lesbians Who Tech.

Fluent in English, French, German, and Thai, she finds joy in outdoor running, playing piano, writing poetry, and hosting dinner parties featuring unapologetically spicy food from her Thai homeland.