

Rupal Sankalia

Bio

Rupal Sankalia is a seasoned professional with over two decades of experience in ethics and compliance within the global financial sector. As President and Founder of Rupalia RW Inc., she specializes in crafting and implementing ethics programs that ensure adherence to industry standards and regulatory requirements, guiding organizations through complex compliance landscapes with her strategic vision and meticulous approach.

Rupal's career in ethics and compliance began with foundational training as a Global Ethics & Compliance Officer at PwC, and she has since earned multiple certifications in the field, including her Managing Ethics in Organizations (MEO) Executive Certificate from Bentley University. Her professional experience includes significant roles at prominent institutions such as BNP Paribas, Razorfish and Gap, Inc., where she developed expertise in operational risk management, regulatory compliance, and policy development. Her tenure at BNP Paribas as Vice President of Policies & Procedures for Americas Compliance was particularly notable for her work in advancing ethical practices and global regulatory compliance.

While born in Queens, New York, Rupal spent her formative years in India, Taiwan, Singapore and Hong Kong. She returned to the U.S. to complete her undergraduate studies at Boston University and then moved to San Francisco, California to begin her career. In 2011, Rupal acquired her M.S. in Global Affairs from New York University.

Beyond her corporate achievements, Rupal is committed to personal growth and holistic wellness, reflected in her work with Radiant Waves Reiki as a Level III (Shinpiden) Master Practitioner. Her multifaceted interests and fluency in Gujarati and elementary Spanish demonstrate her dedication to cultural awareness and community service, making meaningful contributions to both corporate governance and personal well-being.