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## So Where Are You?

### ***Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World***

The purposes of this activity are to (1) help you become familiar with GDIB, *Global Diversity and Inclusion Benchmarks*, and (2) demonstrate one way you can use GDIB in your organization.

Instructions:

1. Please read *Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World*.
2. To the best of your knowledge, circle all the Benchmarks in each of the 13 categories that you believe your organization (or key client) has achieved.
3. Then determine which one level (0 to 100 percent) of each category you comfortably would say your organization or client primarily falls into. For example, after reflecting on the various Benchmarks in the category you decide that the 50% level accurately describes where you fall. Indicate that in the chart below.
4. Then decide which 3 categories you feel are the most challenging for your organization/client to address. Indicate that in the chart below.

Category	100%	75%	50%	25%	0%	Most challenging. Select 3.
1. D&I Vision, Strategy, and Business Case						
2. Leadership and Accountability						
3. Infrastructure and Implementation						
4. Recruitment, Development, and Advancement						
5. Benefits, Work-Life, and Flexibility						
6. Job Design, Classification, and Compensation						
7. D&I Education and Training						
8. Assessment, Measurement, and Research						
9. D&I Communications						
10. Community, Government Relations, and Social Responsibility						
11. Products and Services Development						
12. Marketing, Sales, Distribution, and Customer Service						
13. Supplier Diversity						

