



## What Users Say About the GDIB

Below are comments from individuals who are using the *Global D&I Benchmarks: Standards for Organizations Around the World*, a free guidebook researched and agreed to by 95 Expert Panelists and the two Authors. It is designed to help organizations determine strategy and measure progress for managing diversity and fostering inclusion. It is universal in scope, designed for all organizational types and sizes, sectors, industries, world regions, cultures, or approaches to diversity.

“We recognize that a diverse and inclusive workplace is foundational to the achievement of our business goals. The GDIB provides us with a checklist of exemplary practices that we use to mark our progress toward a fully inclusive workplace and guides us in setting goals for future initiatives to enhance inclusion in our organization. The format makes the GDIB accessible and easy to use and share within the organization.”

Lori Campbell, Ph.D.  
Manager, Diversity  
Enbridge, Inc.  
Edmonton, Alberta, Canada

“The GDIB was critical in crafting the County of San Diego’s D&I strategic plan and are now proving invaluable as we have moved into the implementation phase. The GDIB is a powerful resource for any organization, including municipal governments seeking resources to assist them in their D&I journey.”

Joe Cordero  
Director, Office of Compliance and Ethics  
County of San Diego  
San Diego, California, USA

“GDIB enhances our imagination about the real situation in diverse organizations, and inspires us towards new ways of working together.”

Saehi Han  
Chief Consultant  
ITAP Asia-Pacific  
Seoul, South Korea

“When speaking on diversity and inclusion in South America, the GDIB provided a clear framework on how organizations can achieve a high performing and sustainable institution.”

Lobna “Luby” Ismail  
Connecting Cultures, Inc.  
Silver Spring, Maryland, USA

“The GDIB is a fundamental tool for any organization that is serious about creating a diverse and inclusive workplace. It lays out clearly the scope of work and what success looks like through the 14 areas and critical benchmarks. Developed by experts around the globe through a rigorous process, it provides a comprehensive framework for success.”

Judith H. Katz, Ed.D.  
Executive Vice President  
The Kaleel Jamison Consulting Group, Inc.  
Washington, DC, USA



“GDIB has been used by a wide variety of our clients to help them assess how to build on past successes and provide a road map for areas that need to be strengthened. It is an excellent tool for any size organization and is a great vehicle for organizations who are just beginning to design their D&I approach, or those who have achieved a significant amount and want to determine their next steps. I have also seen it used as a conversation vehicle for senior leaders who want to truly learn from one another. I recommend it highly.”

Dr. Beverly Kaye  
Founder, Chairwoman  
Career Systems International  
Co-Author: *Love 'Em or Lose 'Em*  
Sherman Oaks, California, USA

“The GDIB is a great tool to telescope from the macro to micro context when there are specific concerns or issues that must be reconciled.”

Cynthia H. Love, Ed.D.  
Executive Director  
ACPA -- College Student Educators International  
Washington, DC, USA

“The GDIB helps organizations get past the superficial trap of the Four Fs: Food, Fun, Fiesta, and Fetish, to be able to realize a more holistic, meaningful, and professional D&I strategy.”

Jason D. Mak  
D&I Manager  
Office of Equity & Multicultural Services  
Oregon Department of Human Services  
Salem, Oregon, USA

“The GDIB is the most comprehensive tool I have found that provides practices, policies and actions to create a truly inclusive environment. It helps measure the D&I work currently being done to the highest levels of diversity work in institutions around the world.”

Kelli McLoud-Schingen  
President  
KMS Intercultural Consulting  
Tulsa, Oklahoma, USA

“Diversity and inclusion encompass so many different dimensions and elements that there is a great need to provide proven standards and requirements that can clarify what D&I means in practice. The GDIB fills this need brilliantly and advances the whole D&I field.”

Steve Piersanti  
President  
Berrett-Koehler Publishers  
Oakland, California, USA

“The GDIB is a remarkably valuable tool, not only because it provides an extraordinary collection of information, strategies, initiatives, and measurable results, but also because the very way it was created epitomizes the value of diversity and inclusion in the greatest sense: the collective mind of the many being far more valuable than the individual thoughts of a few. Bravo...and thank you!”

Howard Ross  
Founding Partner  
Cook Ross, Inc.  
Silver Spring, Maryland, USA  
Author *Everyday Bias and ReInventing Diversity*



“One of the great things of the new version of the GDIB is that it integrates a category on Sustainability. It helps to build synergies within the organization and keep efforts aligned.”

Shirley Saenz  
Cross Cultural Trainer & Consultant  
ICEBERG Cultural Intelligence  
Buenos Aires City, Argentina

“The GDIB is a tremendous resource with multiple applications. From strategic planning to tactical development, to assessing progress and setting goals, to an easy to read yet substantive source for educating and engaging people in the work of Diversity & Inclusion. The GDIB has evolved over the past decade to remain current as well as to provide forward-looking content for what is possible for sustainable, comprehensive and effective D&I strategies.”

Michael Wheeler  
President and Founder  
GD&I Enterprises and *The Diversity Performance Factors Project (DPFs™)*  
New York, New York, USA

“The GDIB has provided us with a common language and actionable framework that has helped us pursue and measure our inclusion & diversity goals. We view the GDIB as invaluable to our discussions and decision making.”

Bryce Tache  
Director of Inclusion & Diversity  
Iron Mountain  
Minneapolis, Minnesota, USA

“The GDIB spells out what good, better, and best work is. It readily frames where an organization can focus its capabilities.”

Ralph de Chabert  
Senior Vice-President, Global Chief Diversity Officer  
Brown-Forman Corporation  
Louisville, Kentucky, USA

“The GDIB is an invaluable resource to understand diversity and inclusion in a global, holistic way. It provides a blueprint for organizations to comprehensively assess their current state and develop strategies to create inclusive cultures where everyone is able to flourish and add value.”

Mary-Frances Winters  
President and CEO  
The Winters Group, Inc.  
Greater Washington DC, USA

“The GDIB is a powerful enabler of strategic conversations and an effective planning tool to create an inclusive culture in organisations. It empowers practitioners and leaders to see the broader landscape and potential impact of D&I on the bottom line. Its focus on staff, government, and community and the recent addition of the sustainability category makes it work brilliantly as a multi stakeholder mapping tool for sustainability in D&I strategies.”

Nene Molefi  
Managing Director  
Mandate Molefi  
Johannesburg, South Africa

“We’re committed to creating a diverse and inclusive environment that drives ideas and innovation, and will help us better meet the financial needs of our customers.”

Lorie Valle-Yañez  
Vice President and Chief Diversity Officer  
Massachusetts Mutual Life Insurance Company  
Springfield, Massachusetts, USA



“Effective D&I work is achievable when

- ✓ it is strategic,
- ✓ tied to the mission and goals of the organization,
- ✓ led with competence and care, and
- ✓ implemented in a sustainable manner.”

Lynda White  
McLeod White & Assoc.  
Past-President of The Diversity Collegium  
Montreal, Quebec, Canada

“Much remains to be done... but we are convinced that this initiative brings benefits to organizations and people. It joins a series of other successful initiatives in our country on D&I. Certainly, it will not solve historical issues overnight, but the GDIB can support organizations and broaden their view, place points of attention on the map and develop strategies to speed this movement up in our society.”

Cristina Carvalho  
Coach e Consultora  
Interelo Consultoria  
São Paulo, Brazil

“We customized the GDIB for cultural, localized meanings. When D&I was first introduced in Japan several years ago, it was seen as a western concept. In fact, there is not a Japanese character for the word ‘inclusion.’ The benchmarks accurately guided us when we broke ‘inclusion’ down into traits and other descriptive statements.”

Janelle Sasaki  
Executive Director of Diversity & Inclusion Services  
Ernst & Young Advisory Co., Ltd.  
Tokyo, Japan

“We are using and adapting the GDIB for assessments and competencies. The GDIB allow us to blend a business model for D&I work combined with an educational focus to change systems. The benchmarks provide ways to clearly articulate desired behavioral changes and supports to build and sustain systems of inclusion.”

Bill de la Cruz  
Director of Equity and Inclusion  
Denver Public Schools  
Denver, Colorado, USA

“The GDIB was created through a systematic and rigorous consensus of D&I experts. It was a year-long research process where the viewpoints of a significantly diverse group of experts — many of whom approached D&I work in very different ways — came to agreement on the outcomes that are needed. Modeling both diversity and inclusion throughout this process reminded us that while this work can be challenging, it is also hugely rewarding.”

Duncan Smith  
Founder and Principal  
ADC Associates  
Melbourne, Australia

“The Global D&I Benchmarks offer superb insight into how organizations can fulfill their commitment to diversity and inclusion. From the business case for diversity, to leadership accountability, to marketing and customer service, these well-thought out standards identify the ascending stages for 14 organizational systems—systems that if attended to and inclusive, welcome and utilize differences for everyone’s benefit and success.”

Barbara Deane,  
Editor, DiversityCentral.com and Co-director,  
Institute for Sustainable Diversity & Inclusion  
Seattle, Washington, USA



“One of the great features of the GDIB is that I can show business partners specific examples of best practices that are globally relevant in a wide variety of areas based on the needs of the business. The Expert Panelists are peerless which, due to their competence, provides great confidence in the rigor and the reliability of the statements within each of the areas. The GDIB continues to be updated which again provides business leaders great certainty of the currency and salience of the best-in-class behaviors. The GDIB is my ‘go to’ guide and I greatly appreciate the efforts of the dedicated professionals that make it a reality.”

Eric Ahlness  
Global Lead -- Business Resource Groups  
Cargill, Inc.  
Wayzata, Minnesota, USA

"GDIB provides a host of ideas for helping organizations and communities strive to create more diverse and inclusive environments. For many of us using the document in the Pittsburgh area, the GDIB has served as an accelerant for the advancement of our ideas and the furtherance of critical economic development and sustainability work in the region."

Melanie Harrington  
President and CEO  
Vibrant Pittsburgh (A Regional Opportunity Center)  
Pittsburgh, Pennsylvania, USA

“The GDIB is a practical guide for leaders across a variety of business functions looking for behaviorally explicit answers to the question “*What do you want me to do?*” It is an excellent resource to leaders well beyond Diversity & Inclusion practitioners.”

Nadia Younes  
Diversity & Inclusion Advisor  
International Monetary Fund  
Washington, DC, USA

“The GDIB allowed me to examine the necessary components to build a D&I strategy and long-term roadmap. Our plans have built-in signposts that indicate when we’d arrive as a best in class company in Diversity & Inclusion. I like having a clear sense of purpose and direction.”

Kim Camacho  
Director of Diversity & Inclusion  
AECOM Design & Consulting Services Americas  
Arlington, Virginia, USA

