



Global Diversity and
Inclusion Benchmarks

The GDIB Newsletter

For: Expert Panelists, Users and Others Interested in the GDIB

Editor: GDIB Co-author Julie O'Mara

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The GDIB—*Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*—helps organizations of all sizes around the world, in a variety of sectors, using a variety of approaches to D&I work, achieve high-quality D&I outcomes. First published in 2006, the 2014 edition is authored by Julie O'Mara and Alan Richter, Ph.D., and 80 Expert Panelists. It is sponsored by The Diversity Collegium, a nonprofit organization dedicated to advancing the field of diversity and inclusion through think tank dialogues, symposia, research, and publications. The GDIB is free of charge and may be downloaded at www.diversitycollegium.org Check regularly for more User Tools.

Please pass this newsletter along to others. We have a goal to increase the visibility of the GDIB. Send us potential reader contact information and we will add them. Thank you.

NEWS AND IDEAS ABOUT & FROM USERS AND EXPERT PANELISTS

Do you have news and/or best practices to announce/share? Information you need? Send and we'll share it.

"WE MUST DO A BETTER JOB OF SPREADING THE WORD ABOUT THE GDIB," SAYS EP DAVID TULIN

David Tulin's biggest takeaway from discussing the GDIB on a panel, *Implementing Diversity and Inclusion in Organizations: Challenges and Opportunities*, at the Annual Conference of the Society for Industrial and Organizational Psychology, April 25 in Philadelphia --- was that we need to do a better job of telling others about the GDIB. He feels we have "too much humility" about the GDIB and need to promote it more. About 100 people attended the session and as far as he could tell no one knew about the GDIB. Yet when he talked about it and showed the model and some of the benchmarks, participants could see that it is a great contribution and just what they are looking for — and it's free. David then had several great conversations with others after the session. David called us (Julie and Alan) with many ideas about what we can do to spread the word. They include actions such as:

- Asking all newsletter readers to tell five others about GDIB ... and suggesting they ask to be added to this newsletter list.
- Getting on more conference programs
- Writing about GDIB in book chapters and articles
- Contributing to blogs, tweets, postings in social media and so forth
- Seeking funds for support
- Looking for all kinds of opportunities to spread the word...

This is not the first time we've heard that "GDIB is D&I's best kept secret." We are taking what David is saying to heart so you will see us providing you with more information that you can use to promote the GDIB and we'll help you with conference proposals and articles. Just let us know.

GDIB MENTIONED IN PODCAST FEATURING EP MUSHIM IKEDA

Sponsored by the Secular Buddhist Association, the Podcast focuses on how The East Bay Meditation Center in Oakland, California is creating diverse Sanghas, which are spiritual communities. It is applicable across sectors. Mushim, a core teacher, and Brenda Salgado, the executive director, describe actions they are taking to engage a diverse community. Here are two examples of techniques mentioned that apply for all sectors: It is important to have teachers of color even if they teach the same content and use the same techniques as a white teacher would – the fact that the message comes from someone similar to the learner increases the impact. In dialogue groups if someone has spoken once, they must wait even if it means sitting in silence, until others have spoken before they can speak again as this shows respect to others by not dominating. There are more examples – the way Mushim describes these actions/strategies make them easily applicable across sectors. Go to this link to hear the entire 1 hour and 18 minute Podcast: <http://secularbuddhism.org/2015/04/26/episode-222-mushim-ikeda-and-brenda-salgado-creating-diverse-sanghas/> Mushim mentions the GDIB as a helpful tool for organizations saying that they must look at many aspects of diversity, not just recruiting people in order to get their “butts in seats.”

NEWS, REQUESTS, AND IDEAS FROM JULIE, ALAN, AND THE DIVERSITY COLLEGIUM

DO YOU HAVE EXPERIENCE WITH A KICKSTARTER CAMPAIGN?

We’d like to do something quick to generate some funds to support our research and growing requests for GDIB. We’re wondering if a Kickstarter Campaign could meet our needs and seek the assistance of someone in our network to help. Let us know if you would be willing to help.

GDIB RESEARCH UPDATE

In May the Expert Panelists will start Round Two of the research process to update GDIB for release in early 2016. This will be our tenth anniversary edition and the second substantive update ... the first edition was in 2006, the second in 2011, and a minor update in 2014 (when the nonprofit The Diversity Collegium became a sponsor). If you are a reader of this newsletter, we welcome any suggestions from you as well.

ARE YOU INTERESTED IN AN ONLINE GDIB ASSESSMENT TOOL?

We ran this request in the February 11th issue of this newsletter. Since then, we have received several additional requests, so we are hoping to take action soon. We are also considering creating a simple checklist as well as a more robust tool. If you haven’t let us know of your interest in either a simple checklist or robust tool, please let us know. Here’s what we said February 11: Many people have expressed interest in having an online assessment tool based on the GDIB. We are interested in creating one. Of course, we want it to be psychometrically sound and user-friendly. We want something more robust and accurate than a checklist. We’re talking with several people about how to make this happen. Significant funding will be needed to create the tool, test it, market it, and support it. Let us know if you would be interested in an assessment tool and whether or not you might be interested in joining a consortium to make this happen.

FREE APRIL MULTICULTURAL CALENDAR – IT’S GLOBAL

EP Barbara Deane offers a free monthly multicultural calendar on DiversityCentral.com. Go to: <http://www.diversitycentral.com/calendar/index.php>

BIOS OF EXPERT PANELISTS

Each issue of this newsletter will contain four bios. Bios of GDIB Expert Panelists are also on www.diversitycollegium.org, navigate to Global D&I Benchmarks, and scroll down to Expert Panelists.

Please note that bios of the 99 Expert Panelists working on the 2016 edition will be up on The Diversity Collegium site in a few days. Go to www.diversitycollegium.org and navigate to Global D&I Benchmarks and scroll to Expert Panelists.

MARIA CRISTINA (Cris) DA COSTA RODRIGUES DE CARVALHO

Maria Cristina (Cris) da Costa Rodrigues de Carvalho is an executive with solid experience in Companies in the Financial, Pension Funds and Technology sectors based in LATAM. She has a BS in Social Service by PUC/SP and Masters Degree in Human Resources Management by FOC/SP. She is a coach trained by the Instituto EcoSocial and by The Inner Game International School of Coaching (Tim Gallwey) - California/USA., Associate Certified Coach (ACC) certified by the ICF and Management Councilor by IBGC. She started professional life as a Technology Trainee. Transferred to the Human Resources Area, where she worked for over 25 years in several processes for organization change in multicultural environments. She led programs for M&A and due-diligence in several Banks and Brazilian Companies focusing on equalization of cultures and Benefits/Compensation, Expatriate, Health, Diversity & Inclusion, Mentoring, Work Life Balance and Human Rights policies. For several years, she participated as the Coordinator of the Diversity Subcommittee at the Febraban (Brazilian Bank Federation). She received "Destaque RH" awards in 2007, from "Gestao&RH Magazine" related to the D&I Program. She was a member of the Sustainability Councils of ABN AMRO Real bank and led the Diversity and Social Action Committee at Banco Santander. In that capacity she was responsible for implementing several Affirmative Actions in the Financial sector. She participated in several international platforms in Europe, The USA and Brazil in Human Resources, D&I themes and diverse cultural environments. She was an employer representative in Tripartite Commissions at Febraban, CNF and ILO (International Labour Organization) conferences in Geneva/Switzerland. Has been mentoring and coaching for young executives and diverse audiences in the process for development of competences and career and life transition through her own consulting company. She is experienced in facilitation of group dialogue, appreciation of diversity, work life balance, corporate governance, social investment and conflict mediation. She lives in Sao Paulo, Brazil with her spouse and two sons and a daughter.

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RALPH DE CHABERT

Currently, Ralph de Chabert is Senior Vice-President, Global Chief Diversity Officer for Brown-Forman, Corporation. Prior to Brown-Forman, he has held successive positions in Northern California as Chief Diversity Officer, Vice-President of Employee Relations & Diversity and Head of Executive Development and Diversity for Safeway, Corp; McKesson, Corp; and American President Lines respectively. He also worked for Pope & Associates, a diversity consulting firm out of Cincinnati, OH where he served as the Operations Manager and external diversity consultant in a myriad of organizations ranging from global, Fortune 50 companies to local non-profit organizations. Ralph has also been a nuclear insurance underwriter, a partner in a men's clothing store and a teacher and basketball coach in the Cleveland, Ohio school systems. He also serves on the boards of Wednesday's Child, Sacred Heart Academy High School and Walden School. Additionally, he is the Board Chair elect for Jefferson Community and Technical College, and currently is Board Chair of the Muhammad Ali Center, where he also served as interim Director. Ralph has done graduate work at Middlebury College in Middlebury, Vermont and holds Masters Degrees in Education and Human Resources and Organizational

Development from John Carroll University and the University of San Francisco, respectively. Ralph is married with a daughter, son and a nephew and when he is not spending time at work or with the family, he can be found reading and enjoying music.

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JOE-JOE MCMANUS

An innovative educator and diversity professional, Dr. Joe-Joe McManus is the Executive Director of Rootstrong, a 501(c)3 non-profit organization dedicated to culturally responsive leadership education and development. He is also a Senior Associate with the Kingston Bay Group consulting firm, and serves on the faculty in the graduate school of education at Boston College. Dr. McManus' experience includes serving as faculty at an HBCU and an international university, curriculum development roles at an Ivy League institution and a nonprofit organization, and as a senior university system administrator at the largest urban public university system in the U.S. His experience also includes extensive consulting, primarily with schools, universities, NGO's and non-profit organizations. Among the many educational institutions where McManus has been a featured speaker are the University of Cambridge (UK), Moscow State University, the University of Malaŵi, Syracuse University, and the Defense Equal Opportunity Management Institute. He has also keynoted, presented papers and facilitated workshops at numerous conferences; a few examples are the National Conference on Race and Ethnicity in American Higher Education (NCORE), National Association for Multicultural Education (NAME), the National MultiCultural Institute (NMCI), the White Privilege Conference (WPC), and the United Nations Alliance of Civilizations Forum (Qatar). The first in his family to complete college, McManus earned a B.S. in psychology, an M.A. in Multicultural Education, and a Ph.D. in Educational Leadership. Dr. McManus currently serves on the Advisory Board for *E3: Education Excellence & Equity*, and the BOD of The Diversity Collegium think tank.

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LYNDA WHITE

Lynda White is President, McLeod White & Associates, headquartered in Canada, and a company providing organization development consulting in the areas of change, systems thinking, strategic planning, employment equity/affirmative action, diversity & inclusion, and leadership, in North America and globally. She works with companies in the public, private and non-profit sectors. Prior to her consulting role of the last 15 years, Lynda was global diversity leader for RBC Financial, Canada's largest financial institution, with operations in over 30 countries, where her team did foundational work leading to the organization receiving awards for their work, and being benchmarked by others, with a continuing presence as a leader today. She has Chaired a banking industry Committee, been a member of numerous federal government Task Forces and Committees, represented and spoken globally and in North America as a representative of the banking industry, employers' associations, in her corporate role on diversity and inclusion, and in her current thought leader role, and been a frequent guest lecturer at universities on change, and diversity. She has written for many publications and text books. In addition she has expertise in disability issues through years of work on boards and project work in the area. Board membership in the not-profit sector has included YWCA of Metropolitan Toronto; Centre for Research Action on Race Relations, Montreal; Canadian Centre for Disability Studies; Canadian Council on Rehabilitation and Work. She has participated, presented, and helped shape recommendations, in and for UN agencies conferences and working groups. Lynda has travelled extensively, spending some time on most of the continents of the world. Today she divides her time between Canada, the US, and Europe and continues to polish her proficiency with French, her second language.

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CALL FOR PROPOSALS FOR D&I CONFERENCES

Please think about how you can incorporate the GDIB into your presentations Or make a presentation on all or part of the GDIB. If you want to present on the GDIB or include a mention of it in your presentation, we will assist you with slides and other materials.

PROPOSAL DEADLINE IS ~~MAY 4~~ / CHANGED TO JUNE 8: SIETAR-USA's historic 15th Anniversary Conference in Orlando, FL, October 14-17, 2015

This year's theme is Expanding Intercultural Horizons: Competencies for a Global and Diverse Workforce. Several EP are members of and engaged in SIETAR. www.sietarusa.org Click on Download the CFP and then click where it says: tinyurl.com/2015SietarProposals

PAPER DEADLINE IS MAY 10: Gender Economics Conference in Sydney Australia, June 10, 2015

This year the conference will look at Gender Economics, Innovation and Performance will specifically focus on diversity in organizations. <http://centreforgendereconomics.org/ggec15-sydney/>

UPCOMING CONFERENCES WHERE GDIB IS INCLUDED

Send us information if you are presenting on the GDIB (or including it in a presentation) at a conference or workshop that is open to the public and we'll post it here and on the Diversity Collegium website. **Please let us know if you are attending any of these conferences so we can make connections.**

May 17 to 20, 2015 • Orlando, Florida, USA

Association for Talent Development (ATD--formerly ASTD)

EP Judith Katz along with Frederick Miller will conduct a 75-minute concurrent session, The Boss is Dead: How New Leadership Models Are changing Talent Development ...and ... GDIB Author Julie O'Mara along with Dave Jamieson will present a 90-minute session on Influencing Organization-wide Change Management: Getting a Seat at the Table. It will be an advanced discussion with senior-level practitioners. GDIB will be used as an example of a systemic approach. For info go to: <http://www.atdconference.org/> Over 10,500 attendees are expected.

June 9 to 11 • Denver, CO, USA

WEPAN – Women in Engineering ProActive Network

GDIB users Joan Buccigrossi, Ph.D., and Tchernavia Rocker will conduct a plenary session at this conference "Measuring Culture Change Using the Global Diversity and Inclusion Benchmarks Tool." From the conference program description: Joan Buccigrossi, formerly the Director of Global Diversity and Inclusion at Rockwell Automation, and Tchernavia Rocker, General Manager, Employee Relations & Workplace Environment at Harley-Davidson Motor Company, will tell you how they adapted the Global Diversity and Inclusion Benchmarks tool (GDIB) to guide diversity and inclusion efforts of leaders and employees in their respective companies. Certain aspects of D&I can be measured with traditional demographic metrics. For example, how many women are in leadership roles, or what percentage of women and people of color were recruited into the organization in a give time period. While these metrics are important, they only tell part of the story. Learn how Rockwell Automation and Harley-Davidson used the GDIB to drive and measure culture change toward building a more inclusive workplace for all employees! WEPAN is a non-profit educational organization founded in 1990 to be a catalyst for change to enhance the success of women in the engineering professions. It has both individual and institutional memberships. Go to: www.wepan.org To register for the conference, go to: <http://www.wepan.org/?page=A7>

June 10 • Sydney, Australia
Gender Economics Conference

(See information above on submitting a proposal to present at this conference.) Conference organizer and GDIB user, Susanne Moore, Founder and Chair of the Centre, will be presenting on the results of the DPRF™ which is linked to the GDIB. The conference is sponsored by the Centre for Gender Economics and Innovation which “aims to be the World’s leading social enterprise improving women’s contributions to the economy and helping women achieve their leadership potential.” <http://centreforgendereconomics.org> The conference has three areas of focus:

- Policy Formation: The cost of conflict and inequity to business; Working with Governments to stimulate innovation; Research and Development.
- Investment and Economic Empowerment: Innovation; Economic empowerment for women
- Environment and Sustainability: Collaborating in sustainability; The strategic imperative of Gender Economics; The intersection of aging and gender; Family violence in the workplace

August 7 to 11, 2015 • Vancouver B.C., Canada
2015 Academy of Management (AOM) Conference

Alan Richter will co-present a Professional Development Workshop. The workshop will use live polling of two GDIB categories to explore D&I Governance and Accountability in the AOM. More details to follow.

October 14 to 17, 2015 • Orlando, Florida, USA
SIETAR-USA's Historic 15th Anniversary Conference

This year's theme is Expanding Intercultural Horizons: Competencies for a Global and Diverse Workforce. conferenceproposals@sietarusa.org More information coming. Please let us know if you are presenting.

JOB POSTINGS

If any reader has a job you want to post, please send to Julie. Please make it as short as possible. The newsletter has a global audience. Most readers are in the D&I profession.

No job postings this issue.

PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB

If you can, please contribute to funding the GDIB. And if your organization or your client organizations are able to give grants, let us know. We have so many ideas for research projects and user tools — and thank you to all of you who keep sending us ideas. We continue to get amazing positive feedback and thank yous for doing the GDIB. It has now grown to more than Alan and I can fund by ourselves. The Diversity Collegium is engaged and soon we’ll be doing some specific fundraising, but we could use some general help now. Let us know if you personally or your organization can contribute and we’ll facilitate the process. We’ll soon have a donation button on www.diversitycollegium.org.

OFFERING SUPPORT

If you want to use the GDIB in conference presentations, blogs, articles, chapters and so forth, we will support you, if we can, by providing slides, handouts, and ideas.

NEWSLETTER CONTACT INFORMATION

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