

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, in a variety of sectors and industries, using a variety of approaches to D&I work, achieve high-quality D&I outcomes. First published in 2006, the 2016 edition is authored by Julie O'Mara and Alan Richter, Ph.D., and 95 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 the 2016 edition may soon 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.**

INTRODUCING THE NEW GDIB LOGO – DRUMROLL PLEASE

See the new logo in the newsletter masthead at the top of this page. Our designer, Shawndra Diaz of Out Of Proportion Studios <http://1bigoops.com> created it. We are very happy with the logo, the model, and how the GDIB looks. The logo is a stylized version of the new GDIB Model. It is set in a circle to convey the ongoing and never-ending importance of diversity and inclusion. The equilateral triangle in the center symbolizes equality and solidarity or strength and represents the Bridging Group. Colors have a wide range of meaning across cultures, and the symbolism for the colors we chose ranges across the globe. The color yellow was selected for Bridging because it stands for optimism and imagination. The green color for the Foundation Group, symbolizes nature and renewal, blue for the Internal Group represents harmony and order, and red for the External Group stands for passion and strength. All are in a vibrant hue, which symbolizes the vitality to succeed. The swirls of dark blue represent the power, energy, and motion needed to sustain this work. And the openness of the swirls showing the colors overlapping one another symbolizes the integration and comprehensiveness needed for D&I to succeed.

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.

NOTE: We'll get back to offering our regular features on best practices and tips for use as soon as the Tenth Anniversary edition GDIB is released. If you have a tip to share or story to tell, let us know.

EP BERNARDO FERDMAN ELECTED FELLOW OF THE SOCIETY OF CONSULTING PSYCHOLOGY

On February 6, 2016, Bernardo M. Ferdman, Ph.D. was recognized as a new Fellow of the Society of Consulting Psychology (SCP) at its Midwinter Conference in Lake Buena Vista, Florida. SCP, Division 13 of the American Psychological Association (APA), brings together psychologists who "share a commitment to apply psychological insights for the success and fulfillment of individuals, groups, and organizations." Fellow status is "an honor bestowed upon APA members who have shown evidence of unusual and outstanding contributions or performance in the field of psychology." With this recognition, Ferdman is now Fellow of five APA divisions: SCP (Div. 13), Society for Industrial and Organizational Psychology (Div. 14), International Psychology (Div. 52), Society for the Psychological Study of Culture, Ethnicity, and Race (Div. 45), and Society for the Psychological Study of Social Issues (Div. 9). See Bernardo's bio at Global D&I Benchmarks on www.diversitycollegium.org

EP MARY-FRANCES WINTERS RECEIVES WINDS OF CHANGE AWARD FROM THE FORUM ON WORKPLACE INCLUSION

Along with J.T. (Ted) Childs, Jr. EP Mary-Frances Winters is receiving this year's Winds of Change Award. The criteria are (1) has demonstrated sustained support for advancing D&I in the workplace, (2) has raised awareness of workplace D&I issues, and (3) has been a catalyst for change regarding workplace D&I and/or has impacted changes within an industry, organization or local community. As the president and founder of The Winters Group, Mary-Frances Winters truly believes that diversity and inclusion work is her "passion and calling." Considered a thought leader in the field, she has had an impact on hundreds of organizations and thousands of individuals with her thought-provoking message and her approach to diversity and inclusion. She is highly creative, collaborative, visionary, and results-oriented. She is also a "provocateur," provoking conversation and encouraging dialogue – she is not afraid to have the tough conversations! Her sweet spots include helping organizations develop their diversity and inclusion strategy, developing culturally competent leaders and serving as a mentor and coach. She has written three books, has served on many nonprofit boards, provides multiple university scholarships to students wishing to study an aspect of diversity and inclusion and has been named a "Diversity Pioneer" by the Profiles in Diversity Journal. Because her work has changed lives, organizations and communities, it is a great pleasure for The Forum to present the 2016 Winds of Change award to Mary-Frances Winters. See Mary-Frances's bio at Global D&I Benchmarks on www.diversitycollegium.org And see more information on Ted and Mary-Frances at <https://www.stthomas.edu/workplaceforum/events/diversity-awards/>

EP EDDIE MOORE TO KEYNOTE NATIONAL SUMMIT FOR EDUCATIONAL EQUITY CONFERENCE IN APRIL

The National Alliance for Partnerships in Equity (NAPE) is pleased to announce that Eddie Moore will be the keynote speaker at the luncheon on Tuesday, April 12, 2016, at the [National Summit for Educational Equity](#) (NSEE). He will mention the GDIB. The NSEE will be held April 11-14, 2016, in Alexandria, VA. Moore, a nationally recognized motivational speaker and educator, started America & MOORE, LLC in 1996 to provide diversity, privilege, and leadership trainings/workshops. He is also the founder/program director of the White Privilege Conference. See Eddie's bio at Global D&I Benchmarks on www.diversitycollegium.org

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

SOFT LAUNCH OF THE 2016 TENTH ANNIVERSARY GDIB COMING TO READERS OF THIS NEWSLETTER HOPEFULLY WITHIN TWO WEEKS

We have been working diligently to get this to you. We have asked a few more people to conduct one more check. Then we will make the last round – if any – of changes and release it. We will send readers of this newsletter an advance copy for your study and use within your organization ... but we will ask that you wait to share it widely until after the formal launch at the Forum on Workplace Inclusion conference and the media release on March 29.

PLANNING BEGINNING FOR WORLDWIDE LOCAL LAUNCHES

In April and May and beyond we will schedule launch events in cities around the world where we have a number of Expert Panelists, users, and friends. The concept is that several of you work together to introduce the 2016 edition to your colleagues in your area ... or at a conference you are attending. You might want to offer a workshop (a few hours, a half-day, a full day) or a reception and celebration event. We have some ideas and will support by connecting several of you in the area and providing tips for managing the event, and handouts and slides. If you are interested in planning or participating, let us know. Some of you already have so you don't need to do so again.

FREE 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 contains four bios. Bios of the 98 GDIB Expert Panelists are also on www.diversitycollegium.org, navigate to Global D&I Benchmarks, and scroll to Expert Panelists.

TRACY ANN CURTIS

Leadership & Organizational Development Consultant, Executive Coach, Leadership Trainer and Facilitator of Inclusion and Cross Cultural Understanding. Tracy Ann Curtis is Founder and Principal Consultant of TAC Global, a talent and organization development consulting firm specializing in large-scale transformation, executive coaching, meeting facilitation, leadership development, building innovative and inclusive cultures, and developing a global mindset for individuals and teams. Prior to founding TAC Global in 2010, Tracy Ann was the Asia Pacific Diversity & Inclusion Head for Cisco, based out of Bangalore, India, where, she relocated to lead the change management work associated with building Cisco's Global IT Development Center. A core focus of Tracy Ann's work is across the fast-changing business regions of Asia Pacific. She maintains a "homebase" in the USA and India. Across Asia Pacific Tracy Ann is known to moderate leadership panel discussions, give speeches and presentations, and facilitate large-scale leadership and inclusion conference events. She is often quoted in the Asia Pacific media on advancing women in business, developing Asian talent, the business case of diversity and inclusion, engaging managers in the workforce, and working successfully across cultures. Tracy Ann holds a Masters Degree in Organizational Development & Analysis from the Weatherhead School of Management (USA), and Bachelor Degrees in Psychology & Philosophy from Ohio Wesleyan and University College London (USA & United Kingdom). She is qualified in the MBTI, a certified coach by TMC/Berlitz, Intrabond Capital and The Booth Company, and holds a number of certifications for programs related to talent assessment and leadership development.

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PATRICIA MUSHIM IKEDA

Patricia Mushim Ikeda is an author, diversity consultant, Buddhist teacher, and secular mindfulness teacher based in Oakland, California, USA. She began publishing poetry under the name "Patricia Y. Ikeda" in the late seventies in the U.S. and is one of the major Asian American women poets featured in the 2001 award-winning documentary, [*Between the Lines*](#). After earning an MFA degree from the University of Iowa Graduate Writers Workshop in 1981, she jumped the tracks and veered into Zen Buddhist meditation, entering a period of North American monastic practice under a vow of poverty that culminated in 8 months in Korean monasteries. Returning to California in 1988, she re-entered lay life with the birth of her son in 1989. Assisting teachers in her child's under-resourced public schools in Oakland proved to be a journey of diversity awareness. Mentored by diversity consultant Roberto Almanzán, Mushim began working as a diversity consultant in addition to Buddhist teaching and writing, and since 2007 has become widely recognized for social justice activism and inclusivity work in U.S. Buddhist communities. Mushim received the 2014 Gil A. Lopez peacemaker award from the Association for Dispute Resolution of Northern California in recognition for

groundbreaking work training social justice activists in mindfulness practices at the [East Bay Meditation Center](#). In 2015 she received an honorary doctor of sacred theology degree from Starr King School for the Ministry, and was part of a small group of U.S. Buddhist and Catholic socially-engaged leaders who met with Pope Francis during an interreligious dialogue convened by the Vatican. Mushim is a longtime member of the Diversity 2000 think tank.

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JUDITH H. KATZ, Ed.D.

Fueled by passion for addressing systemic barriers, Judith Katz is a thought leader, practitioner, educator, and strategist. Recognized with the Organization Development Network Lifetime Achievement Award (2014) and as a Pioneer of Diversity by *Profiles in Diversity Journal*, Judith has been a leader in inclusion, diversity, and organization transformation for over 40 years. As Executive Vice President of The Kaleel Jamison Consulting Group, Inc.—one of *Consulting* magazine’s Seven Small Jewels in 2010—she has helped organizations around the globe to leverage people’s differences, increase engagement, and transform workplaces. Together with Frederick A. Miller, she co-created many key concepts, including the 12 Inclusive Behaviors. Her landmark book, *White Awareness: Handbook for Anti-Racism Training* (1978), was the first systematic training program to address racism from a white perspective. Her courageous autobiographical work, *No Fairy Godmothers, No Magic Wands: The Healing Process After Rape* (1984), assists rape survivors in the recovery process. She has co-authored with Fred Miller three books on diversity, inclusion and individual, team and organization performance; most recently, *Opening Doors to Teamwork and Collaboration: 4 Keys that Change EVERYTHING*. Many organizations have honored Judith with awards and accolades: OD Network’s Outstanding Achievement in Global Work Award (2012) and the Larry Porter Award for OD Knowledge (2009). International Society of Diversity and Inclusion Professionals named her a Legend of Diversity in 2012. An accomplished speaker, researcher, and educator with over a 100 articles to her credit, she has been a GDIB reviewer since the founding of the Expert Panel.

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STELLA M. NKOMO

Professor Stella M. Nkomo is a Professor in the Department of Human Resource Management and Deputy Dean for Research and Post-graduate Studies in the Faculty of Economic and Management Sciences at the University of Pretoria. She holds an MBA and PhD in Business Administration. Prior to joining the University of Pretoria she was the Bateman Distinguished Professor of Business Leadership at the University of South Africa’s Graduate School of Business Leadership. Professor Nkomo is a former Scholar-in-Residence at the Bunting Institute of Harvard University and Visiting Scholar at the Tuck Business School of Dartmouth College (USA). Her internationally recognized research appears on diversity, human resource management, and leadership and in organizations has been published in numerous journals and edited volumes. Professor Nkomo is co-author of the critically acclaimed Harvard Business School Press book, *Our Separate Ways: Black and White Women and the Struggle for Professional Identity*.

Her most recent research focuses on diversity practices in Africa and the relationship between diversity ideologies and practices. She is listed in the *International Who's Who in the Management Sciences* and received the 2009 Sage Scholarly Contributions Award from the Gender and Diversity in Organizations Division of the Academy of Management. Professor Nkomo is a sought after speaker and consultant to many organizations in South Africa, Europe and the United States. She is also the President of The Africa Academy of Management and was recently elected to the Academy of Science of South Africa.

LinkedIn: <https://za.linkedin.com/pub/stella-nkomo/1b/8a5/23a>

UPCOMING CONFERENCES, WEBINARS, ARTICLES WHERE GDIB IS INCLUDED

Please send us information if you are presenting on the GDIB (or including it in a presentation – even a short mention) at a conference or workshop that is open to the public and we'll post it here and on the Diversity Collegium website. See the User Tools section of the Collegium website for slides and handouts you can use. **Please let us know if you are attending any of the conferences so we can make connections. And please spread the word about these sessions to your networks.**

March 29 to 31, 2016 • Minneapolis, Minnesota • USA Forum on Workplace Inclusion

To register: <https://www.stthomas.edu/workplaceforum/>.

Many GDIB Expert Panelists and GDIB users will attend and others will be on the program as speakers. See the list below. In addition we will:

- Launch the 2016 GDIB with a party on the evening of March 30. All readers of this newsletter will receive an invitation.
- Have an exhibit in the FWI Marketplace area.

EP, Users and GDIB friends on the FWI program and session(s) they are presenting. Some sessions are duplicated as several are teaming to present:

Plenary Session: EP **Janelle Sasaki** and EP **Nadia Younes** will serve on a panel to respond to the general session speaker Anand Giridharadas. The topic is "What does it mean to be a truly global leader?"

Janet Bennett: The Place of Intercultural Competence in Diversity and Inclusion Work
Joel Brown: The Generations We Haven't Heard From: An Inter-generational Dialogue About the Future of D&I

Joan Buccigrossi: Who Am I in the D&I Equation? From Executives to Managers to Practitioners, What Do I Need to Know About Being a Change Agent?

Joe Cordero: Aligning and Developing ERG Leaders as Strategic D&I Champions in the Context of an Emerging D&I Strategy

Christina (Tina) Cruz-Hubbard: Doing D&I Strategy Work Strategically

Barbara Deane: The Generations We Haven't Heard From: An Inter-generational Dialogue About the Future of D&I

Bernardo Ferdman: Addressing Dilemmas & Challenges of Bringing Our Complex Identities to Our Work ... Aligning and Developing ERG Leaders as Strategic D&I Champions in the Context of an Emerging D&I Strategy

Hans W. Jablonski: Explore the World's Best Practices in Diversity & Inclusion from Outside the US

Lisa Kepinski: Outsmart Your Brain with Inclusion Nudges: For Better Talent & Business Decisions ... Maximizing the Impact of Women Networks

Chris Mendoza: Engaging Your Entire Organization in the D&I Effort: Mass Mutual Financial Group's Successful Process

Nene Molefi: Explore the World's Best Practices in Diversity & Inclusion from Outside the US

Julie O'Mara: Doing D&I Strategy Work Strategically ... Who Am I in the D&I Equation? From Executives to Managers to Practitioners, What Do I Need to Know About Being a Change Agent?

Sidalia (Sid) Reel: Doing D&I Strategy Work Strategically

Margaret Regan: Lean In! Man Up! Opt Out!: Gender Dialogues as a D&I Change Process

Alan Richter: Explore the World's Best Practices in Diversity & Inclusion from Outside the US... Doing D&I Strategy Work Strategically

Howard Ross: The Anatomy of Power: Exploring the Neuroscience and Practical Applications of Power

Riikka Salonen: Doing D&I Strategy Work Strategically

Radhika Vaidyanathan: Explore the World's Best Practices in Diversity & Inclusion from Outside the US

Lorie Valle-Yañez: The Future of CDOs and Diversity--Telling it Like it is and will be!... Engaging Your Entire Organization in the D&I Effort: Mass Mutual Financial Group's Successful Process

Ilene Wasserman: Addressing Dilemmas & Challenges of Bringing Our Complex Identities to Our Work

Michael Wheeler: Diversity Performance Factor (DPFs) ©: A Strategic Model and Process ... The Future of CDOs and Diversity-Telling it Like it is and will be! ... Doing D&I Strategy Work Strategically

Mary-Frances Winters: Taking Strategy to Action

Bold Conversation Regarding Race:

EP are facilitating or co-facilitating three of the five discussion groups sponsored by Mary Frances Winters: The Winters Group.

- Redefining "Race." Facilitators: **Steve Hanamura & Nene Molefi**
- Who Am I?: Exploring the Complexities of Racial Identity in an Evolving Global World. Facilitator: **Nadia Younes**
- The New Face of Racism. Facilitator: **Eddie Moore, Jr.**

Apologies if we've missed someone ... please let us know.

PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB

If you can, please contribute to funding the GDIB. You will notice the DONATE OR PAY button on the home page. 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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