



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*

### Issue: 4 February 2016

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 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](http://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.*

#### **EP LORIE VALLE-YAÑEZ IS IN THE TOP TEN**

Vice President, Chief Diversity Officer, MassMutual Financial Group, Lorie Valle-Yanez made the Top 10 list. Now in its 7th consecutive year, the *LATINA Style* Executive of the Year program honors influential Latinas, selected by their peers, as true leaders and examples for the Hispanic community and for professional women in the U.S. These Latinas demonstrate excellence in leadership, commitment to the community, impact the company's bottom line and create an environment where associates are encouraged to always look for the next big opportunity. *LATINA Style* had a record number of submissions this year making the selection process particularly challenging. Congratulations, Lorie!!!! See Lorie's bio at [www.diversitycollegium.org](http://www.diversitycollegium.org)

#### **EP SONDRÁ THEIDERMAN RELEASES 40-PAGE HANDBOOK – 3 KEYS TO DEFEATING UNCONSCIOUS BIAS: WATCH, THINK, ACT**

Sondra says: "*3 Keys* is designed both for the individual reader and to function as the heart of your next unconscious bias or diversity/inclusion training. Toward that end, the handbook is structured around three distinct action steps that each reader can

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immediately take to defeat bias. It also contains "Antibias Activities" that generate both personal awareness and lively discussion.

- How to **WATCH** their thoughts, experiences, and actions to identify unconscious biases and target them for extinction.
- How to **THINK** in such a way as to weaken and control our biases.
- How to **ACT** to defeat our biases and cultivate the kind of common ground that we know to be inhospitable to the survival of bias.

For details go to: <http://thiederman.com/product/3-keys-to-defeating-unconscious-bias-watch-think-act/>

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

**(Note – this article is a repeat from the December issue. We are on track with this. Details coming soon. If you didn't already respond, let us know if you'd like to be involved.)**

### **2016 GDIB TENTH ANNIVERSARY EDITION ALMOST DONE ... LAUNCH PLANNING UNDERWAY ... DO YOU WANT TO COLLABORATE / PARTICIPATE IN THE LAUNCH EVENTS AND ACTIVITIES?**

The 95 Expert Panelists and authors have been working all year on the Tenth Anniversary 2016 Edition of the GDIB and it is almost finished. Yahoo!!!!!! Thank you to all.

If you would like to collaborate in the planning / participate in launch events ... please read below and let us know.

- 1. Workshops and celebrations around the world.** In April and May and after 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 masters for handouts and slides.
- 2. Writing articles, blog posts, tweets,** and so forth that mention the new GDIB. Because the GDIB is comprehensive – and the new version (like the 2014 edition) has about 150 benchmarks in Level 4 Progressive and Level 5 Best Practice – we are looking for authors for articles that feature a benchmark or an aspect of the GDIB. We are developing a list of potential articles (about 100!!!) and potential places to run them now. In addition we will be providing tweets and ideas for other social media publishing.
- 3. Conducting and participating in webinars.** As in #1 and #2 above, we will be looking to facilitate collaboration of EP and users and others and possibly conducting webinars.

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**4. News releases.** We will provide a press kit and new release templates for Expert Panelists and users to customize and send to your community.

**5. Your ideas welcomed.**

Let us know if you want to participate on a local planning team, if you could provide a facility for an event, sponsor or contribute financially, or if you have an idea. Or perhaps you aren't sure, but just want us to keep you posted.

### 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](http://www.diversitycollegium.org), navigate to Global D&I Benchmarks, and scroll to Expert Panelists.

#### **KATHERINE (KATHY) PHILLIPS, Ph.D.**

Prof. Katherine W. Phillips is the Paul Calello Professor of Leadership and Ethics and Senior Vice Dean at Columbia Business School. Before Columbia she was Associate Professor of Management and Organizations at the Kellogg School of Management, Northwestern University and Founding Co-Director of Northwestern's Center on the Science of Diversity. She has also been a Visiting Professor at the Stanford Graduate School of Business and Visiting Scholar at the Center for Advanced Studies in Behavioral Sciences. Professor Phillips received her PhD in Organizational Behavior from Stanford and her Bachelors in Psychology from the University of Illinois in Urbana-Champaign. You can find insights in Prof. Phillips' research regarding issues of diversity, status, information sharing, minority influence, decision-making, and performance in work groups. Recent interests tackle issues around the intersection of race and gender stereotypes, the relationship between diversity and perceptions of morality, and insights on how homogeneity affects group processes just as much as diversity itself. Professor Phillips is the recipient of numerous professional awards, including recognition from the International Association of Conflict Management, and the Gender, Diversity and Organizations Division of the Academy of Management. Poets and Quants named Professor Phillips one of the Top 40 Business School Professors under the Age of 40 and her work has been featured in numerous media outlets and scholarly journals. She is a coveted speaker and regularly engages with corporations on advancing their diversity and leadership training efforts.

LinkedIn: [https://www.linkedin.com/profile/public-profile-settings?trk=prof-edit-edit-public\\_profile](https://www.linkedin.com/profile/public-profile-settings?trk=prof-edit-edit-public_profile)

Twitter: @ProfKWPhillips

Website: <http://www8.gsb.columbia.edu/cbs-directory/detail/kp2447>

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## **JANELLE SASAKI**

Ms. Sasaki serves as the Executive Director of Diversity & Inclusion Services at Ernst & Young Advisory Co., Ltd. (EYA) based in Tokyo, Japan. She advises on state of the art Diversity & Inclusion (D&I) practices in the workplace for Japan and the Asian Pacific Region. As a well-known D&I expert, she helps top Japanese and multi-national clients on designing and executing workforce, work style and marketplace solutions to create an inclusive culture. Ms. Sasaki is a frequent international speaker on Diversity & Inclusion. Prior to EYA, she served as the Inclusion & Diversity Leader for Cisco Systems Japan G.K. and the Asia Pacific Region, where she launched the company-wide Inclusion & Diversity business strategy and solved workplace challenges. In 2013, Cisco Japan won the Bridge Builder Award from the Global Organization for Leadership & Diversity (GOLD). Before her transfer to Japan, she worked in Silicon Valley for over eight years. Most recently, Ms. Sasaki was selected as a mentor for the 2015 Global Ambassador Program (GAP) Japan sponsored by Bank of America. She is a member of the C-Suite network called Women in Leadership Committee at the American Chamber of Commerce Japan. Ms. Sasaki serves in leadership roles for the US Japan Council and is the Co-Founder of the Japan D&I Business Round Table Network. She volunteers as a career coach for the next generation of leaders. Her passion for health and fitness was shaped by her training as a former competitive gymnast. Ms. Sasaki graduated from the University of California, Berkeley and holds her Professional in Human Resources (PHR) Certification.

Email: [Janelle.Sasaki@jp.ey.com](mailto:Janelle.Sasaki@jp.ey.com)

LinkedIn: <https://www.linkedin.com/pub/dir/Janelle/Sasaki>

## **JEREMY SOLOMONS**

Jeremy Solomons is the UK-born and USA-naturalized founder and president of Jeremy Solomons & Associates, which helps current and future leaders to connect and communicate effectively across all cultures – geographical, organizational, professional and individual. From his base in Austin, Texas, he coaches, consults, designs curriculum, facilitates and trains in the areas of: Career/Life Planning; Creative and Whole-Brain Thinking; Cultural Excellence; Difficult Conversations; Diverse and Dispersed Teams; Performance Feedback; Strategic Planning; and Well-Dressed Presenting and Naked Facilitating. In the area of Cultural Excellence, he tries to blend the international focus of the intercultural field with the social justice lens of domestic diversity. Jeremy is adjunct faculty at the University of Texas' Professional Development Center in Austin; the Intercultural Management Institute at American University in DC; and the Centre for Intercultural Communication at the University of British Columbia in Vancouver. In the past, Jeremy managed a diverse staff and worked with clients and colleagues from all over the globe, while employed as a full-time Banker, Educator and Journalist in six multinational institutions: Citibank, JP Morgan, Lloyds Bank International, Reuters News Agency, United Press International and the World Bank. He has lived, studied and worked for extended periods in eight countries: France, Germany, Hong Kong (and China), Israel, Italy, Switzerland, the UK and the USA. He has also traveled and done business in some 40 countries around the Asia-Pacific, Europe and North America. Born in Manchester, England, Jeremy holds MA and BA Honors degrees in French from the University of Oxford (Brasenose College).

Email: [jeremy@jeremysolomons.com](mailto:jeremy@jeremysolomons.com)

Website: <http://jeremysolomons.com>

LinkedIn: [www.linkedin.com/in/jeremysolomons16](http://www.linkedin.com/in/jeremysolomons16)

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## LILLIAN A. TSAI

Lillian A. Tsai is a former global marketing and corporate communications executive and expat with 11 years as a cross-cultural competency trainer, facilitator, coach, and consultant. Born and raised in Malaysian Borneo, Ms. Tsai has worked with a plethora of industries on three continents, including academia, aerospace, consumer products, footwear/sportswear, healthcare, law enforcement, manufacturing, mental health/healthcare, semiconductor, government/public agencies at the City, County, State and Federal levels, non-profits, software, supply chain, transportation, steel, and oil. For the past decade, she has been working with diversity councils, facilitated cross-cultural team interventions, coached executives and managers with diverse work teams and foreign-/U.S.-born persons of color. She also specializes in workshops, onboarding and consultations for working with China, Singapore, Malaysia, Hong Kong, Taiwan, and the U.S.A. Her work in diversity and inclusion, change management, global communications, organizational assessment, and cross-cultural competency has contributed significantly to affecting change in global and local organizations. She has served on the boards of multiple non-profits including the Portland Human Resources Management Association (PHRMA), the Oregon Organization Development Network (ODN) and co-chair of PHRMA's Global HR Special Interest Group, having also served as Director of Diversity and Inclusion. She also served as co-chair of the 2014 Conference of the Society for Intercultural Education, Training and Research (SIETAR) held in Portland, Oregon.

Website: [www.tsaicomms.com](http://www.tsaicomms.com)

LinkedIn: [www.linkedin.com/pub/tisa-jackson/6/408/461](http://www.linkedin.com/pub/tisa-jackson/6/408/461)

## 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.**

Special note about the FWI conference described below. I was just on a call with the organizers of this conference ... there are very big, exciting plans and I encourage you to attend .... And to *act quickly*. Several sessions are almost full (a feature of this conference is that you indicate sessions you plan to attend when you register). And the conference hotel is almost filled too. I don't want to discourage you from registering as the conference is in a very large venue so all will be fine ... AND ... I suggest you make a decision soon. .... Everything is well thought out, relevant, and exciting.

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

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

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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.

*Please note that we are seeking sponsors for our launch at the FWI. You will all receive an email soon. We really need and appreciate your support.*

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



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**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 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](http://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**

Julie O'Mara • [Julie.Omara@diversitycollegium.org](mailto:Julie.Omara@diversitycollegium.org) • +702-541-8920 • North Las Vegas NV 89084, USA