



## **The GDIB Newsletter**

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

*Editor: GDIB Co-author Julie O'Mara*

### **Issue: 25 January 2017**

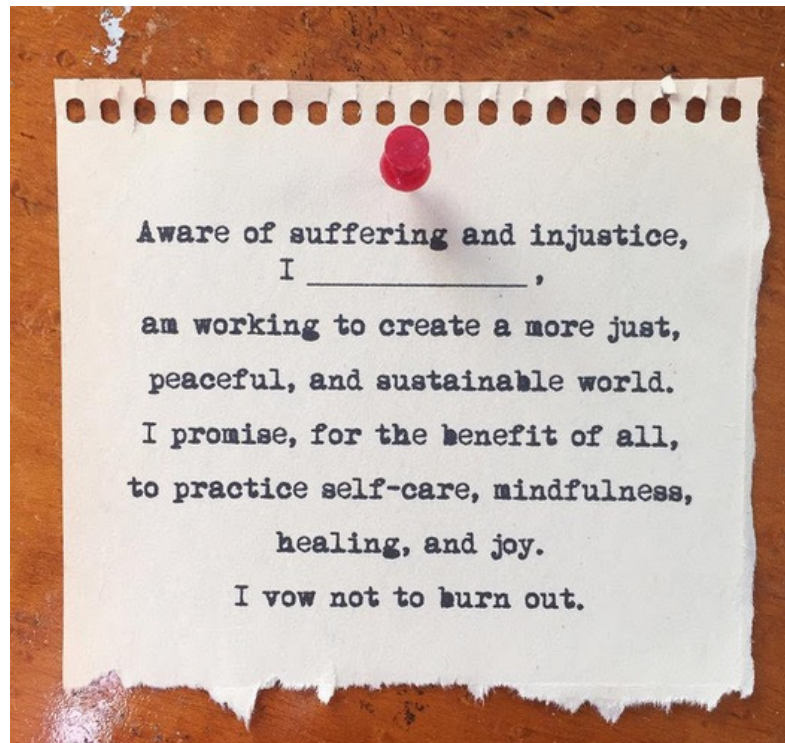
The GDIB—*Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*—helps organizations of all sizes, in a variety of sectors and industries, using a variety of approaches to D&I work to achieve high-quality D&I outcomes. First published in 2006, the 2016 edition is authored by Julie O'Mara, 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 and may be downloaded at <http://diversitycollegium.org/globalbenchmarks.php>. Check regularly for more information and new 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.**

## **EDITORIAL**

### **"I VOW NOT TO BURN OUT"**

"I Vow Not to Burn Out" is the title of an essay written by Expert Panelist Mushim Ikeda and published in Lion's Roar -- <http://www.lionsroar.com/i-vow-not-to-burn-out/>. Mushim gives wise advice and I am taking it to heart. I keep reflecting on the current turmoil and polarization of our world and I ask myself, "What more can I do?" I believe that each of us needs to actively participate in helping the world be more inclusive. I intend to continue to lead on achieving our three GDIB goals – increase its visibility, usability, and relevance. I think it's important that we all set and achieve high standards for our D&I work. And then I get overwhelmed with the work, time and money to do that. And then I remember "I vowed not to burn out." Here's the vow:



To learn more about Mushim and her work, go here. <http://www.mushimikeda.com>  
The essay is the *Buddhadharma* magazine's most popular article of 2016 and also is included as a Lion's Roar's editors picks for 2016.

## STORIES OF D&I BEST PRACTICES

*Please send us your stories.*

### **ACTIONS TO HELP ACHIEVE GLOBAL D&I BENCHMARKS**

☑ **9.2** (GDIB CATEGORY 9: D&I COMMUNICATIONS. LEVEL 5 BEST PRACTICES). D&I topics are easily and quickly located on the organization's internal and external websites. Information is thorough, fully accessible, and regularly updated.

Although we can't link to internal websites, here are some external websites that describe an organization's D&I programs.

Take a look at what other organizations are doing as you work to improve your own internal and external websites.

- United Airlines: <https://www.united.com/web/en-US/content/company/globalcitizenship/diversity.aspx>
- Kaiser Permanente  
[http://info.kaiserpermanente.org/html/psychtraining/aboutkp\\_diversity.html](http://info.kaiserpermanente.org/html/psychtraining/aboutkp_diversity.html)
- L'Oreal <http://www.lorealusa.com/group/diversity-and-inclusion>
- American Institutes for Research <http://www.air.org/page/diversity-and-inclusion#pillars>
- Harley-Davidson. [http://www.harley-davidson.com/content/h-d/en\\_US/company/foundation/community-diversity.html](http://www.harley-davidson.com/content/h-d/en_US/company/foundation/community-diversity.html)

---

And here is a list of D&I items to consider featuring on an internal or external website:

- Heartfelt quotes from employees representing D&I
- Activities, best practices, tips and techniques for building D&I skill
- Philanthropic activities
- D&I Goals and tactics
- Representation data, goals, and progress

## **NEWS, REQUESTS, AND IDEAS**

### **CHALLENGE QUESTIONS FOR A SPRING 2018 EVENT**

Please send me your thoughts on these questions ASAP. I'm working with a group collecting this info... it's a surprise and worth contributing to!!!

- What do you anticipate the work of D&I will look like in the next few years?
- What is emerging in the D&I field/practice that could profoundly alter the way we conduct learning, share and convey information?
- What needs to happen to inspire us all to share stories of best practices and collaborate with each other – even though our organizations may compete?

Call or email me ASAP. Julie O'Mara [Julie.omara@diversitycollegium.org](mailto:Julie.omara@diversitycollegium.org) or +1 - 702-541-8920 (Pacific time US).

### **WE ARE STILL IN NEED OF FUNDS...PLEASE CONSIDER BECOMING A SPONSOR OF THE SPANISH GDIB**

As a recipient of this newsletter, you have likely received an email about an opportunity to become a sponsor of the GDIB in Spanish. Please donate to help make a Spanish Edition happen. Three levels of sponsorship are possible. If you would like us to send you this email again, contact [Julie.omara@diversitycollegium.org](mailto:Julie.omara@diversitycollegium.org).

### **WANT A ONE-HOUR TRAINING WEBINAR ON GDIB FOR YOUR ORGANIZATION?**

We can provide something for your Board, Executives, D&I Office, Diversity Council, ERG (Employee Resource Group), Human Resources Group, Marketing Group, Communication Team, or any other group. If you want a private webinar for your organization or to provide a gift to your community, focused on an overview or on a specific part of the GDIB, we are glad to do that for a fee ranging from about \$3,000 to \$5,000 depending on the degree of effort involved on our part to design it. The majority of the proceeds from this will go to the GDIB as a fundraiser. We will be sending you more information about this. We've had several requests for additional learning on the GDIB and this is one way we can provide that. Please remember that the GDIB itself is free and does not require certification to use. If you are interested, contact Julie for more information.

---

---

## TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

### GLOBAL GDIB 10<sup>TH</sup> ANNIVERSITY LAUNCH EVENTS UNDERWAY!!!!

Webinar in Spanish – HELD

Edmonton – HELD

Johannesburg – April 2017

Los Angeles – HELD

Melbourne – HELD

Montreal – HELD

New York City – April 2017

Orange County – March 2017

Philadelphia – April 2017

Pittsburgh – September 2017

Portland/Salem – **February 17, 2017 Oversubscribed.**

San Diego – HELD

San Francisco/Oakland – April/May 2017

São Paulo – HELD

Seattle – April 2017

Sydney – October 2017

Tokyo – HELD

Toronto – HELD

Vancouver – HELD

Washington, DC – ACPA – HELD

Washington, DC – Standard  
Edition – HELD

### *Your city/region/event?????*

EP and Users are planning GDIB Launch Events. Go to The Diversity Collegium site at [GDIB launch events](#) to see specifics on agenda, dates, registration information. For planners: see Launch Event Guidelines, a list of EP and Users who are interested, and the recordings from two Launch Event Planning Go-To-Meeting planning phone calls. Check regularly as more info will be posted.

**Please contact the planners for the events below if you would like to be involved in some way:**

- **As a SPONSOR**
- **As an ATTENDEE**
- **To help promote**
- **Your ideas and collaboration are welcomed.**

**FEBRUARY 17: KEIZER, OR (Between Salem and Portland)**



**GDIB 10<sup>th</sup> Anniversary  
Launch Event**

<b>Launch Event Name</b>	<i>"We've learned what works to implement D&amp;I successfully."</i>
<b>Date, Time, &amp; Location</b>	Friday, February 17, 2017 8:30 am – 12:00 noon Oregon Department of Human Services Cherry Avenue Training Center 3414 Cherry Ave NE, Suite 150 Keizer, OR 97303
<b>Event Description</b>	Free Workshop for Diversity & Inclusion Leaders and Practitioners 08:30 A.M. - Check-In & Networking 09:00 A.M. - Welcome by Steve Hanamura 09:15 A.M. – Keynote Janet Bennett, Ph.D. 09:45 A.M. – Expert Panel w/ Q&A 10:45 A.M. – Group Dialogues 12:00 P.M. – Adjournment Speakers Janet Bennett, Ph.D., Executive Director of the Intercultural Communication Institute; Steve Hanamura, President of Hanamura Consulting; and other top experts in the field will introduce the Global Diversity & Inclusion Benchmarks (GDIB) and discuss how you can use it as a roadmap to further best practice efforts in your organization.
<b>Partners, Sponsors, Speakers</b>	Venue: Oregon Department of Human Services Sponsors: Intercultural Communication Institute, Hanamura Consulting, The Diversity Collegium, The Forum on Workplace Inclusion
<b>Other</b>	FREE ADMISSION REGISTRATION CLOSED-CAPACITY REACHED
<b>Event Contact Information</b>	Jason Mak: <a href="mailto:jason.d.mak@state.or.us">jason.d.mak@state.or.us</a>



**GDIB 10<sup>th</sup> Anniversary  
Launch Event**

<b>Launch Event Name</b>	Johannesburg, South Africa
<b>Date, Time, &amp; Location</b>	April 2017 TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Nene Molefi: <a href="mailto:nene@mandatemolefi.co.za">nene@mandatemolefi.co.za</a> Tanya Cruz Teller: <a href="mailto:tcruzteller@me.com">tcruzteller@me.com</a>



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Name</b>	New York
<b>Date, Time, &amp; Location</b>	April 2017 TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Michael Wheeler: <a href="mailto:Michael@michaelwheelerdiversity.com">Michael@michaelwheelerdiversity.com</a> Alan Richter: <a href="mailto:alanrichter@qedconsulting.com">alanrichter@qedconsulting.com</a>



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Name</b>	Orange County, LA
<b>Date, Time, &amp; Location</b>	March 2017 TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Lorelei Carobolante: <a href="mailto:loreleic@G2nd.com">loreleic@G2nd.com</a>



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Name</b>	Philadelphia, PA
<b>Date, Time, &amp; Location</b>	April 2017 TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Ilene Wasserman, Ph.D.: <a href="mailto:iwasserman@icwconsulting.com">iwasserman@icwconsulting.com</a> David Tulin: <a href="mailto:dtulin@thetulingroup.com">dtulin@thetulingroup.com</a>



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Area</b>	San Francisco Bay Area, CA
<b>Date, Time, Location</b>	April/May, 2017, TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Sidalia Reel <a href="mailto:sarreel@pacbell.net">sarreel@pacbell.net</a>



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Name</b>	Pittsburgh, PA
<b>Date, Time, &amp; Location</b>	September 2017 TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Melanie Harrington: <a href="mailto:melanieh@vibrantpittsburgh.org">melanieh@vibrantpittsburgh.org</a> Jessamine Montero-Michaels: <a href="mailto:jessamine.montero-michaels@diversitycollegium.org">jessamine.montero-michaels@diversitycollegium.org</a>



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Name</b>	Seattle
<b>Date, Time, &amp; Location</b>	April / May 2017 TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Barbara Deane: <a href="mailto:Barbara@diversitycentral.com">Barbara@diversitycentral.com</a> Donna Stringer: <a href="mailto:donnastringer42@gmail.com">donnastringer42@gmail.com</a> Effenus Henderson: <a href="mailto:effenus.henderson@i4sdi.org">effenus.henderson@i4sdi.org</a>



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Name</b>	Sydney, Australia
<b>Date, Time, &amp; Location</b>	October 2017 TBD
<b>Event Description</b>	TBD
<b>Partners, Sponsors, Speakers</b>	TBD
<b>Event Contact Information</b>	Heather Price: <a href="mailto:heather.price@symmetra.com.au">heather.price@symmetra.com.au</a>

### ASK THE EXPERTS – A Q&A SECTION

*Please ask questions you have about the GDIB or anything D&I and we'll ask answer it for you.*

#### **How does the GDIB address legal requirements?**

Legal requirements (such as Employment Equity and disabilities legislation) are an important aspect of D&I work. Some categories, such as Category 4: Recruitment, Development, and Advancement, will be impacted by the various legal requirements in different countries more than other categories. Because legislation varies by state, province, and country, each organization using the GDIB will need to ensure compliance with legislation in its diversity work. Many organizations make it a point to state that their D&I work extends beyond what is required by law.

#### **How can we apply GDIB, when some countries have laws forbidding certain types of diversity?**

We rely on the judgment and discretion of GDIB users to determine which of the benchmarks are appropriate in their country or locale. Furthermore, laws often lag behind norms related to D&I. That said, the authors and Expert Panelists feel we have an obligation to see the world for what it should be, as well as for what it is. Without this perspective, many of the ideas and benchmarks in the GDIB would be excluded. We also recognize that idealism cannot always compensate for deep-seated social and political realities. The GDIB represents what we believe to be the highest levels of D&I work. It is up to each individual—and each organization—to determine how to balance the ideas described here with the contextual understanding that comes from living in an imperfect world.



---

---

## SOCIAL MEDIA TIPS FOR GDIB

### Social Media Tips and Tricks

**Please Post Now** - Share our news and promote D&I best practices by posting the below on your social media platforms:

#### **THE GDIB IS INCLUDED IN NEW BOOK--Managing Workplace Diversity and Inclusion--BY ROSEMARY HAYS-THOMAS**

*Managing Workplace Diversity and Inclusion* bridges the gap between social science theory and research and the practical concerns of those working in diversity and inclusion by presenting an applied psychological perspective. Using foundational ideas in the field of diversity and inclusion as well as concepts in the social sciences, this book provides a set of cognitive tools for dealing with situations related to workplace diversity and applies both classic theories and new ideas to topics such as United States employment law, teamwork, gender, race and ethnicity, sexual orientation, and other areas. The book can be pre-ordered <https://www.routledge.com>



## 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 95 GDIB Expert Panelists are also on [www.diversitycollegium.org](http://www.diversitycollegium.org), navigate to Global D&I Benchmarks, and scroll to Expert Panelists.

### **RACHAEL NYARADZO ADAMS**

MSc African Studies; BSocSci Social Anthropology, Media and Writing. Rachel Nyaradzo Adams, a facilitator, speaker, and coach focused on transformational leadership, is the founder and managing director of Narachi Leadership, a Pan-African leadership consultancy based in Harare, Zimbabwe. Narachi Leadership aims to develop deep benches of leaders across the African continent by providing leaders with transformational tools to shift themselves, their followers and their environments. Narachi works with corporates, entrepreneurs, the public sector, universities and high schools. Rachel's focus on diversity started when she wrote her Master's dissertation on race politics and transformation in higher education in South Africa. Since then her career has been focused in parts on advocating for inclusivity, particularly racial inclusivity, in corporate spaces. Previous roles were with Yale University where she led the launch of its Africa Initiative as Associate Director for Africa. Before that she was with McKinsey and Company (Johannesburg) where she was head of the McKinsey

---

Leadership Program (MLP) which she co-designed, implemented and managed. She was also a founding member of the transformation committee. Prior to this she worked with the Allan Gray Orbis Foundation as Regional Program Manager for leadership and entrepreneurship, Gauteng Region. Rachel is a Mandela Rhodes Scholar, a Desmond Tutu Leadership Fellow, a Mellon Mays Fellow and a Felix Scholar. She is a recipient of the Mellon Mays Leadership and Service Award. She read for her Masters in African Studies at the University of Oxford (St. Anthony's College) and her Bachelor of Social Science in Social Anthropology and Media at the University of Cape Town.

Website: <http://narachileadership.com/>

Facebook: <https://www.facebook.com/narachileadership/>

Email: [rachel@narachileadership.com](mailto:rachel@narachileadership.com)

### **TRACY ANN CURTIS**

A recognized global leader and well respected organizational and talent development executive with over 25 years of multinational experience. Tracy Ann brings a sophisticated, creative and pragmatic approach to all of her work. She attributes this to working globally throughout her career as well as having positions within Human Resources, IT Operations and Asia Pacific Sales. Tracy Ann's most exciting role was relocating to Bangalore, India to lead the change management work associated with Cisco's expanding IT Development Center. A six-month assignment in India turned into seven years of Tracy Ann leading Cisco transformation work across the Asia Pacific region. A core focus of Tracy Ann's work is across the fast-changing business regions of Asia Pacific and given her love of the region, splits her time living between India and the United States.

Her work is anchored by the experience and insight of working and living around the globe and her commitment to purpose and meaning. She believes encouraging talent development, building inclusive environments, advancing women and diversity builds healthy cultures and delivers business results.

Email: [tracyann@tac-global.net](mailto:tracyann@tac-global.net)

Phones: +16507409623 (USA) & +91 9845905702 (INDIA)

Website: [www.tac-global.net](http://www.tac-global.net)

### **HERSCHEL HERNDON**

Herschel Herndon is the President and Founder of *HRH Global Connections, LLC (HRHGC)*, a business consulting services firm which focuses on accelerating the performance of people and profits. The firm's primary objective is to bring world class people and organizations together at the highest levels to work on *BIG IDEAS* which create long-term value. This is accomplished by offering strategic guidance and effective implementation approaches; market development to help identify, acquire and retain new customers; and global relationships by leveraging diversity competencies, multicultural markets and other differentiating solutions. *Elevating, aligning and accelerating* key strategic priorities and initiatives of Boards of Directors and executives help them achieve differentiating and sustainable results with MOJO (Momentum and Joy). Herndon has served as Vice President of Local Market Development at Best Buy (BBY), Chief Diversity Officer at Best Buy, Director of Global Communications and Diversity at The Stanley Works Black & Decker (SWK), Director of Corporate Diversity and International Director of Training at Deluxe Corporation (DLX). Herndon was

---

selected as one of the "Top 40 Inspirers in America for 2010 by Inspire Magazine, a publication designed to enhance the lives of leaders by providing inspirational messages and stories. He is certified at the professional level for completing course work in Child Brain Development at The Institutes for the Achievement of Human Potential in Philadelphia, PA. A native of Corpus Christi, Texas, Herndon graduated from the University of Wisconsin-Madison, with a degree in economics. HRH Global Connections, LLC is the fruition of Herndon's dream to put his vast global experience into building his own business in collaboration with key associates.

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

Telephone: +1.952.221.2023

Twitter: @pennyred75.

Facebook: [herschel.herndon1@facebook.com](https://www.facebook.com/herschel.herndon1).

LinkedIn: [linkedin.com/in/herschelherndon/](https://www.linkedin.com/in/herschelherndon/)

### **KENNETH NOWACK, Ph.D.**

Dr. Kenneth M. Nowack is a licensed psychologist (PSY 13758) and President/Chief Research Officer of Envisia Learning Inc. ([www.envisialearning.com](http://www.envisialearning.com)), a leading international provider of leadership/talent assessment, training and development tools to coaches and consultants and President of LifeHub Inc. ([www.getlifehub.com](http://www.getlifehub.com)) a corporate health and wellness provider. Ken has conducted research and published extensively in the areas of 360° feedback, leadership, health psychology, survey research, assessment and coaching and serves as a member of the Consortium for Research on Emotional Intelligence (<http://www.eiconsortium.org/members/nowack.htm>). He is co-author of the new book *Clueless: Coaching People Who Just Don't Get It* ([http://www.envisialearning.com/clueless\\_book](http://www.envisialearning.com/clueless_book)). He received his B.S. and M.S. degrees at the University of California, Davis, and his Ph.D. in Counseling Psychology from the University of California, Los Angeles where he serves as a guest lecturer in the Anderson School of Management. Ken also serves as the Associate Editor for the American Psychological Association publication *Coaching Psychology Journal: Practice and Research*.

Twitter: <http://twitter.com/envisia>

Blog on leadership: <http://blog.envisialearning.com/>

### **CALLS FOR PROPOSALS**

*Let us know if you know of any opportunities around the globe to post.*

### **UPCOMING CONFERENCES, WEBINARS 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. 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.***

---

## **25<sup>th</sup> WORLD HRD CONGRESS**

**February 14 to 17, 2017. The 17<sup>th</sup> is World D&I Congress Day.  
Mumbai, India**

The GDIB will be highlighted in several sessions at this conference. Alan Richter, co-author of the GDIB will do a presentation on the GDIB and will be receiving a D&I award on behalf of the GDIB. Three Expert Panelists, Elisabeth Kelan, Charlotte Sweeney and Lorelei Carobolante are also presenters and award recipients. Lorelei will moderate a discussion forum on disability, "Enabling the Disabled: Working Towards an Equal Opportunity Country." She will include the GDIB in that discussion. Elisabeth will talk about her research on men and inclusive leadership (<https://www.cranfield.ac.uk/som/research-centres/global-centre-for-gender-and-leadership/gender-inclusive-leadership>). And Charlotte's presentation will focus on creating the right D&I strategy for your organization. She will use the STAR framework from Inclusive Leadership (the new book she and Fleur Bothwick co-authored that was discussed in last month's newsletter. Go here: <http://www.diversitycollegium.org/newsletters.php> ) to take participants through where they are at the moment and key actions required to progress them. For more information and to register for the conference, go to: <http://worldhrdcongress.com/HRD/index.html>

## **DIVERSITY & INCLUSION ASIA NETWORK (DIAN) PROFESSIONAL SERIES WORKSHOP**

**February 23, 2017  
Shanghai, China**

Diversity & Inclusion Asia Network (DIAN) Professional Series workshop, 23<sup>rd</sup> February from 9 a.m. – 1 p.m. at the Shanghai Marriott Hotel Parkview in Shanghai, China, facilitated by GDIB co-author Alan Richter. "Head, Heart & Hands – A Systemic Approach to Gender Diversity." This highly interactive workshop will cover cognitive, emotional and behavioural aspects of gender and explore what it takes to build gender intelligence among leaders and within organizations. Gender will also be addressed across culture and generation, moving from business case/insight through gender equality principles to implementation and best practices. To register or for more information please go to: <http://dian.communitybusiness.org/>

## **FORUM ON WORKPLACE INCLUSION**

**\*\*\* FREE \*\*\*\* WEBINAR SERIES**

**February 23, 2017 at 1:00 pm CST**

*"Unpacking The Reasonable Accommodations Conversation: Achieving Win/Win Outcomes"* by Lou Orslene, Job Accommodation Network & Deborah Dagit, Deb Dagit Diversity LLC, President. These are held throughout the year. There are more than listed here. For more information and to register:

[http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV\\_24XC5hO3i3LOe5n](http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV_24XC5hO3i3LOe5n)

## **CRANALEITH MASTER SEMINAR**

**"Advanced Professional Development for Leaders, Consultants and Facilitators"**

**February 28 to March 2, 2017**

**Philadelphia, PA, USA**

---

Expert Panelist, Ilene Wasserman, Ph.D., and colleague Marisa Guerin, Ph.D. will co-lead this seminar. From the announcement: "Since 2012, over 100 leaders and consultants for nonprofit, educational, and religious organizations from the US and Europe have attended Cranaleith Master Seminars for in-depth exploration of the challenging dynamics they face in their work roles. Using an active and collaborative format for learning, these programs provide experienced leaders with an invaluable resource: protected time, stimulating content, and a supportive group of peers for thinking, planning, and restoration of their vision and energies. The seminar format is highly sensitive to the nature of the participant group, therefore persons interested in participating must submit an application for enrollment." Go here for more information and to apply: <http://www.cranaleith.org/cranaleith-master-seminars/>

## **FORUM ON WORKPLACE INCLUSION**

**March 28 to 30, 2017**

**Minneapolis, Minneapolis, USA**

The GDIB and The Forum on Workplace and Inclusion have formed an Alliance. This is because we believe that the Forum is one of the best conferences in the world and we encourage you to attend. This conference has grown over the years to have an international audience. To see the Special Edition January 17 of the GDIB newsletter go to <http://www.diversitycollegium.org/newsletters.php> That contains session titles of Expert Panelists and GDIB users.

Here are GDIB colleagues who are presenters:

Deb Dagit  
Steve Hanamura  
Ed Hubbard  
Lisa Kepinski  
Eddie Moore, Jr.  
Julie O'Mara  
Heather Price  
Sidalia Reel  
Margaret Regan

Jae Requiro  
Alan Richter  
Howard Ross  
Riikka Salonen  
Ilene Wasserman  
Michael Wheeler  
Lynda White  
Mary-Frances Winters  
Renée Yuengling

To register for the conference go to: <http://forumworkplaceinclusion.org>

*Please tell us if you are presenting... or planning to attend.*

## **THE WHITE PRIVILEGE CONFERENCE (#KCWPC18)**

**APRIL 27-30, 2017**

**Kansas City, Missouri, USA**

Expert Panelist Eddie Moore, Conference Chair, has been the driving force behind this conference, now in its 18th year. This year's theme: Organizing. Strategizing. Taking-Action. Deconstructing the Culture of White Supremacy and Privilege: Creating Peace, Equity and Opportunity in the Heartland. The WPC includes national/internationally recognized experts, a Youth Leadership Program, a Film Series, over 125 workshops, Caucuses for People of Color, White Anti-Racist Activists and Youth, a Meet the Speakers & Book Signing Reception, a Community Dinner and Moore. GDIB Expert Panelist Dr. Eddie Moore Jr. is the Founder/Program Director for the WPC. Go to <http://www.whiteprivilegeconference.com/>.

---

## **ATD (Association for Talent Development, formerly ASTD)**

**May 21 to 24, 2017**

**Atlanta, Georgia, USA**

Expert Panelist Judith Katz, Ed.D. and GDIB Co-Author Julie O'Mara are presenting on the GDIB, "More Than a Numbers Game: Integrating Diversity, Inclusion, Talent Development." Go here to register: <http://www.atdconference.org>

## **FORUM ON WORKPLACE INCLUSION**

**\*\*\* FREE \*\*\*\* WEBINAR SERIES**

**June 22, 2017 at 1:00 pm CST**

"*The Boss is Dead: Leveraging Inclusion to Move Beyond the Limits of Hierarchy*" by GDIB EP Judith H. Katz, The Kaleel Jamison Consulting Group, Inc. EVP and Client Brand Lead & Michael Ali, recently with W.W. Grainger, Inc., SVP and CIO  
These are held throughout the year. There are more than listed here. Go to [http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV\\_24XC5hO3i3LOe5n](http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV_24XC5hO3i3LOe5n) for more information and to register.

## **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) • + 1 - 702-541-8920 • North Las Vegas NV 89084, USA

**If you wish to unsubscribe from this free newsletter,  
notify us at [GDIB@diversitycollegium.org](mailto:GDIB@diversitycollegium.org)**