

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 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 of charge and may be downloaded at www.diversitycollegium.org. 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.**

AN EDITORIAL

OUR WORLD IN TURMOIL. LACK OF INCLUSION AT THE CENTER.

The work that most readers of this newsletter do is vital to creating a better world. Our hearts go out to those recently put in harm's way. Everyone must decide for themselves the best path to take to do one's part. Ours is to strive to continuously work to be better at what we do and to encourage others to break down barriers and build up capabilities to create an inclusive world.

Julie, Alan, and Jessamine

NEWS, STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE THESE D&I BENCHMARKS

☑ 5.1 (GDIB Category 5: Benefits, Work-life Integration, and Flexibility). Most leaders model work-life integration.

"MY JOB ATE MY VACATION"

"The truth is that, in our complex modern world, finding the right equilibrium between work and personal time is not as easy as it sounds—for company leaders or their employees," says Susan Milligan, in "My Job Ate My Vacation" in the April 2016 issue of HR Magazine. The article provides a best practice example from Decision Toolbox, an Irvine, California-based recruitment firm stating that employers should make sure

workers knows that flexibility doesn't include having to work during their paid time off. At Decision Toolbox, the mantra about checking e-mail on vacation is "if you're wired, you're fired," CEO Kim Shepard says. Another best practice example comes from Beth Monaghan, CEO and co-founder of Boston-based PR agency InkHouse. "As CEO of the company, if I send you an e-mail at 10 p.m., even if I tell you not to respond, you're going to want to respond, so don't even make it happen."

The author provides this list for helping workers relax when on vacation:

- Establish a clear standard—and stick to it.
- Set an example at the top.
- Make vacation an expectation.
- Offer incentives.
- Let employees help find solutions.
- Talk about it.
- Be flexible about flexibility.

To read the entire article go to www.shrm.org and search for HR Magazine April, 2016 and click on The Work/Life Imbalance cover story.

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.

AVOID A QUICK FIX TO D&I WORK

EP Lisa Kepinski and co-author Tinna C. Nielsen take on Unconscious Bias training in an article posted on LinkedIn. To read the article, use this link <http://ow.ly/fsbN302koG0> The article begins: "From our lens, it looks like organizations around the world are addicted to quick fixes on big challenges. Now, the turn has come to unconscious bias (UB) awareness training as THE solution for fixing inequality, discrimination, and poor decision-making about talent and business." Lisa and Tinna advocate for "applying behavioral insights from anthropology, psychology, behavioural economics, and neuroscience in a holistic approach which is customized to the organization. And they offer four points on how:

1. Avoid Negative Baggage
2. Shift the Context
3. 'Mind the Gap' Motivation
4. Focus on the Whole System

They are advising that trainings must be designed for behavioural and systems change. This is where the Inclusion Nudges Guidebook comes in with over 70 examples on behavioural change and where the GDIB comes in as it helps to guide an organization in a comprehensive, systems approach to D&I.

FREE VIRTUAL LEARNING LAB JULY 25 ... RACE AND WORKPLACE TRAUMA DURING THE AGE OF #BLACK LIVES MATTER

EP Mary-Frances Winters, The Winters Group President and Founder and author of *The Inclusion Solution* newsletter, is inviting all readers of the GDIB newsletter to attend a free Virtual Learning Lab on July 25th. "I invite leaders and employees at all levels to join us as we create space for this much needed authentic, intentional dialogue." You are welcome to invite others to attend as well. Register [here](#).

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

SO WHERE ARE YOU? UPDATED GDIB ACTIVITY NOW ON WEBSITE

Go to www.diversitycollegium.org navigate to Global D&I benchmarks and scroll to User Tools. Keep checking for more activities and other user tools. And please email anything you have to share to GDIB@diversitycollegium.org.

ARE YOU INTERESTED IN HAVING A GDIB IN SPANISH?

One of our Expert Panelists, Tatiana Revilla Solís, Ph.D., is interested in translating the GDIB into Spanish. If you are interested in helping, sponsoring development, or using this translation, please let us know.

WOULD YOU LIKE YOUR LOGO ON THE GDIB COVER?

We have an opportunity for EP and users to Co-Brand the GDIB. Contact Julie if you are interested in learning more.

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.

SOCIAL MEDIA TIPS FOR GDIB

Social Media Tips and Tricks

Publicize and promote our GDIB News Release. Have you read our electronic [2016 GDIB Launch News Release](#)? We have recently posted it on our GDIB website, Facebook, Twitter, and LinkedIn accounts. Will you post and promote the news release on your social media platforms as well?



TENTH ANNIVERSARY EDITION LAUNCH EVENTS

GLOBAL 2016 GDIB 10TH ANNIVERSITY LAUNCH EVENT PLANNING UNDERWAY!!!!

Argentina

Brisbane

Edmonton

Johannesburg

Latin America-Webinar

London

Los Angeles

Melbourne

Mexico

Montreal

New York

Orange County

Perth

Philadelphia

Pittsburgh

Portland

San Diego

San Francisco/Oakland

São Paulo

Seattle

Shanghai

Sydney

Tokyo

Toronto

Vancouver

Washington, DC

Your city/region/event?????

EP and Users are planning 2016 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 regularly.

OTHERS (Just a few listed here) EXCITING LAUNCH UPDATES – CHECK WEBSITE FOR MORE INFORMATION. Planning for almost 30 events underway.

→Breakfast Event-Connecting to Other Events

EP Susanne Moore, from The Centre for Gender Economics and Innovation, will host three GDIB launch events in Australia. The D&I benchmarks of the GDIB are linked in a diagnostic developed by Moore. Highlighting solutions rather than issues, as well as providing some practical toolkits complementing the diagnostic, the breakfast sessions will incorporate a GDIB presentation and discussion. Breakfast events will be in Brisbane, Melbourne, and Perth tentatively scheduled for October/November 2016.

→Cocktail Reception-Connecting to Other Events

EP Cathy Gallaher-Louisy, from the Canadian Centre for Diversity and Inclusion (CCDI), will host four GDIB launch events in Canada. These will be cocktail receptions with a speaker and will be held the night before each of CCDI's four conferences, "D&I: The *Un*Conference." The conference theme for this year is measurement and it will include info on the GDIB. *Un*Conferences and GDIB launch events will be held in Vancouver & Toronto in October and Edmonton & Montreal in November. Current sponsors include Pricewaterhouse Coopers and Stantec, with others being sought.

More plans underway. Check: <http://diversitycollegium.org/launch.php>

DETAILS OF LAUNCH EVENT IN SÃO PAULO, BRAZIL - AUGUST 3 – PLEASE SPREAD THE WORD TO YOUR COLLEAGUES



GDIB 10th Anniversary Launch Event

Launch Event Area	São Paulo, Brazil
Date & Time Location	August 3rd, 8:30 am – 11:30 am, with Welcome Coffee at 8:00 am SODEXO Auditorium
Event Description	Talk Show, with several panelists Connecting with Recognized Speakers in Brazil/Business Cases
Partners, Sponsors, Speakers	Host/Sponsor: Business Professional Women-SP Main Sponsor: Sodexo Brazil Supportive Sponsor: InterElo Consultoria, Instituto Iris Welcome Words: Sodexo Brazil (Juan Pablo Urruticoechea - President) and BPW-SP (Marcia Kitz – President) Recognized Speakers: 1) Fábio Barbosa – Itaú Social 2) Video conference: Prof. Bernardo Ferdman, Ph.D. (EP)– Ferdman Consulting 3) Cristina Carvalho (EP), InterElo Consultoria – GDIB approach/Portuguese version Talk Show Speakers: Fábio Barbosa - Itaú Social; Des. Antonio Carlos Malheiros – Court of Justice; Mizael Conrado – Paralympic Games Committee; Thays Martinez – Instituto Iris; Giovanni Harvey – Incubadora Afro Brasileira. Moderator: Jairo Marques – Folha de S.Paulo Newspaper Business Cases: Sodexo and other (to be defined) Moderator: Erika Zoeller – BPW-SP
Other	Unveiling a new GDIB Portuguese Translation
Event Contact Information	Cris Carvalho cristina@intereloconsultoria.com.br cristinacarvalho@ccoachdec.com

**COMING SOON, LAUNCH EVENT IN WASHINGTON, DC, USA –
SEPTEMBER 9th –PLEASE SPREAD THE WORD TO YOUR COLLEAGUES**



GDIB 10th Anniversary Launch Event

Launch Event Area	Washington, DC, USA
Date, Time, Location	Friday, September 9, TBD One Dupont Circle, TBD
Event Description	September 11th- political theme
Partners, Sponsors, Speakers	American College Personnel Association (ACPA)-College Student Educators International/TBD Sponsors: Mary-Frances Winters/The Winters Group
Other	TBD
Event Contact Information	Cynthia Love clove@acpa.nche.edu

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, navigate to Global D&I Benchmarks, and scroll to Expert Panelists.

KRISTAL MOORE CLEMONS, Ph.D.

Kristal Moore Clemons, a Chicago native, is a 2003 DePaul University graduate with a BA in Women’s Studies and Political Science. Her MA from Washington State University is in American Studies, her Ph.D. from The University of North Carolina at Chapel Hill is in Education. She holds a graduate certificate in Women’s Studies from Duke University. Her research interests include qualitative research; social foundations of education; women’s and gender studies; culture, diversity, and multicultural education; social studies methods; teacher education and development; critical race theory; popular culture/hip hop studies; and U.S. history. Dr. Clemons’ most recent publications include “I’ve got to do something for my people: Black women teachers of the 1964 Mississippi Freedom Schools,” “Service is the rent we pay: A tale of how service learning bridged the gap between theory and practice,” “What the music said: Hip Hop as a transformative educational tool,” “Here in this place: Write on! of Durham, North

Carolina” and “bein’ alive & bein’ a woman & bein’ colored is a metaphysical dilemma: Black female social integration at a predominantly White institution.” In 2007, she co-founded the Children’s Defense Fund Durham Freedom School at North Carolina Central University. In 2015, she co-founded Young Gifted and Black: Education and Empowerment Institute for Girls at Florida A&M University. Dr. Clemons has served as an assistant professor of history at Tallahassee Community College from 2010-2013. From 2013-2016, Dr. Clemons served as visiting assistant professor of Secondary Education and Foundations and Social Science Education Coordinator at Florida A&M University. With her commitment to the classroom as a site of democratic deliberation, Dr. Clemons is currently an Assistant Professor of Educational Leadership and Policy Studies and Director of the online Ed.D. program at Florida State University. Website: <http://about.me/krisclemonsphd>

LORELEI CAROBOLANTE, MBA, GPHR, SCRP, SGMS-T

Lorelei Carobolante leads the G2nd Systems team of global HR, instructional design and technology professionals that helps organizations ameliorate workplace challenges encountered by non-native and native English speakers from different countries. An internationally published writer and speaker, Carobolante works in multiple sectors and industries, both profit and nonprofit. She is a Registered Expert to ISO TC/260 HR Management & ISO/TC 176 SC3/JWG20 & 21, SHRM lead subject matter expert (SME), ANSI/SHRM D&I Taskforce lead SME, workforce mobility/relocation SME, and workplace English proficiency TOEIC® testing and benchmarking & communication assessment SME. Carobolante developed an advocacy mentality at an early age, and has devoted her life to helping non-native English speakers address inequity due to cognitive English proficiency, perceptions associated with accents; and serving the needs of abused women. Carobolante is a member of the WBEC-West Board of Directors, WBENC Global Programs & Services Committee, and WBENC Leadership Forum. As a recipient of the World CSR Day’s 2014 Global Women Leader Award (Mumbai, India), three Worldwide ERC Distinguished Service Awards, WBENC Business Enterprise Star, and many other awards, Carobolante is recognized as a thought leader and pioneer, with extensive understanding of applying metrics to improving workforce interaction while strengthening engagement and performance outcomes. Education: B.A. in management from St. Mary’s College, a diploma from UCLA, and a global MBA from St. Mary’s College (AACSB global accreditation). Professional certifications: GPHR (Global Professional in Human Resources); SCRP (Senior Certified Relocation Professional); SHRM-SCP (Senior Certified Professional); and SGMS-T (Senior Global Mobility Specialist-Talent Mobility). She created the GSL® English 6-Step Model™ and the Global Second Language® approach and is fluent in English and Italian.

LinkedIn: <https://www.linkedin.com/pub/lorelei-carobolante-mba-gphr-scrp-sgms-t/0/951/513>

Website: www.G2nd.com

CYNTHIA H. LOVE, Ed.D.

Dr. Cynthia H. Love is CEO for ACPA--College Student Educators International, DC based higher education association in operation since 1924. Love is responsible for

strategic plan implementation and global operations. A leading expert in the development and growth of Internet based international communities of knowledge & practice as well as disintermediation due to disruptive innovation, Love is a consultant, author and speaker with interests in development of cultures or climates of advocacy, cultural competency and D&I. She created the national marketing campaign & book, *Would Jesus Discriminate? The 21st Century Question* and is a Huffington Post blogger. She founded an INC 500 company in 1990 later acquired by The TORO Company (NYSE:TTC). She currently serves on the Working Group Advising the US Secretary of State on Religion & Foreign Policy and is the recent recipient of the Facilitator Award by Stetson College University of Law for helping colleges create reasonably safe climates. Love was a guest on CNN Anderson Cooper 360 with Senior Legal Analyst Jeffrey Toobin to respond to the question of legal liability for pastors who encourage violence against gay children by parents in their congregations and was keynote for the National Religious Broadcasters Convention Public Policy Debate in 2011. She is a graduate of the Harvard Kennedy School Executive Education program for state & local officials and the MIT "Birthing of Giants" inaugural program for 500.

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TANYA CRUZ TELLER

Tanya Cruz Teller is a passionate, creative leader of systemic change processes founded on principles of personal transformation, whole systems thinking and appreciative inquiry. She has over 20 years of experience as an innovative learning and management professional in international, community and youth development. She specializes in assets-based growth and development through strategic planning, leadership and partnership development—building bridges in particular across diverse and often divergent stakeholders. As a consultant, Ms. Cruz Teller works to advance principles of whole systems thinking and technologies as the unique, flourishing value-added framework for organisational, and leadership change processes. Currently her work is expanding into social enterprises and social impact. In her previous role as Country Director of the Synergos Institute, she engaged sectoral leaders and philanthropists in collaborative partnerships to create a more equitable society in South Africa and the region. Ms. Cruz Teller was formerly with the South African government for 8+ years, directing a leading-edge center of excellence in youth development practice in SA. She steered the Learning & Development Community of Practice in SA and in the USA was a member of the Diversity Collegium, Diversity 2000 and help found the Diversity Leadership Forum. Ms. Cruz Teller has a Master of Intercultural & International Management from the School for International Training and a Bachelor of Arts from Brandeis University, USA. She is accredited by the South African Qualifications Authority in Training & Assessment.

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EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

Send us your 50-word or less statement of any moves you want to announce.

EP Michael Wheeler: With a goal to fulfill a decade-long dream, Michael Wheeler has recently transitioned out of his corporate role into that of entrepreneur and president of his own company, GD&I Enterprises LLC. Keep your eye out for The Diversity Performance Factor Project™ and more to come from Michael. Michael@michaelwheelerdiversity.com

EP Chris Mendoza, DBA., who was most recently at MassMutual Financial Group in Springfield, MA., is searching for his next opportunity to leverage his 20+ years of experience as a strategic marketer & diversity practitioner. Proven results and a recognized leader. Contact Chris at: chrismendoza1214@gmail.com, or by phone at 847-912-2715.

CALLS FOR PROPOSALS

For the ATD – The Association for Talent Development -- International Conference and Exposition • Atlanta, Georgia • May 21 to 24, 2017. Submission deadline is August 16, 2016. Go here <https://www.td.org/Events/Speaking-Opportunities/ICE-Speaker-Information> Julie and Alan are potentially interested in submitting a proposal on the GDIB. Anyone interested in submitting with us?

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.**

CCDI: Canadian Centre for Diversity and Inclusion

The UNConference. 2016 Topic is Measurement

October & November, 2016. See website for specific dates and registration.

Vancouver, Edmonton, Toronto, Montreal, CANADA

GDIB Expert Panelist Cathy Gallagher-Louisy is conference co-chair. The GDIB will be covered in the morning plenary at each event. Here are the conference objectives:

- Learn about the latest research and most innovative approaches to measuring and analyzing the impact of diversity and inclusion within all types of organizations;
- Explore different frameworks / strategic approaches to measurement; and
- Develop a measurement plan for your own organization.

Go to: www.ccdi.ca

**SIETAR (Society for Intercultural Education Training and Research) USA
November 9 to 12, 2016
Tulsa, Oklahoma USA**

The theme is Intercultural Stories of Disconnection. The presenter proposal review process is underway with program information coming soon. GDIB Expert Panelist Kelli McCloud-Schingen is Co-Chair. Go to <http://www.sietarusa.org/2016conference> for more information.

**Forum on Workplace Inclusion
March 28 to 30, 2017
Minneapolis, Minneapolis USA**

This conference has grown over the years to have an international audience. In 2016 twenty-eight GDIB EP and users were presenters. Registration information coming soon. Go here to see information about the 2016 Conference. 2017 Theme in ALL IN!!!
<https://www.stthomas.edu/workplaceforum/>

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 thanks 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. 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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