

## The GDIB Newsletter

For: *Expert Panelists, Users, and Others Interested in the GDIB*  
Editor: *GDIB Co-author Julie O'Mara*

**Issue: 5 July 2017**

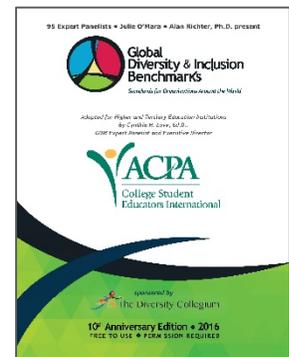
The GDIB—*Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*—helps organizations of all sizes, in a variety of sectors and industries, using a variety of approaches to D&I work to achieve high-quality D&I outcomes. First published in 2006, the 2016 edition is authored 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

#### **PERSISTENT, PASSIONATE LEADERSHIP BY THE TOP LEADER: THE KEY TO D&I SUCCESS**

We can all agree that persistent, passionate leadership in D&I is crucial – maybe even THE key element to successful implementation of D&I. One of our GDIB Expert Panelists, Cynthia (Cindi) H. Love, Ed.D is an example of the right person with the right skills in the right organization at the right time. She is Executive director of ACPA – College Student Educators International. Go here: <http://www.diversitycollegium.org/expertpanelists.php> for Cindi's bio (and it's in this newsletter below) and here: <http://www.myacpa.org/who-we-are> for the ACPA website. Cindi's personal passion is D&I issues particularly for race, gender, and LGBT. The story below is a sample of what can be accomplished when a leader strongly advocates for the right thing to be done and manages the system to make sure it happens. In addition to what Cindi has helped ACPA Governing Board accomplish, she has also been a major advocate for the GDIB -- facilitating the development of the special ACPA GDIB edition, and presenting at events and conferences. Go here: <http://www.diversitycollegium.org/acpa.php> to see the ACPA Edition for Higher and Tertiary Education Institutions (free to download and use by signing the Permission Agreement also found at this link). Julie O'Mara and Alan Richter.



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## STORIES OF D&I BEST PRACTICES

*Please send us your stories. These best practices examples are aligned with the various GDIB benchmarks at Levels 3, 4, & 5. The benchmarks the example applies to are listed first and then the example is given.*

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

*Note: These benchmarks are from the ACPA Edition of the GDIB. And the story below tells how all five of these benchmarks were achieved!*

- ☑ 1.4 (GDIB CATEGORY 1: D&I VISION, STRATEGY, AND BUSINESS CASE, LEVEL 5 Best Practice). The institution is known as a leader in D&I and is frequently acknowledged, cited, and benchmarked for its pioneering D&I accomplishments.
- ☑ 1.8 (GDIB CATEGORY 1: D&I VISION, STRATEGY, AND BUSINESS CASE, LEVEL 4 Progressive). D&I is well integrated into the institution's strategy.
- ☑ 2.3 (GDIB CATEGORY 2: LEADERSHIP AND ACCOUNTABILITY, LEVEL 5 Best Practice). Leaders are seen as change agents and role models and inspire others to take individual responsibility and become role models themselves.
- ☑ 2.4 (GDIB CATEGORY 2: LEADERSHIP AND ACCOUNTABILITY, LEVEL 5 Best Practice). Leaders and board members publicly support internal and external diversity-related initiatives, even if they are perceived to be controversial.
- ☑ 11.4 (GDIB CATEGORY 11: COMMUNITY, GOVERNMENT RELATIONS, AND SOCIAL RESPONSIBILITY, LEVEL 5 Best Practice). The Institution's D&I initiatives in the community are treated as more than philanthropy. They are perceived as a core function mainstreamed into institutional strategy.

*From Expert Panelist Cynthia H. Love, ED, ACPA – College Student Educators International (Also see editorial above this article). The American College Personnel Association (ACPA) was the first higher education association to adapt the GDIB for use by the Association and its member institutions. After two years of implementation, ACPA has moved from Level 3 in the categories featured to Levels 4 and/or 5. The greatest gains emerged from a systematic process to change bylaws regarding pathways to leadership and "voting with our pocketbook."*

**Bylaws & Leadership Pathways:** ACPA is a 93-year old higher education association with long-tenured structures and processes for appointing and electing leaders. After the Association engaged in much of the work defined in GDIB Level 3, ACPA Leadership Pathways Working Group recommended that the membership change its bylaws to permit an open call for all elected and appointed positions of leadership. The Working Group also recommended an appeals process by the Ethics Committee if anyone reported a perceived failure in this process. Since open call began ACPA has elected persons of color for its highest offices three years in a row and increased participation in positions of leadership throughout the association by previously underrepresented persons.

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**Vendor/Supplier Commitment to Diversity & Inclusion:** Love led the association industry by working with legal counsel to develop and publish the first Force Majeure contractual clause to require facility providers (Convention Centers, hotels, event locations) to agree to a “no penalty” cancellation of contracts if the city or state adopts a discriminating law or regulation that impacts individuals and/or groups with underrepresented identities. A version of this clause was later adopted by peer associations in higher education and ASAE, the association for association executives of all types.

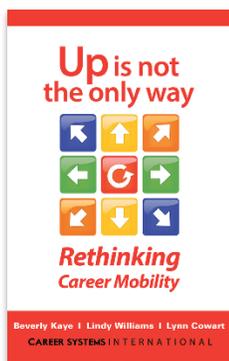
<http://www.myacpa.org/article/acpa-featured-meeting-mentor-magazine-article-bathroom-bills-spark-pushback-complicate>. This clause provides the leverage needed to ensure inclusive practices (all-gender and gender neutral restrooms, staff training) by the vendor locations. It also mitigates the financial risks associated with rejecting exclusionary and discriminating laws and regulations adopted by state legislatures and city governments.

**Additional Progress Notes:** ACPA was the first higher education association to adopt an Elder in Residence and Special Elder Advisor to the Executive Director and Convention Steering Committee. PACPA was the first higher education association to adopt a Strategic Imperative for Racial Justice (2016), a bold and controversial decision. ACPA’s Journal of College Student Development is a Tier 1 journal in higher education and now publishes more articles on race than any other top-tier journal (21% of articles) compared to 0-7% in peer journals.

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## FROM AND ABOUT EXPERT PANELISTS

### New Book available in September: *Up is Not the Only Way: Rethinking Career Mobility*



Careers used to be predictable. There were ladders. Each rung led up the hierarchy. Then individual aspirations and organization needs began to evolve. Old ladders became largely inaccessible. Some rungs disappeared, and the space between others shifted from steps to leaps. Expert Panelist Bev Kaye and co-authors, Lindy Williams and Lynn Cowart, have written a new book to help us all rethink careers. These strategies are especially important for the diverse workforce. One of the reasons that research suggests organizations lose crucial diverse talent is that individuals don't see the career opportunities that are possible. This new book shows managers that there ARE options other than "up" and gives them the conversation tips on how to lead that discussion. Today's marketplace

demands an agile workforce. Organizational structures have become fluid and flexible. As a result, career mobility has emerged as essential for individuals at all levels. No longer is mobility just about physical movement or assuming the greater responsibilities that come with a promotion. Career mobility today is about flexibility and agility. It is a rich mix of experiences, roles, assignments, and options. Savvy careerists have come to appreciate the ability and willingness to explore multiple opportunities and experiences. To succeed in a rapidly changing environment employees need to recognize when new opportunities for growth emerge and to be ready with options when others fade or change. Like the navigation systems we rely on to reroute our travels based on unexpected traffic congestion, shortcut options and last minute detours, a career mobility mindset will provide a foundation for resilience in a changing world of work. To be published by Berrett-Koehler

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Publishers in September, this book can be pre-ordered now by going to <https://www.bkconnection.com/books/title/Up-Is-Not-the-Only-Way> or calling (in the US) 800-929-2929.

## **LISTEN TO EP JUDITH KATZ DESCRIBE “HOW YOU CAN KNOW WHEN YOUR ORGANIZATION IS SUCCESSFUL”**

Go here [https://www.facebook.com/kaleeljamison/?hc\\_ref=NEWSFEED&fref=nf](https://www.facebook.com/kaleeljamison/?hc_ref=NEWSFEED&fref=nf) (and scroll down just a few pages) to hear a 3:48 minute presentation. While presented on their website to promote their business at Kaleel Jamison, this messaging is packed with useful learning. Judith Katz explains how *Using Inclusion as the HOW®* can aid in identifying key factors that are critical to measuring success within an organization. How it eliminates waste, speeds up decision-making, and addresses conflicts more easily. She describes 3 key elements in measuring:

1. Measuring What Matters for that Client
2. Using the Connors Partners Commitment Curve
3. Identifying Success Stories

Her presentation covers the importance of showing how inclusion can eliminate waste, speed up decision-making, solve problems and address conflicts more easily. This makes problems more visible. By creating a culture of inclusion she often hears people say “I trust the people here.” And that encourages them to speak up and address the problems that the organization needs to solve.

## **PLEASE JOIN THE INCLUSION ALLIES COALITION – IT’S ALL FREE**

From the website, <http://www.inclusioncoalition.info/welcome.html>

“This organization is a coalition of organizations and practitioners committed to diversity, equity and inclusion within our organizations and society. We provide resources, advocacy, conferences and webinars for dialogues across differences to promote inclusion. We serve as allies for those who feel marginalized and advocate for inclusive policies and resources.” Included on the site are:

- Resources -- a continually updated collection of resources
- Articles & art
- Webinars
- Examples of advocacy efforts

The Founders – the International MultiCultural Institute, The Future Work Institute, Cook Ross, Inc. and The Winters Group -- are all Expert Panelists and/or friends of the GDIB. The GDIB is a Founding Member. Please take advantage of the resources – and help advocate for inclusion -- go to the site and join now.



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## SOCIAL MEDIA TIPS FOR GDIB

**Please Post Your News about the GDIB** - Share news and promote D&I best practices by posting about the GDIB and your activities on your social media platforms. Thank you. Posting helps us meet our goals.



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## TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

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

Webinar in Spanish – HELD

Edmonton – HELD

Johannesburg – TBD

Los Angeles – HELD

Melbourne – HELD

Montreal – HELD

New York City – TBD

Orange County – TBD

Philadelphia – TBD

Pittsburgh – TBD

Portland/Salem – HELD, POSSIBLY A SECOND TBD

San Diego – HELD

San Francisco/Oakland – HELD

São Paulo – HELD

Seattle – **September 27, 2017**

Sydney – TBD

Tokyo – HELD

Toronto – HELD

Vancouver – HELD

Washington, DC – ACPA – HELD

Washington, DC – Standard Edition  
– HELD

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

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.

### OTHER LAUNCHES REALLY ARE UNDERWAY FOR LAST QUARTER 2017

I know we've been promising that there will be other launch sessions and that's true... planning is underway... just no dates confirmed yet except for Seattle. Contact [GDIB@diversitycollegium.org](mailto:GDIB@diversitycollegium.org) if you want to know the schedule or – sponsor, speak, attend, or be involved in some way.

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**\*\*\* ANNOUNCING GDIB LAUNCH EVENT IN SEATTLE \*\*\***  
**SEATTLE!!!!**

As this newsletter goes to press, Expert Panelists Barbara Deane and Donna Stringer and their launch event team will soon announce an exciting lead sponsor and finalize plans for the event. It will be held Wednesday evening, September 27, 2017 in Seattle. To be placed on the invitation list, please email Barb at [Barbara@diversitycentral.com](mailto:Barbara@diversitycentral.com).

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**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>

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**ASK THE EXPERTS – A Q&A SECTION**

*Please ask questions about the GDIB or anything D&I and we’ll answer them.*

**The GDIB seems to come from a Western cultural perspective. How does that impact its validity?**

Although the GDIB has been developed from a Western perspective (the original version was released in 1993 at the Tennessee Valley Authority in the U.S.), it has been revised, adapted, and expanded four times to incorporate a global mindset. This current edition of the GDIB is the consensus thinking of 95 Expert Panelists from around the world who have used their cultural lenses, experience, and perspectives to mold the GDIB into something that is globally relevant.

We cannot change the way in which the GDIB began, but we feel we have been diligent in making sure that the GDIB has evolved well beyond the narrow perspective in which it was created. The evolution of the GDIB has been a dynamic global process.

**Is the GDIB validated or sanctioned by a professional association or independent organization?**

No. Currently there is no worldwide organization that operates as a professional association for all or most approaches (see pages 5 to 7, Approaches to D&I) that can be considered part of the D&I field. There are some sector-specific, country-specific, and topic- or dimension-specific organizations, as well as sub-groups of well-established professional associations that address portions of the field. We are aware of at least one professional association that is engaged in developing standards for D&I. Likewise, there are some private, nonprofit, and educational organizations that contribute to the body of work of this young field. Perhaps in the future a professional association will exist that serves the entire field. There is no doubt that the field will evolve over time. It is quite likely that our Expert Panelists are one of the broadest sets of D&I experts ever assembled for the purpose of reaching consensus on practices in this field.

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## 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.

### **CRISTINA (TINA) CRUZ-HUBBARD**



Cristina (Tina) Cruz-Hubbard currently serves as the Chief Diversity Officer for Peace Corps. Prior to her role as CDO she oversaw the Intercultural Competence, Diversity and Inclusion programming and training efforts for overseas staff of the Peace Corps. Her portfolio includes developing a global strategy to support intercultural learning and improving the capacity of overseas staff to support the rich diversity of Peace Corps Volunteers in over 60 countries. She began her D&I career in 1993 at the University of Minnesota and continued on to work in a variety of intercultural and D&I related roles in nonprofit, corporate, education and government settings. These organizations include Walt Disney World Resort, Columbia University, and the US Embassies in Lima, Peru and Dakar, Senegal. As a member of a Foreign Service family, she, her husband and four kids relocate internationally every three to four years. Ms. Cruz-Hubbard finds she “never turns her D&I lens off” as part of an interfaith, intergenerational, multi-ability, multilingual, interracial, intercultural, and globally mobile family. Informed by the health and educational challenges of her children, she has evolving expertise in influencing health and educational systems to be inclusive of children and families with critical needs. In addition to being a qualified administrator of several intercultural and global leadership assessment tools, she has a Bachelor of Science degree in business with an emphasis in intercultural communication and is completing a Masters of Education in special education. Her passion is working within organizations to build successful D&I efforts driven by a comprehensive long-term strategy customized and owned by all levels of an organization.

Email: [cruzhubb@gmail.com](mailto:cruzhubb@gmail.com)

### **STEVE HANAMURA, MA**

Steve Hanamura is president of Hanamura Consulting, Inc., founded in 1986. Steve brings over 25 years’ experience to the consulting, training and speaking profession. He is widely sought after in the areas of leadership development, managing and leading diversity initiatives, building effective teams, working with people with disabilities and managing personal and organizational change. Hanamura Consulting serves businesses, non-profit organizations, government agencies, and academic institutions of all sizes throughout the country. Steve has authored two books, *In Search of Vision* and *I Can See Clearly* and was a contributing author to *Valuing Diversity*. He writes journal articles for a variety of publications. He has served as past president of the Portland Chapter of the American Society for Training and Development and is an emeritus member of The Diversity Collegium, a group of thought leaders in the field of diversity. Among Steve’s professional honors is the Multi-Cultural Network Trainer of the Year presented by the American Society for Training and Development. He was recognized as one of forty diversity pioneers in the July/August 2007 edition of *Profiles in Diversity Journal* and has received the Meritorious Service Award for the President’s Committee on Employment of People with Disabilities.



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Also, he was privileged to be one of the Torchbearers for the 1996 Olympics. Steve received his master's degree from the University of Oregon and his Bachelor's degree from Linfield College. Though blind, he enjoys running and is an avid sports fan.

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### **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 INC 500 executives.

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LinkedIn: <https://www.linkedin.com/pub/cindi-love/101/96a/58a>

### **HEATHER PRICE**

Heather Price is CEO of Symmetra, an international diversity and inclusion consultancy, delivering end-to-end solutions that transform leadership and culture. Heather began her career in the D & I space by establishing one of the first and most successful diversity consultancies in South Africa during the dismantling of apartheid. She launched Symmetra, Head Office in Australia, in 2003 which, under her leadership, has grown to become a highly respected name amongst many global companies. She is a regular presenter at international conferences and to executive leadership teams around the world; the author of numerous publications and regarded as a thought leader in this space. Heather brings invaluable international insights into emerging diversity issues, designing and implementing strategic inclusion interventions and unique diagnostic tools. She is renowned for her 'out of the box' approach to effective and measurable transformation within workplace cultures, utilizing unique technological innovations, assessment tools and up-to-the-minute research, along



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with her exceptional ability to communicate, challenge and engage with all levels of the organisation from the C-suite to the front line. In recognition of her ongoing achievements, Heather was selected as a NSW finalist for the Telstra Business Women's Awards in Australia, Symmetra's Conscious Decision Making program has been nominated as a finalist for the Workplace Excellence Awards by the Australian Psychological Society (2016) and her client, CBA, won the global Catalyst award in 2012 attributing the accelerated traction in its gender agenda to Symmetra's Unconscious Bias program – a blended solution of education, assessment, coaching and systemic change.

LinkedIn: [au.linkedin.com/pub/heather-price/9/760/459](https://au.linkedin.com/pub/heather-price/9/760/459)

Website: [www.symmetra.com.au](http://www.symmetra.com.au)

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## QUOTES FROM USERS

*A new feature for the GDIB newsletter: Feel free to contribute.*

When speaking on diversity and inclusion in South America, the GDIB provided a clear framework on how organizations can achieve a high performing and sustainable institution.

”  
Lobna “Luby” Ismail  
Connecting Cultures, Inc.  
Silver Spring, Maryland, USA

”  
The GDIB helps organizations get past the superficial trap of the Four Fs: Food, Fun, Fiesta, and Fetish, to be able to realize a more holistic, meaningful, and professional D&I strategy.

”  
Jason D. Mak  
D&I Manager  
Office of Equity & Multicultural Services  
Oregon Department of Human Services  
Salem, Oregon, USA

”  
We customized the GDIB for cultural, localized meanings. When D&I was first introduced in Japan several years ago, it was seen as a western concept. In fact, there is not a Japanese character for the word ‘inclusion.’ The benchmarks accurately guided us when we broke ‘inclusion’ down into traits and other descriptive statements.”

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Janelle Sasaki  
Executive Director of Diversity & Inclusion Services  
Ernst & Young Advisory Co., Ltd.  
Tokyo, Japan

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## CALLS FOR PROPOSALS

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

**DEADLINE EXTENDED TO JULY 14!!!!** **Forum on Workplace Inclusion** • April 10 to 12, 2018. • Call for proposals anticipated in late May. Please give some consideration to proposing for this conference. The GDIB and the Forum have an alliance to support each other. More information coming as soon as the Call for Proposals is available. Please note that **a conference call to learn more is scheduled for July 7**. Click [here](#) to view and download the Guidelines and Application and to register for the conference calls.

**DEADLINE FOR ATD (Association for Talent Development) CALL FOR PROPOSALS IS AUGUST 8**. The conference is in San Diego, CA May 6 to 9, 2018. Julie O'Mara, Alan Richter, EP Judith Katz, EP Bev Kaye, EP Ken Nowack all presented at the 2017 conference. It is a great one for D&I and intercultural topics. About 10,000 attend with more than 2,000 from outside the US. Don't delay as there are some time-consuming requirements such as a video of you presenting if you've never spoken at ATD/ASTD before and a requirement of a sample of 5 to 6 slides you will show. Yep – these proposal processes keep getting to be more and more work. The 2018 Request for Proposals (RFP) is now live [here](#).

## 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.***

**LIVE ENCORE ON JULY 6**. There was a technical problem and Judith Katz's webinar will be offered again. Go to:  
[http://stthomasbusiness.az1.qualtrics.com/.../SV\\_9S4zZKVOaRhr...](http://stthomasbusiness.az1.qualtrics.com/.../SV_9S4zZKVOaRhr...), to register.

### 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. Free webinars by the Forum are held throughout the year. There are more than listed here.

## THE SUMMER INSTITUTE FOR INTERCULTURAL COMMUNICATION (ICI) 2017 JULY, 2017

**REED COLLEGE**

**PORTLAND, OREGON, USA**

Expert Panelist Janet Bennett is co-founder of ICI—The Intercultural Communication Institute. ICI sponsors this conference every summer with a variety of sessions and certifications over a three-week period. This year's conference features the following Expert Panelists, among many outstanding professionals in intercultural communication. The presenters and topics below represent only a small sample of the many programs

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offered.

- **New Addition: Riikka Salonen will speak on the GDIB**
- By EP Donna Stringer and colleague Andy Reynolds: Why Do You Say That?! How Identity Impacts Perceptions of Current Events.
- By EP Janet Bennett and EP Robert Hayles: Detoxifying Our Work: Fusion, Simplicity, and Grace.
- By EP Dianne Hofner Saphiere: Cultural Detective® Facilitator Certification Workshop
- By EP Donna Stringer and colleague Anita Rowe: Defining, Developing, and Defusing Difficult Dialogues.
- By EP Dianne Hofner Saphiere and colleague Daniel Cantor Yalowitz: Gaining Gaming Competence: The Meaning Is in the Debriefing
- By EP Janet Bennett and R. Michael Paige: Training Design for Intercultural Learning.
- By EP Donna Stringer and colleague Anita Rowe: From Unconscious Bias to Emotional Intelligence: Personal and Organizational Transitions.
- By EP Janet Bennett and colleague R. Michael Paige: Using a Developmental Perspective in Training Design.
- By EP Kelli McCloud-Schingen: Generational Identities: An Intersection of Here and Now (or Then).

Go here [www.intercultural.org](http://www.intercultural.org) for more information and to register.

### **GDIB Workshops in Pakistan**

#### **3 cities in August**

#### **Presented by HR Metrics**

HR Metrics (SHRM partner in Pakistan – Zahid Mubarik, CEO/President)

[www.therhmetrics.com](http://www.therhmetrics.com) organised a conference at Karachi Pakistan on 27 April 2017 to create awareness on Global Diversity & Inclusion Benchmarks. Julie O'Mara, Co-Author GDIB spoke to the audience virtually. Ms. Marvi Memon, Minister of State/Chairperson Benazir Income Support Program Pakistan and Dr. Ishrat Husain, former Governor Central Bank Pakistan also addressed the conference. HR leaders and professionals from multinational and national companies attended the conference. HR Metrics has formed D&I Think Tank comprising of key business leaders to seek their input on D&I strategy formulation at national level. To execute the GDIB at organisation level, D&I Resource Group (DIRG) has been formed. Main objective of DIRG is to groom professionals, who are eager to learn GDIB standard and help the organisations in implementing it (after signing user agreement). First meeting of DIRG is planned at 3 cities during Aug 2017:

- Islamabad on 9 August
- Lahore on 16 August
- Karachi on 23 August

DIRG members using GDIB will be given opportunity to share their insight on challenges and opportunities being faced in organisations. More details at <http://thehrmetrics.com/diversity-conference/>

### **SIETAR USA Conference: "Building Bridges with Intercultural Competence: Changing World, Changing People, Changing Times"**

**October 18-21, 2017**

**San Diego, California, USA**

In addition to sessions of general interest, there are three tracks for the 2017 conference:

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Healing the Divides: Race, Ethnic and National Origin, Gender, Sexual Orientation, Immigrants, and Refugees Face Challenges in our Changing Times  
Cultural Identity: Fresh Perspectives on Multicultural and Global Identity  
Assessing Intercultural Competence: Measuring Transformative Culture Learning.  
More info coming soon. Check at this site: <http://www.sietarusa.org/Conference-Information>

**SHRM's D&I Conference + Exposition: Build a Better Business**  
**Society for Human Resource Management**  
**OCTOBER 23-25, 2017**  
**San Francisco, California, USA**

Expert Panelist, Howard Ross is speaking on "Our Search For Belonging: How A Desire To Connect Is Tearing Our Culture Apart" and colleague and former EP, Ed Hubbard Is Speaking On How To Calculate Inclusion ROI With Evidence-Based Outcomes. Go to <https://conferences.shrm.org/diversity-conference>

Who Should Attend?

- HR generalists or managers who need to provide measurable results for their company's diversity & inclusion (D&I) programs or initiatives.
- Aspiring HR or business leaders tasked with implementing a D&I program or initiative.
- HR professionals responsible for recruiting and retaining a diverse and inclusive workforce.
- Directors of D&I and chief diversity officers seeking innovative, forward-thinking strategies.

Why Should You Attend?

- To learn how to incorporate D&I as a critical component of your organization's corporate culture.
  - To ensure that your organization's D&I strategy aligns with its business objectives.
  - To create a globally inclusive and culturally competent workforce for the modern workplace.
  - To review measurement and accountability mechanisms for successful D&I initiatives.
  - To exchange ideas and to learn best practices for the ever-changing landscape of D&I.
- Go to <https://conferences.shrm.org/diversity-conference>

**Association for Talent Development (ATD) ASIA PACIFIC Conference & Exposition**  
**November 8 to 10, 2017**  
**Taipei, Taiwan**

GDIB EP, Elisabeth Kelan, Professor of Leadership at Cranfield University in the UK will be a speaker at this conference. More information coming soon. Early Birds Registration ends July 31. Keep checking <https://www.td.org/APCConf> for more information. Over 1,000 participants are expected. From the website: The Association for Talent Development (ATD) has partnered with the Tze Chiang Foundation of Science and Technology (TCFST) to bring you the ATD 2017 Asia Pacific Conference and Exhibition in Taipei, Taiwan. Asia's business landscape is dynamic and evolving, which makes attaining measurable outcomes one of the most essential goals. The ATD 2017 Asia Pacific Conference and Exhibition will address how developing talent within an organization achieves bottom line results. This premier event will focus on talent development in the Asia Pacific region and will feature

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relevant conference tracks including organizational effectiveness, leadership development, and learning measurement and analytics. Thought leaders and experts from around the world will share their insights. Attendees will gain insight and knowledge to help them achieve real impact in their organizations through effective talent development practices.

Reasons to attend:

- Thought Leadership: APC will bring together the latest insights and best practices in training and development in Asia Pacific.
- Innovation on Display: APC will give attendees an insider's view into the latest tools and solutions available to advance global training and development, especially for Asia Pacific.
- Networking: APC attendees will have access to speakers, thought leaders, and their peers from countries all over the world who are working on the solutions and products that are shaping the leadership and development industry.

**The Conference Board Canada Conference**  
**"Diversity and Inclusion 2017: The Power of Inclusion"**  
**December 11 to 12, 2017**  
**Toronto, Ontario, CANADA**

*Walking toward our biases. Championing an inclusive and prosperous Canada.*

Several GDIB Expert Panelists will be presenting. Co-Author Alan Richter and EP Lynda White will present on "How Do You Measure Up?" which will feature the GDIB; EP Mary-Frances Winters will speak on her new book: *We Can't Talk About That at Work!*; and EP Steve Hanamura will keynote the conference on a topic to be announced. From the website: "As Canada celebrates its 150th birthday, it is as important to build for an inclusive and prosperous future as it is to celebrate the past. Our places of work are a microcosm of society. Now more than ever, it is important for champions to step forward and lead the inclusion movement in our organizations. This premier forum is unparalleled in Canada, where executive champions and diversity professionals can learn from diverse perspectives, share great practices and network with D&I thought leaders from across the continent. Beyond the business case, this conference is designed for inclusion champions, executive sponsors, leaders of employee resource groups and talent management professionals who understand the inclusion imperative but want to expand their knowledge of the dimensions and intersections of diversity and unconscious bias so they can help lead the journey in their organization." For more information go to:

<http://www.conferenceboard.ca/conf/diversity/default.aspx>

**FORUM ON WORKPLACE INCLUSION**  
**April 10 to 12, 2018**  
**Minneapolis, Minnesota, USA**

See call for proposals above. Deadline just extended to July 14. Consider submitting a proposal and budgeting now for this conference. The GDIB has formed an alliance with the Forum. 2018 info posted soon. Go here <https://www.stthomas.edu/workplaceforum/>

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## **NEW: PUBLIC COURSES/WEBINARS OFFERED BY GDIB EXPERT PANELISTS**

*Listed here are programs offered by Expert Panelists. Many are offered numerous times on an ongoing basis. While these courses may not be specifically about the GDIB, the content will be helpful in achieving many of the GDIB benchmarks. If you are an Expert Panelist and offer programs open to the public, please let us know.*

### **Unconscious Bias courses including Train the Trainer Offered by Cook Ross Silver Spring, Maryland • USA**

Approximately once a month Cook Ross offers public courses to provide a robust understanding on the topics that importantly impact our society today. By taking a deep dive into conversations of Unconscious Bias, Women and Race, and the Mind of a Leader, participants return to their institutions with new perspectives that can serve in moving their work forward. Participants in Cook Ross courses take their learning back with them to lead change efforts from inside their organizations. Learn more: [CookRoss.com](http://CookRoss.com).

## **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. Go to our site and explore. We've put a lot of effort into providing these resources.. please help by adding to what we offer.

## **NEWSLETTER CONTACT INFORMATION**

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