

The GDIB Newsletter

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

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

NEWS, STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE BEST PRACTICES

☑ 5.5 (GDIB Category 5: Benefits, Work-Life Integration, and Flexibility). Benchmark at Level 5 -- Based on research and assessment, benefits and services are regularly adapted to changing conditions, technology, and innovative ideas.

HUB, CLUB, ROAM and HOME –

American Express in Hong Kong's BlueWork Programme
"American Express' work flexibility programme is based on the nature of each employee's work. An initial survey found that many employees were spending 50 percent of more of their time outside the office. From that, the idea of introducing flexible work arrangements was born. The BlueWork program identifies four types of workspace: Hub, Club, Roam and Home. Hub-based employees have jobs that require face-to-face time in one of the company's office locations. Club employees go into a hub office no more than three times a week, either because they work part-time of because they work some days from another location, such as home or another American Express work site. When Club Employees go into a hub office they are allocated a space to use this day. Under this initiative, employees agree to a work style with their manager that aligns to their role, determines the nature of their flexible work arrangement and ensures that they are access to the necessary tools, resources and

setup to enable them to be effective in the way they work. This approach provides not only a common language for how people work, but also serves to create an increased level of acceptance and openness towards flexible work arrangements.” Story shared by Kabir Julka, Director, Human Resources Hong Kong & Taiwan. From *Building the Business Case for Diversity and Inclusion: Stories from Asia*. Sponsored by DIAN, Diversity & Inclusion in Asia Network, part of Community Business. GDIB Expert Panelist Kate Vernon is director of Strategic Programmes. www.communitybusiness.org

☑ 4.11 (GDIB Category 4: Recruitment, Retention, Development, and Advancement). Benchmark at Level 4 – High potential talent is provided with internal coaches, mentors, and external coaching opportunities to maximize performance and develop advanced careers.

and

☑ 7.4 (GDIB Category 7: D&I Learning and Education). Benchmark at Level 5 – Challenging and sometimes controversial issues such as racism, sexism, ageism, classism, heterosexism, religious bias, stereotype threat, and unconscious bias are effectively address with sensitivity, fairness, conviction and compassion.

EFFORTS TO ATTRACT WOMEN DO NOT STOP ONCE THEY JOIN

Credit Suisse, India, shows retention results of female college graduates “Over the past three years, Credit Suisse, a global financial services company, has tracked its retention rates. It has found that it has been able to retain 80 to 85 percent of women hired through campus recruitment in comparison to 70 percent of their male hires ... The efforts to attract women do not stop once they join our organization. We have a number of programs designed for female talent including:

- ➔ A 12-month programmed targeting high potential women employees and their managers to address gender-based myths that exist not just in the minds of women employees but also their managers.
- ➔ A two-year global mentoring programme for women where high-potential women are mentored by an executive board member to support them in navigating their careers.
- ➔ An active women’s Network where inspiring women leaders share their personal journeys.”

Story shared by Vedika Bhandarkar, Vice Chairman and Managing Director. From *Building the Business Case for Diversity and Inclusion: Stories from India*. Sponsored by DIAN, Diversity & Inclusion in Asia Network, part of Community Business. GDIB Expert Panelist Kate Vernon is director of Strategic Programmes. www.communitybusiness.org

A HUGE REQUEST FROM YOU AND TO YOU FOR BEST PRACTICES ARTICLES AND INFORMATION

It’s pretty clear that one of the best things we can do is to share stories of best practices. So now that the 2016 GDIB is released and we are in the process of launching it... we STRONGLY emphasize the need to share stories of best practices... this is Level 5 (and to a certain extent Level 4) of each of the 14 GDIB categories. In our

GoToMeeting planning calls for local launch events around the world. There was again the request for stories of best practices... not only about how GDIB is being used...but what people are doing to achieve best practices as identified in the GDIB...whether or not someone has heard of the GDIB.

We've collected some...but really need to collect a lot more. *Please contribute.* Go to The Diversity Collegium website, Global D&I Benchmarks, Best Practices and Applications, and see the download: GDIB Best Practices Examples. We'll publish your stories in this newsletter and add to the download. We are especially interested in stories where you identify one or two benchmarks (from the 131 total benchmarks at Levels 4: Progressive or 5: Best Practice).

Please send us your stories of best practices.

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.

2016 MISCELLANEOUS GDIB SLIDES NOW UP ON COLLEGIUM SITE

A collection of slides for you to use in presentations on the 2016 GDIB are now up on The Diversity Collegium Site. Go to www.diversitycollegium.org and navigate to Global D&I Benchmarks and scroll to User Tools. More tools coming soon.

THE DIVERSITY COLLEGIUM ELECTS MICHAEL WHEELER AS NEW PRESIDENT

In early May, Michael Wheeler was elected the new president of The Diversity Collegium, GDIB sponsor. "I am honored and humbled to take on this new role and to be part of a legacy organization and leaders who have inspired me over the years," he said. Michael's career in Diversity & Inclusion spans nearly three decades. Sought after for his expertise, he has been a GDIB Expert Panelists since 2006 and was recognized in 2007 by Profiles in Diversity Journal as a "Pioneer of Diversity." He has authored original research and wrote the first special sections on Diversity for both Harvard Business Review and Business Week. He is currently writing a book on an original model, Diversity Performance Factors (DPFs)[™] and serves as Director of Global Diversity & Inclusion Strategy & Business Insights at Merck & Co, Inc. He replaces Lynda White, another GDIB Expert Panelist, who served as Collegium President for four years. Collegium Members honored Lynda with a heart-felt tribute at their May meeting in Chicago. Both Lynda and Michael are GDIB Expert Panelists. See Michael and Lynda's bios at <http://www.diversitycollegium.org/expertpanelists.php>

GDIB EXPERT PANELIST LUBY ISMAIL WINS TOASTMASTER SPEECH AWARD FOR "LONGING FOR BELONGING" SPEECH

Lobna "Luby" Ismail has been competing in several speech contests. "My speech titled *Longing for Belonging* is my story of diversity, inclusion, and seeking to shed the stereotypes surrounding the various dimensions of my identity. The speech touches on issues of skin color, culture, religion, and disability. It seems to have really tapped into people's own struggles and desires to find a place where they fit in." It's a powerful six

minutes. Go to <https://www.linkedin.com/pulse/longing-belonging-luby-ismail?published=u> The talk has been nominated for a TEDx Talk. Among other things, Luby is engaged in the effort to Fight Islamophobia. Congratulations, Luby. See her bio and contact information at <http://www.diversitycollegium.org/expertpanelists.php>

EXPERT PANELIST CINDI LOVE ELECTED TO PRESTIGIOUS AGB

Cindi Love, Executive Director of ACPA, the American College Personnel Assn., tells us that she “received an exciting invitation to serve on the newly formed Association of Governing Board for Universities and Colleges Task Force to help develop the AGB Board of Directors Statement on the collection of issues that have engaged many campus leaders over the course of this academic year related to diversity, inclusion, and campus climate. As you may know, AGB Board Statements are formal assertions of the criticality of a particular issue or topic to higher education governance, with guidance and advice for board members and presidents on their roles and responsibilities in the particular area of focus. AGB has issued 10 of these Statements since 2007, on topics ranging from board accountability and fiduciary duties to board oversight of educational quality and college completion.” Its website states: The Association of Governing Boards of Universities and Colleges (AGB) <http://agb.org/about-agb> is the premier organization centered on governance in higher education. Governing boards must focus now more than ever on promoting central missions while running their institutions as effectively as possible. It is critical that they reinforce the value of higher education, innovate through the smart use of technology, and serve the needs of a shifting demographic. AGB provides leadership and counsel to member boards, chief executives, organizational staff, policy makers, and other key industry leaders to help them navigate the changing education landscape. See her bio and contact information at <http://www.diversitycollegium.org/expertpanelists.php>

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

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

Boston
Brisbane
Edmonton
Shanghai
India
Japan
Johannesburg
London
Los Angeles
Melbourne
Mexico
Montreal
New York
Perth

Philadelphia
Pittsburgh
Portland
San Diego
San Francisco/Oakland
São Paulo
Sydney
Seattle
The Hague
Toronto
Vancouver
Washington, DC
Your city/region/event?????

There are also webinars and events at conferences being planned.

EP & Users are starting to plan 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.

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 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



Please consider posting this statement below as part of your signature block and on your website to help us spread the word about the GDIB. The icon links above are live. Check us out and initiate and participate in discussions.

[Like us on Facebook/ Follow on Twitter](#)

Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World (GDIB) is a free guidebook helping organizations in determining strategy and measuring progress for managing diversity and fostering inclusion. It is universal in scope, designed for all organizational types and sizes, sectors, industries, world regions, cultures, or approaches to diversity. Learn more about the **GDIB** now.

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.

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.

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RANDALL LANE

Randall Lane is a Global Inclusion & Diversity thought leader, strategist, Conference Board Diversity & Inclusion Academy coach, and supplier diversity expert. A former U.S. Naval Officer, Lane received a B.A. from Case-Western Reserve University, an M.B.A. from New York University's Stern School of Business, and a Certificate in Leadership from UCLA's Anderson School of Business. He has broad functional experience at many companies including Citicorp, Verizon (NYNEX), The Mashantucket-Pequot Tribal Nation, Time Warner Inc., American Express, Weyerhaeuser, and Cisco. Lane has driven many companies' strategic Global Inclusion & Diversity initiatives, including creating and managing supplier diversity programs, designing and collaborating on diversity recruitment strategies, designing and implementing targeted leadership development programs, creating and managing strategic external relationships, managing internal and external diversity communications, and leading participation in diversity-related benchmarking, surveys, and external recognition activities. Lane is the recipient of many Awards: including The Diversity Champion (World Diversity Leadership Council), The Inclusion & Diversity Super Star (Diversity Woman Magazine), The National Black Achiever (Harlem YMCA), The National Hispanic Business Group Corporate Achievement, and The National Minority Media Cornerstone (U.S. Department of Commerce MBDA). He has keynoted, served on panels, written articles in Fast Company "How Cisco Took Me Where No One Has Gone Before", white papers, including Sylvia Ann Hewitt's "Advocacy vs. Mentoring", and has had a leadership development program (IAP) featured on the World Economic Forum website. Randall's organizational affiliations are broad, including major universities, and many global, cross-industry, and professional groups focused upon diversity and inclusion issues.

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JACQUELYN VALERIE REZA

Dr. J. V. Reza is an internationally recognized consultant in the areas of diversity, inclusion, culturally responsive education, social justice and equity. Her clients range from George Soro's, Open Society Institute to all levels of education and industry. Among Dr. Reza's writings are articles on Latina Leadership in Higher Education, Latina identity and Self-Transformation through Critical Literacy, Reflections and Actions. Dr. Reza has written a book for the Open Society Institute, *Anti-biased Curriculum for the Heart*, which has been translated into 22 languages of the Eastern Block European countries. Dr. Reza received her doctorate in International & Multicultural Education from the University of San Francisco. She holds degrees from San Francisco State University in La Raza Studies (BA) and two Masters Degrees in Counseling (Rehabilitation Counseling and Marriage and Family Therapy). She a BS from Ahmadu Bello University, Nigeria in Zoology. Dr. Reza has served her various communities by testifying before the California State Legislature regarding the needs of minority and first time college students, helped draft state policy mandating qualifications counseling faculty need to acquire in order to effectively work successfully with diverse student

populations. Her honors include Northern California Chicana Scholarship Foundation for her leadership within the Latina/Chicana communities, Golden Torch Award from San Francisco State University's Alumni Association, is a recipient of the Women Leaders in Education Award from Santa Clara County Women in Education Assn., the National Woman of the Year Award and the National Outstanding Young Woman of America Award.

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RITA WUEBBELER

Rita Wuebbeler, President & Founder, Interglobe Cross-Cultural Business Services, Inc., consults, facilitates and coaches in the areas of Cultural Competence Building, Global Team Effectiveness, Personal Leadership and Diversity and Inclusion. She works with leaders of global organizations and global virtual teams to help them reach their highest performance potential. She conducts cultural awareness programs for groups and individuals to support them in building their cultural competence, and she coaches global executives to maximize their leadership skills. Rita founded her company Interglobe Cross-Cultural Business Services, Inc. in 1990 and works with clients in North and South America, Europe and Asia including BMW North America, Commerzbank, Evonik Industries, Kraiburg TPE, Porsche, Purdue Pharma, RandomHouse, RKW-Group, Siemens, Solvay Advanced Polymers, and UCB. Rita is a Certified Integral Coach and holds an ACC designation from the International Coach Federation. She is a Senior Facilitator with Personal Leadership Seminars, a Qualified Administrator for the Intercultural Development Inventory (IDI), and a certified administrator of the DISC Profile. She is the co-author of *Cultural Detective: Germany* as well as *Cultural Detective: Lesbian, Gay, Bisexual, Transgender*, an on-line educational tool analyzing cultural core values based on critical incidents. She has contributed to a number of collections of intercultural training activities including *Building Cultural Competence. Innovative Activities and Models* (Berardo/Deardorff, eds). A native German with a Master's Degree in Applied Linguistics from Mainz University, Rita holds two passports (US/German) and is bi-cultural and bi-lingual. LinkedIn: <https://www.linkedin.com/in/ritawuebbeler>
Website: <http://www.interglobeweb.net>
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CALLS FOR PROPOSALS

Deadline June 10th SIETAR—USA 16th Annual Conference, Tulsa

Oklahoma, USA, November 9-12, 2016 Intercultural Stories of Disconnection: Insights into the Polarization of People and Places. GDIB Expert Panelist and conference co-chair Kelli McCloud-Schingen invite you to submit a proposal for a session to be offered at the conference. There are many options for sessions: Poster sessions. Forum. TED Style Talk, Panel Discussions, Workshops, Research, Artistic Expression. Download the PDF with the submissions guidelines.

<https://form.jotform.com/60886892745171> Please go to the CFP page for details and to submit your proposal. We encourage innovative and creative presentations that are grounded and aligned with the conference theme, "Intercultural Stories of Disconnection: Insights into the Polarization of People and Places".

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.

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.

Info: www.ccdi.ca

SIETAR (Society for Intercultural Education Training and Research) USA

November 9 to 12, 2016

Tulsa, Oklahoma USA

GDIB Expert Panelist Kelli McCloud-Schingen is Co-Chair. See Calls for Proposals above to submit for making a presentation.

Forum on Workplace Inclusion

March 28 to 30, 2017

Minneapolis, Minneapolis USA

Mark your calendars and stay tuned for the call for proposals. This conference has grown over the years to have an international audience. In 2016 28 GDIB EP and users were presenters.

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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