



Global Diversity and
Inclusion Benchmarks

The GDIB Newsletter

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

Editor: GDIB Co-author Julie O'Mara

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The GDIB—*Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*—helps organizations of all sizes around the world, in a variety of sectors, using a variety of approaches to D&I work, achieve high-quality D&I outcomes. First published in 2006, the 2014 edition is authored by Julie O'Mara and Alan Richter, Ph.D., and 80 Expert Panelists. It is sponsored by The Diversity Collegium, a nonprofit organization dedicated to advancing the field of diversity and inclusion through think tank dialogues, symposia, research, and publications. The GDIB is free of charge and may be downloaded at www.diversitycollegium.org Check regularly for more User Tools.

Please pass this newsletter along to others. We have a goal to increase the visibility of the GDIB. Send us potential reader contact information and we will add them. Thank you.

NEWS AND IDEAS ABOUT & FROM USERS AND EXPERT PANELISTS

Do you have news and/or best practices to announce/share? Information you need? Send and we'll share it.

USING THE GDIB IN EDUCATION – THE CENTENNIAL COLLEGE CERTIFICATE IN LEADERSHIP AND INCLUSION

In Canada CCDI is offering the Certificate in Leadership and Inclusion— a unique fully online leadership development program offered in partnership between the [Canadian Centre for Diversity and Inclusion](http://www.cidi-icdi.ca) and [Centennial College](http://www.centennialcollege.ca). The CCDI is a national Canadian charity that supports people working to create more inclusive workplaces and also offers diversity, inclusion, and anti-bullying programs in Canadian high schools. Centennial College in Ontario has a strong focus on global citizenship, equity and inclusion. Every student in a degree or diploma program is required to take a course on global citizenship and equity in order to graduate. The Certificate in Leadership and Inclusion is delivered fully online and has participants from across the country who work in multiple sectors, including private sector companies, government, education, healthcare, and non-profit organizations. This new program has just completed the first cohort and the final assignment of the course required students to use the GDIB to analyze two Canadian organizations of their choice. Some students chose to analyze the organization they work for in comparison to another. Many of the students were very creative in how they applied the GDIB, some used the percentage levels, and some quantified the items on the GDIB as a points system. Feedback from students was that it was a very enlightening exercise to have a rigorous system of globally accepted benchmarks to frame their analysis of the organizations. Many students commented that it provided a much more holistic way to understand the diversity and inclusion initiatives of the organizations they examined. For more information about the Centennial Certificate in Leadership and Inclusion, please see this link: <http://www.cidi-icdi.ca/what-we-do/education/centennial/>

EP EDDIE MOORE, JR. QUOTED IN THE NY TIMES

He was mentioned in a Sunday, February 20, 2015 article by Kyle Spencer: “At New York Private Schools, Challenging White Privilege From the Inside.” Go to: (if the link doesn’t work just search Internet for Eddie Moore, Jr. New York Times): http://www.nytimes.com/2015/02/22/nyregion/at-new-york-private-schools-challenging-white-privilege-from-the-inside.html?_r=0 The article will give you good information about how white privilege is being approached in the schools and some of that can be used for adult learning as well. See information below in conference section on the White Privilege Conference that Eddie founded.

EP KENNETH NOWACK’S ORGANIZATION OFFERS FREE VALIDATED ASSESSMENT TOOLS

There is a Careel Profile Inventory (Career Stage, Career Path Preference and Political Style Orientation); an Innate Index, which is a new generation of the five-factor personality (FFM) tool (Conscientiousness, Emotional Stability, Extraversion Agreeableness and Openness to Experience; and an Envisia Resilience Inventory. Go to <http://talenttools.org/>

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

A PUSH TO INCREASE THE SHARING OF BEST PRACTICES IN THIS NEWSLETTER

We know that it takes time to share Precious time of which we have so little. And we wish we could come up with an incentive to encourage you to share just a short (150 to 200 word) description on one thing your organization or client is doing that helps achieve a GDIB benchmark at the 75 or 100 percent level ... or even the 50 percent level. Here’s one reason. In GDIB Category 10: Community, Government Relations, and Social Responsibility, one of the benchmarks at the 100 percent level is: *The organization provides thought-leadership on D&I and shares its success in publications and presentations.* So, you see, sharing the info is a best practice!

FREE MARCH 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 will contain four bios. Bios of GDIB Expert Panelists are also on www.diversitycollegium.org, navigate to Global D&I Benchmarks, and scroll down to Expert Panelists.

BARBARA DEANE

Barbara R. Deane, M.A., is a writer, editor, consultant and speaker on diversity, inclusion and cross-cultural business issues. She is editor-in-chief of DiversityCentral.com and the Cultural Diversity at Work Archive, an online database of articles, tools and resources. She co-founded *Cultural Diversity at Work* in 1988, one of the first international publications on workforce diversity. She is the author of more than one hundred articles and recently co-edited a new book with Bernardo Ferdman, *Diversity at Work: the Practice of Inclusion* (Jossey-Bass/Wiley, 2014). Barbara serves as vice-president of The GilDeane Group, Inc., a Hispanic and woman-owned firm providing consulting and training services on diversity, inclusion and intercultural effectiveness. She co-founded the NW Diversity Learning Series, a collaborative employer venture to build a world-class diversity education resource in the Greater Seattle Area. Now under new management, the Series continues its 16th year in 2014. Barbara offers the Diversity Learning Series model (DLS) as a limited-term licensing opportunity for other cities and metropolitan regions. She is a member of The Diversity Collegium, a think tank of leading international diversity professionals whose mission is to advance the field of diversity and inclusion. She is also an Expert Panelist for the Global Diversity & Inclusion Benchmarks. She holds a

master's degree in interpersonal and intercultural communication from the University of Washington and a bachelor's degree, cum laude, in organizational communication from The Ohio State University. She lives in Seattle, Washington, USA with her spouse, Carlos Gil, along with their extended family. Email:

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JUDY GREEVY

Judy joined the Her Majesty's Revenue and Customs in December 2007 having worked for over 20 years in the engagement, diversity and culture change fields mainly in the private sector. Amongst the roles she has held she has been Head of Diversity at NatWest Bank and Head of Diversity and Corporate Responsibility at Centrica. She has also worked for the Australian Bank AMP and Henderson's Global Investors and spent time in the Cabinet Office working for Baroness Jay and Tessa Jowell when they were Ministers for Women. Immediately before joining HMRC Judy ran her own consultancy company and undertook work in both the private and public sectors for clients such as KPMG, Ernst and Young, Standard Chartered Bank, HBOS, Marks & Spencer, Fire and Rescue Service, NHS Scotland and Greater London Authority. Before moving into the organisational development field Judy worked as a corporate banker. She is a graduate of Leeds University. Judy sits on the Ministry of Defence Diversity Panel and is a Board member of the Employers' Network for Equality and Inclusion. She has also been a Non Executive Director of an NHS Trust.

LinkedIn: uk.linkedin.com/pub/judy-greevy/12/116/440

PARAG TANDON

Parag Tandon is a Canadian practitioner on D&I with specialization in organizational development through equity in the workplace. Parag is a sought after speaker on D&I and multi-generation newcomer integration. He possesses a successful track record of over 18 years of international leadership roles in various not-for-profit and private sector organizations where he has effectively led initiatives encompassing community advocacy, organizational effectiveness, strategic planning, diversity management and community giving. Parag is a proactive member of his community and through his commitment to social responsibility he has worked extensively with ethnically, economically and socially diverse community groups helping them integrate effectively into the social and business world. Parag has facilitated and hosted multi-day leadership workshops and sessions at various corporate/ social profit and educational enterprises. In 2012, Parag was named One of Canada's Top Diversity Thought Leaders on twitter. Parag gained the honour of being named one of the Top 25 Canadian Immigrants in Canada for 2010. In 2004, The South Asian Professionals of Canada recognized Parag's outstanding contribution to the community by presenting him with an award for "Excellence in Business and Management". Parag sits on various board and committees, is past Co-Chair of the Association of Fundraising Professionals Diversity Committee, has been a judge at assessing the Diversity Value Index in 2013, and has been a GDIB EP since 2011. Parag holds a Bachelor's in business and MBA. He has a Post Graduate Diploma in HR and possesses Information Technology Infrastructure Library (ITIL) Certification. He speaks Hindi, Punjabi and Urdu.

LinkedIn: <http://ca.linkedin.com/in/tandonp>

Twitter: @ParagTandon Website: www.tandon.ca

TONI WILSON

Toni Wilson is the Principal of AqualInternational Leadership Consulting specializing in the design, development and strategic cultural integration of diversity & inclusion. She has over 20 years of

experience in human resources and has been consulting to Fortune 100 companies including McKesson, Visa, Inc., UPS, Highmark Health, UC Berkeley and the University of Pittsburgh Medical Center (UPMC) over 10 years. Her areas of expertise include executive management of the HR function, development and implementation of organizational values and culture change, strategic diversity management, leadership development, business ethics and organizational effectiveness. She has been an instructor of HR Analytics at University of California at Berkeley Extension and is a part-time instructor in the HR Management Certification Program at the University of Texas in Austin. Prior to consulting, Ms. Wilson held senior executive and senior management positions in HR, Diversity, Organizational Development and Learning & Development with Syntex Pharmaceuticals, The Gap, Inc., the California State Automobile Association (AAA) and Levi Strauss & Co. Ms. Wilson has worked in over 11 countries focusing on business practices effecting organizational commitment to responsible leadership, diversity, and ethics. She is currently working with Dr. Fons Trompenaars in developing leading edge educational tools based on his model of reconciling cultural differences. She has a B.S. degree in Organizational Behavior from the University of San Francisco, is a certified Senior Professional in HR (SPHR) and a Fellow of the Australian Human Resources Institute (FAHRI). Ms. Wilson resides part-time in Queensland, Australia and the U.S.
LinkedIn: www.linkedin.com/in/tonilwilson

UPCOMING CONFERENCES WHERE GDIB IS INCLUDED

Send us information if you are presenting on the GDIB (or including it in a presentation) at a conference or workshop that is open to the public and we'll post it here and on the Diversity Collegium website. **Please let us know if you are attending any of these conferences so we can make connections.**

March 11, 2015 • Edmonton, Alberta, Canada

“How Do You Measure Up: Benchmarking Your Diversity Journey” – FREE

In this lively and interactive session, EP Cathy Gallagher-Louisy will use the GDIB to focus on measurement. Participants will have an opportunity to assess their own organizations, followed by a discussion on how they can move their organization forward. Participants will walk away with a practical roadmap for their organizations based on globally recognized benchmarks. The session is co-hosted by the Edmonton Business Diversity Network (EBDN) and the Canadian Centre for Diversity and Inclusion (CCDI) and is open to both members and non-members of CCDI and the EBDN. No cost for registration; however, registration is required. Go to: <http://www.cidi-icdi.ca/event/cope-yeg-032015/>

March 11 to 14, 2015 • Louisville, Kentucky, USA

The 16th Annual White Privilege Conference

Resistance, Action, Courage, & Equity: The South Leading the Way

Four Expert Panelists are presenters at this conference.

Eddie Moore, Jr. is Founder and Program Director

JuanCarlos Arauz, Joe-Joe McManus and Cathy Wong are presenting.

This conference is highly interactive with many features: Full-day institutes, keynote presentations, concurrent sessions, a film festival, a black-male think tank, a special performance by Jasiri X, YAP Poetry Slam, caucuses, and a marketplace and exhibits. Participants from all sectors will attend including middle and high-school students as well as individuals in the workforce. Registration is on a sliding scale and is very reasonable. Anticipated attendance is 2,000.

To register: <http://www.whiteprivilegeconference.com/registration.html>

March 17 to 19, 2015

The 27th Forum for Workplace Inclusion • University of St. Thomas, Minneapolis, Minnesota, USA Seven Expert Panelists are speakers at this conference.

Three days of facilitated dialogue, structured networking and experiential learning that will inspire new ideas and change in the diversity and inclusion space. By registering for The Forum you will hear from some of the brightest minds and wave-makers in the important work of engaging people, advancing ideas and igniting change.

Reasons why you should register for the 2015 conference:

- General Sessions with top rated Keynote Speakers
- 6 Seminars for in-depth learning
- 50 stimulating Concurrent Sessions led by leaders in D&I
- Receptions & Networking opportunities
- Career Fair & Career Services Center

NEW opportunities for engagement & networking will be introduced in 2015:

- The Intersections Symposium
- D&I Coaching Services
- The Forum Marketplace, which includes the Forum Spotlight Series; Exhibitor Learning Lounge and Visual Forum.

TO REGISTER: http://www.stthomas.edu/workplaceforum/?WT.ac=ocb20-jan-2015.banner&utm_source=omaraassoc.com&utm_medium=WebNews&utm_campaign=ConferenceWebNews

GDIB Expert Panelists Speaking at the Forum for Workplace Inclusion Conference:

Janet Bennett: Intercultural Competence: Building Intercultural Inclusion

Bernardo Ferdman: How Can I Be Fully Authentic When I'm So Different?

Howard Ross: Everyday Bias: Identifying and Navigating Our Unintentional Blind Spots

Luby Ismail: ¡Yo hablo ingles también! How to Benefit your Organization and Increase Inclusion Among non-native English Speakers

Julie O'Mara (with Dave Jamieson): D&I Leading Systemic Culture Change: How Do We Make That Happen?

Mary-Frances Winters: Getting Unstuck: Making Waves with a Sustainable, Business Integrated D&I Strategy

Shirley Davis: Global Workforce Trends that are Keeping CEO's Up at Night

May 17 to 20, 2015

Association for Talent Development (ATD--formerly ASTD) • Orlando, Florida, USA

EP Judith Katz along with Frederick Miller will conduct a 75-minute concurrent session, The Boss is Dead: How New Leadership Models Are changing Talent Development ...and ... GDIB Author Julie O'Mara along with Dave Jamieson will present a 90-minute session on Influencing Organization-wide Change Management: Getting a Seat at the Table. It will be an advanced discussion with senior-level practitioners. GDIB will be used as an example of a systemic approach. For info go to: <http://www.atdconference.org/> Over 10,500 attendees are expected.

August 7 to 11, 2015

2015 Academy of Management (AOM) Conference • Vancouver B.C., Canada

Alan Richter will co-present a Professional Development Workshop. The workshop will use live polling of two GDIB categories to explore D&I Governance and Accountability in the AOM. More details to follow.

JOB POSTINGS

We're trying a new feature in this newsletter – Job Postings. If any reader has a job you want to post, please send to Julie. Please make it as short as possible. The newsletter has a global audience. Most readers are in the D&I profession.

No postings for this newsletter.

PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB

If you can, please contribute to funding the GDIB. And if your organization or your client organizations are able to give grants, let us know. We have so many ideas for research projects and user tools — and thank you to all of you who keep sending us ideas. We continue to get amazing positive feedback and thank yous for doing the GDIB. It has now grown to more than Alan and I can fund by ourselves. The Diversity Collegium is engaged and soon we'll be doing some specific fundraising, but we could use some general help now. Let us know if you personally or your organization can contribute and we'll facilitate the process. We'll soon have a donation button on www.diversitycollegium.org.

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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