



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.

GDIB HELPING ROLLS ROYCE ACHIEVE THE CULTURE IT WANTS TO HAVE

Andy Parsons, Early Career Recruitment Manager Americas, Roll-Royce North America, reports that Rolls-Royce recognizes the strategic importance of creating a diverse and inclusive workforce. He says, "However, achieving the environment we want will require a cultural change. The GDIB tool has been very useful in helping us understand our current state, as well as providing benchmarks for the culture we want to develop. Our working groups and executive team used the tool to determine our desired D&I state and identify our scope of activities. We then assigned a different area of the GDIB to individual working teams, who evaluated where we are today and where we could be in 1,3, and 5 years. The leadership team also completed its own GDIB assessment. We used these assessments to prioritize our D&I areas of focus and develop action plans, with each tactic aligned to a specific GDIB category. We hope this method allows us to stay focused on the areas that will deliver the most impact along our diversity and inclusion journey."

EP MARGARET REGAN APPEARED ON AL JAZEERA AMERICA REAL MONEY SHOW DISCUSSING UNCONSCIOUS BIAS — VERY INFORMATIVE

On March 4, 2015 EP Margaret Regan appeared in a filmed segment on Ali Velshi's Real Money show on Al Jazeera in the US. The session describes the work Margaret Regan is doing on unconscious bias at Ogilvy. It features her and the North American Chairman, John Seifert. It begins with a segment on Google's work on unconscious bias. It is a very informative six minutes and shows a glimpse of an activity at Google and Margaret in a session explaining the concept. While this segment focuses on the corporate world, the concept of unconscious bias is applicable in all sectors, sizes, and world regions. The link may be slow to

start. Here are two links: f4v- <https://ajam.box.com/s/zmlz0m6dv71gcqam5trkiuagf6vpjun>
Mp4 - <https://ajam.box.com/s/oiyunki97710botffds74ota8foqtv84b> Very nice, Margaret. Readers: Perhaps you could show this segment to your leadership to advocate for doing more D&I work.

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

SEVEN GDIB EXPERT PANELISTS HONORED AS U.S. D&I LEGACY LEADERS AT FORUM FOR WORKPLACE INCLUSION CONFERENCE

Last week seven GDIB EP were designated as Legacy Leaders of US D&I and were part of an opening session at the Forum for Workplace Inclusion conference in Minneapolis. They are: Barbara Deane, Price Cobbs, Robert Hayles, Judith Katz, Julie O'Mara, Howard Ross, and Mary-Frances Winters. We were part of a 30-minute opening event that included Hop-Hop dancers, historical photos, recordings of several legacy legends, and five of us on stage telling our personal stories woven into the filmed and recorded aspects. We are to receive a recording of the event, which we will share when we have it. It was very well done and some participants in the audience said they were moved to tears.

SHORT STATUS REPORT ON THE GDIB RESEARCH UPGRADE FOR 2016 VERSION – REQUESTING NEWSLETTER READERS TO PARTICIPATE

We just closed on Round One of the four rounds of research to upgrade the GDIB for early 2016 publishing. This will be the 10th anniversary edition. We now have 90+ Expert Panelists (partial list with bios now on www.diversitycollegium.org, Global D&I Benchmarks, Expert Panelists) and are working in 2015 on the early 2016 edition. From time to time we will report our interim findings. For now just a reminder of our request to you -- If you have suggestions or request for changes, please send them to Julie (email below) as soon as you can. We are very open to them.

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.

L. MEE-YAN CHEUNG-JUDGE

Dr L Mee-Yan Cheung-Judge is an academic-practitioner. Her areas of specialisation and expertise are in Organisation Development; working with complex system change programmes; Senior Leadership Development; and Diversity and Inclusion. She led the world's largest change in BBC – involving 17,000 people to co-construct the future of BBC; she has led on major cultural change in a number of global pharmaceutical organisations; she has turned around a number of retail operations in their efficiency and profitability; she led a team to transform the state-owned multi-media organisation in UAE over 24 months, etc. She is currently supporting and leading Singapore's state-wide public service transformation programme. She is known to build in the D&I value in all her OD projects.

Mee-Yan teaches on major governmental and corporate Top Management Programmes. She is a Visiting Fellow of Roffey Park Institute in UK, a Senior Fellow of the Singapore Civil Service College, the Dean of the UK NTL OD certificate programme, and a faculty of the Duke University Executive Leadership Programme.

She is a professional member of the NTL Institute, was an international trustee on the Board of the Organisation Development Network. Currently she is on the editorial board of the journal - Organisation Development Practitioner. In October 2013, she was presented with the Life Time Achievement Award by the Organisation Development Network in recognition of her outstanding contribution to the field of OD globally. In 2014, she was rated as one of the top 10 most influential thinkers in HR by the UK HR magazine. LinkedIn: uk.linkedin.com/pub/mee-yan-cheung-judge/0/419/509
Website: www.quality-equality.com

PRICE M. COBBS

Price M. Cobbs, M.D. is an internationally recognized psychiatrist and management consultant. His clients range from global corporations to inner city businesses and include government and community agencies. Pacific Management Systems, the company he founded, consults with organizations on leadership, executive development and diversity strategies. Among Dr. Cobbs' writings, best known are *Black Rage* and *The Jesus Bag*, coauthored with William Grier. Both are classics in African American literature. *Cracking the Corporate Code*, was co-authored with Judith L. Turnock. His most recent book is a memoir, *My American Life: From Rage to Entitlement*. He has lectured and published extensively on the psychodynamics of racism. He developed Ethnotherapy, a clinical model capable of changing attitudes and assumptions arising from racial, ethnic and value differences. He was a keynote speaker at the first Diversity Conference in Johannesburg, South Africa and delivered the keynote address in Tokyo at the first Diversity and Inclusion Symposium held in Japan. Dr. Cobbs received his B.A. from the University of California, Berkeley and his M.D. from Meharry Medical College. He is a member of the National Medical Association, a Life Fellow of the American Psychiatric Association, a member of the Institute of Medicine of the National Academy of Sciences and a Fellow of The World Academy of Art and Science. He was a founder of the African American Leadership Institute Anderson School of Business at UCLA, is a Charter Member of the Urban League, a Life Member of the NAACP, on the Advisory Board of The Black Scholar and on the Board of Shared Interest.
LinkedIn: www.linkedin.com/pub/price-cobbs/9/7a6/a78

ELISABETH KELAN

Elisabeth Kelan (PhD) is an expert on gender and generational relations in organizations. Professor Kelan is on the faculty of Cranfield School of Management. Prior to this appointment she was a Reader in the Department of Management at King's College London and a Senior Research Fellow in the Centre for Women in Business at London Business School. She also worked at the London School of Economics and Political Science and the University of Zurich. She received her PhD from the London School of Economics and Political Science. Her research is published in leading academic journals and edited collections. She authored two books entitled 'Rising Stars - Developing Millennial Women as Leaders' and 'Performing Gender at Work'. Her research was awarded various prestigious prizes and awards. Dr Kelan regularly gives keynote speeches to private sector and supranational organizations. She is a regular advisor to the United Nations, particularly UN Women, and has advised numerous corporations on their strategies in relation to diversity and inclusion. Specialties: women at work, generation Y, gen Y, millennials, generational diversity, gender, diversity, inclusion, speaking, consulting, yoga.
LinkedIn: uk.linkedin.com/in/ekelan

TOM VERGHESE

Dr. Tom Vergheze of Indian origin, was born and raised in multi-ethnic Malaysia and moved to Melbourne, Australia as an international student over 30 years ago where he continues to reside. Tom's personal and professional experiences place him as a leading authority in the cultural intelligence field. Tom has over 20 years experience of executive cultural coaching, facilitating workshops, key note speaking and designing and delivering cultural intelligence programs. Tom is the author of 'The Invisible Elephant –

Exploring Cultural Awareness 2nd edition' and the co-author of 'The Pillars of Growth - The Keys to Getting Exponential Growth in Your Business Today.' As Principal of Cultural Synergies, a leading global intercultural consultancy, Tom supports organisations, teams and senior leaders to work successfully across culture, distance and time. Equipping individuals, teams and organisations with the skills and cultural intelligence to understand and leverage local expertise and market knowledge, motivate, lead and influence in culturally diverse settings are some of Tom's areas of expertise. Tom has consulted and worked with an extensive client base of Fortune 500 companies from oil and gas, pharmaceuticals, automotive, manufacturing, higher education, entertainment, FMCG's and financial services. Some of the organisations Tom has and continues to work with include Sara Lee, Microsoft, BP, Shell, ANZ Bank, Autoliv, Dell, Infosys, Novo Nordisk, Deutsche Bank, Walt Disney, Cadbury -Schweppes. Tom holds a Doctorate in Business Administration, Diploma in Management, a Graduate Diploma and Masters in Education and Training.

Website: <http://www.culturalsynergies.com>

LinkedIn: <http://au.linkedin.com/in/culturalsynergies>

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.**

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

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.

Global Diversity and Inclusion Director • The Nature Conservancy • Arlington, VA.

The Nature Conservancy is the world's largest conservation organization working in 50 states and 35 countries around the world. The position is expected to require being based at Conservancy headquarters in Arlington, VA (just outside DC). This is going to be the highest ranking position related to diversity in the global organization, reporting up to the Chief Operating Officer.

See: https://careers.nature.org/psp/tnccareers/APPLICANT/HRMS/c/HRS_HRAM.HRS_CE.GBL?SiteId=1

The job ID is 42997.

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 you 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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