

The GDIB Newsletter

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

Issue: 14 November 2016

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

SUPPORTING EACH OTHER--STAYING ON MESSAGE

An attendee at one of the recent GDIB launch events, almost in tears, expressed gratitude to us for bringing D&I practitioners together. She said (paraphrased): "I feel alone in this work. It's hard. I needed to be here to feel the support of my D&I colleagues ... face-to-face...in solidarity." With Brexit, the U.S. and other contentious elections, the crisis in Syria, Islamophobia and other religious and identity persecution, economic uncertainty, "haves and have-nots", and immigration challenges, we have many, many D&I-related challenges. In response we've seen protests and despair. And we've seen calls for healing. Last week there were many webinars held by our colleagues, articles, social media exploding with healing words, wise words from leaders of all fields. We need to move forward with love and healing in our hearts. Therefore, we declare a renewed commitment to work together to share D&I competence and knowledge freely and widely so that we can make inclusion a reality for all.

Julie, Alan, Jessamine

STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE GLOBAL D&I BENCHMARKS

☑ **10.8** (GDIB CATEGORY 10: CONNECTING D&I AND SUSTAINABILITY, LEVEL 4 PROGRESSIVE) D&I results reflect actions in at least two of the following aspects of sustainability -- People, Planet, Prosperity, Peace, or Partnership.

HOW VIBRANT PITTSBURGH IS INFLUENCING THE CONNECTION OF D&I AND SUSTAINABILITY

Expert Panelist Melanie Harrington, President and CEO, Vibrant Pittsburgh, is working with the Mayor of the City of Pittsburgh and the Heinz Endowments to link the work of diversity, equity and inclusion with sustainability. In October at the second P4 Summit, about 500 leaders met and examined the People, Planet, Place and Performance (P4) issues affecting Pittsburgh and how it can move forward to ensure the region prospers and no one is left behind. The conference included a special focus on issues of equity, addressing deeply ingrained social and economic barriers that disadvantage members of Pittsburgh's community based on race, ethnicity, gender and poverty. In attendance and around the region there are a number of leaders who have committed to considering the P4 tenets in the design, planning and execution of their work. Two of these organizations – Sustainable Pittsburgh and Vibrant Pittsburgh - have been utilizing the GDIB to provide a tool for regional employers. Vibrant Pittsburgh is an economic development nonprofit dedicated to building a thriving and inclusive Pittsburgh region by attracting, retaining and elevating a diversity of talent. Sustainable Pittsburgh affects decision-making in the Pittsburgh region to integrate economic prosperity, social equity, and environmental quality as the enduring accountability, bringing sustainable solutions for communities and businesses. For more information, contact Melanie at melanieh@vibrantpittsburgh.org.

NEWS, IDEAS ABOUT AND 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.

NEW BOOK ON INCLUSIVE LEADERSHIP – IT'S A "STAR"

Just published: *Inclusive Leadership*, by Charlotte Sweeney and Fleur Bothwick, Pearson Education, 2016. The full title of this new book – *Inclusive Leadership: The definitive guide to developing and executing an impactful diversity and inclusion strategy, locally and globally* – may be long but it is important because it provides a much-needed systemic and sustainable approach to the topic, covering workforce, workplace, marketplace, and community. The experienced authors, both GDIB expert panelists (current and past) take one on a journey using their STAR model – Starting out, Taking the leap, Achieving change, and Reaping the rewards. And along the journey they provide many useful examples taken from across sectors and industries. Just a few examples from the Reaping Rewards section, Looking to the Future, include:

“small actions, big impact” that illustrates insights from behavioural economics used by the UK government such as switching from opt in to opt out for organ donors; and the UN’s #HeforShe campaign to engage male allies as agents for change. The importance of diversity and inclusion will surely become more and more critical as the world deals with massive demographic, cultural and technological change, and will be crucial if we all wish to prosper in peace. Each chapter has good short summaries and the authors provide sources for all the research quoted. The authors have created an attractive website for the book -- go to: <http://www.diversityandinclusiveleadership.com/>
To purchase the book, go to Amazon: <https://www.amazon.co.uk/Inclusive-Leadership-Definitive-Developing-Executing/dp/1292112727>

THE WILL TO CHANGE & A CALL TO ACTION – IMPORTANT MESSAGES IN NEW INCLUSION BOOK

Expert Panelist Jae Requiro, National Manager, Diversity & Inclusion, Toyota Financial Services, has written the Forward to Jennifer Brown’s new book, *Inclusion: Diversity, the New Workplace & the Will to Change* (Advantage Media Group, November 2016). Jae believes change begins with understanding our own values and motivation to live life in today’s turbulent and uncertain world. ‘My mom once asked me to describe what I do for a living. I answered, “Well, it feels like I bang my head against the wall of resistance to create change. At times, the wall of resistance actually cracks, which gives me a moment to rest and inspires me to continue.”’ *Inclusion* provides inspiration by outlining leading practices from large scale change efforts along with current examples from social media to bring a fresh perspective on corporate culture change, D&I, and the will to change. The book lays out the opportunity in change, providing a roadmap through today’s pain points, or the *why* for change—as well as sharing tools from Jennifer’s 10 years of D&I consulting for tackling the *how* of change. Each of us has the ability to spark change by bringing more of our full selves to the workplace, raising awareness of the detrimental role of unconscious bias, and stepping forward as champions and allies for more inclusive cultures that value all voices. Readers of the GDIB newsletter are invited to join Jennifer for her virtual book launch on November 22nd, and order their own copy that day. To download a free chapter and receive book launch news, register at www.inclusionthebook.com.

NEW TIMELY BOOK—TALK MATTERS! SAVING THE WORLD ONE WORD AT A TIME

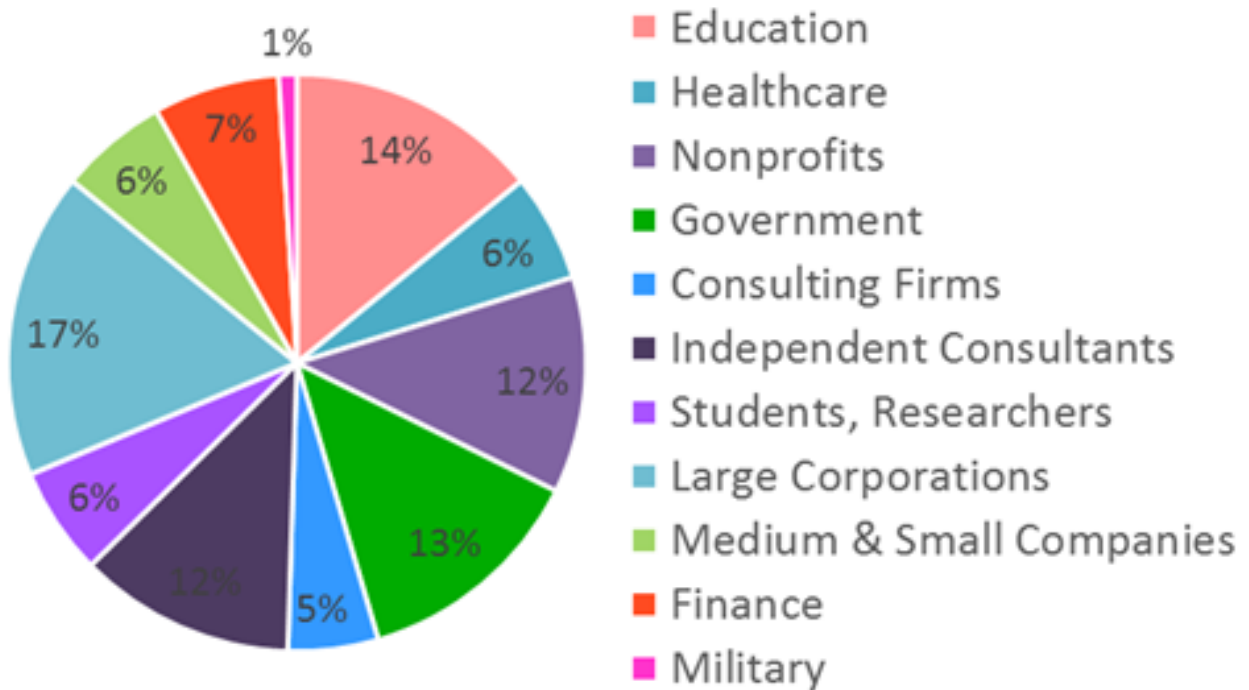
Mary Gelinas, a long-time friend and superb facilitator and change agent, just released *Talk Matters! Saving the World One Word at a Time: Solving Complex Issues Through Brain Science, Mindful Awareness and Effective Process* published by FriesenPress. I was pleased to write one of the two forwards. Mary says, “What can we do to increase the likelihood that we’re creating a future that we all want? We can start by talking more constructively and productively about what matters to us all.” Chapters include: Navigating a Perfectly Human Storm, The Brain’s Competing Instincts, Making Conscious Choices, Defining Intentions, Engaging with People Who Differ From Us, and Tackling Complex Issues Together. Her advice is compassionate and practical. In the Forward, I praise Mary for having the courage to put “save the world” in the title. I told her that reading the manuscript had already changed one of my behaviors. “I’ve tended to brush off ‘save the world’ in a humorous self-put-down way. When people ask me what I’m doing now (some think I’m retired), I say, ‘Well, I’m trying to save the

world.' I'm going to stop joking about that. The world needs saving." *GDIB Co-Author, Julie O'Mara*

NEWS, REQUESTS, AND IDEAS

KNOWN GDIB USERS BY SECTOR

Below is a new slide we added to the slide deck on the GDIB site on the User Tools page. It was created on 11 October 2016 and it changes almost every day as we continue to receive signed permission agreements. We describe users as all those who have signed the 2016 Permission Agreement (the standard and ACPA). However, we also know that all who sign the agreement are not actually using it, and we also hear of some who are using it who haven't signed the agreement. Thus, this breakdown of users by sector will always be an estimate.



WE ARE STILL IN NEED OF FUNDS...PLEASE CONSIDER BECOMING A SPONSOR OF THE SPANISH GDIB

As a recipient of this newsletter, you have likely received an email about an opportunity to become a sponsor of the GDIB in Spanish. Please donate to help make a Spanish Edition happen. Three levels of sponsorship are possible. If you would like us to send you this email again, contact Julie.omara@diversitycollegium.org.

WANT A ONE-HOUR TRAINING WEBINAR ON GDIB FOR YOUR ORGANIZATION?

We can provide something for your Board, Executives, D&I Office, Diversity Council, ERG (Employee Resource Group), Human Resources Group, Marketing Group, Communication Team, or any other group. If you want a private webinar for your

organization or to provide a gift to your community, focused on an overview or on a specific part of the GDIB, we are glad to do that for a fee ranging from about \$3,000 to \$5,000 depending on the degree of effort involved on our part to design it. The majority of the proceeds from this will go to the GDIB as a fundraiser. We will be sending you more information about this. We've had several requests for additional learning on the GDIB and this is one way we can provide that. Please remember that the GDIB itself is free and does not require certification to use. If you are interested, contact Julie for more information.

ASK THE EXPERTS – A Q&A SECTION

This is a new feature of the GDIB newsletter. Please ask questions you have about the GDIB or anything D&I and we'll ask answer it for you. To start us off – and we'll include these every so often as well – here are some Q&A in the GDIB.

How do benchmarks relate to competencies and behaviors?

Benchmarks are organizational standards stated as outcomes. Competencies and behaviors describe the actions, steps, skills, knowledge, ability and capability of individuals. Clearly, meeting the higher-level benchmarks will require a high level of competence.

How can you be sure the GDIB crosses cultures?

Culture is a fluid concept. In each region of the world different diversity dimensions will be more crucial, and there will be different approaches and levels of maturity of D&I concepts and practices. Each organization in the different regions of the world should adapt and customize the GDIB to the specific characteristics of their country/culture. Culture-specific knowledge and competence is extremely important in this process.

PLEASE SEND US YOUR QUESTIONS.

TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

LEARNINGS FROM THE LAUNCH EVENTS

From EP Cathy Gallagher-Louisy, host of the Toronto and Vancouver launch events (two more events pending: Montreal and Edmonton)

We'd like to thank Dentons for hosting the GDIB 10th anniversary launch event in Vancouver on October 17th. It was well attended with 40 people. Great group of people. Very engaged and lots of people who learned about the GDIB for the first time. CCDI paid for the Toronto GDIB event on Oct 27. This one had nearly 100 people in attendance, and had two Canadian EPs' Parag Tandon and Cathy Gallagher-Louisy as hosts.

Learnings from the Canadian launch events:

- We encouraged people to share on twitter at both the Vancouver and the Toronto events, and had tent cards throughout the rooms to encourage sharing on social media with appropriate accounts and hashtags. This resulted in significant social media engagement.

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- We had a rotating slide show that was going prior to the main presentation for the event, which provided information that would not be presented in the main deck.
 - We kept the presentations short. 20 minutes. Most of the time of the event was for networking.
 - Question that arises repeatedly when I am presenting: how to adapt the GDIB for small organizations. For example, at the Ontario Museum Association conference, almost half the organizations in the room have 10 employees or less.

From EP Hiroko Tatebe, Los Angeles GDIB Launch event:

Thank you to:

Planning/Speakers: Lori Heffelfinger, Principal, The Heffelfinger Company; Denise Kirwan, Principal, TrackGlobal Business Consulting; Julie O'Mara, Co-Author GDIB; Jae Requiro, National Manager of Diversity & Inclusion, Toyota Financial Services and Hiroko Tatebe, Founder & Executive Director, GOLD

Event Sponsor: Toyota Financial Services

Collaborating Sponsors: California/Los Angeles Diversity Council, The Diversity Collegium; The Forum on Workplace Inclusion; Global Organization for Leadership and Diversity (GOLD); Japan America Society of Southern California; Professional In Human Resources Association (PIHRA)

Observations:

- Attendees are definitely interested in making the case for change re: D&I
- Attendees were very interested in how we measured or if we expected to measure (pre/post)
- There was an interest in understanding relevance to global diversity
- Some discussion of leading change around D&I from the bottom up or the top down and how to integrate both approaches if doing both

From EP Duncan Smith, Melbourne Australia launch event (Note a more detailed report is on the GDIB website, go here:

<http://diversitycollegium.org/launch.php>

Thank you to:

Sponsors: Australian law firm Maddocks and consulting firm, Diversity Partners.

Speakers: Katie Spearritt, CEO Diversity Partners; EP Duncan Smith, Principal ADC Associates; and EP Dr. Tom Verghese, CEO Cultural Synergies Pty, Ltd.

Observations and Comments:

-- "What is most useful to us: to think of best practice in relation to our competitors, in the Australian market, or globally?" The consensus of the room was that while all comparisons could be useful, a global view helped set aspirational targets.

-- Some tables noticed a trend in the 'So Where Are We?' GDIB activity (see User Tools <http://www.diversitycollegium.org/usertools.php>) responses of having most to all responses either low or high, rather than a mixture of high and low ratings. Others found they had rated the first six categories (D&I Vision, Strategy, and Business Case; Leadership and Accountability; D&I Structure and Implementation; Recruitment, Retention, Development, and Advancement; Benefits, Work-Life Integration, and Flexibility; Job Design, Classification, and Compensation) higher, and the others were seen as more token gestures.

-- Most respondents reported that D&I was seen as an HR initiative, and that they found it difficult to have D&I seen as a business issue. Most to all were not familiar with

the idea of having D&I in the C-suite (the Chief Diversity Officer role seems to be unknown in Australia).

-- The idea of "diversity fatigue" was met with some laughter, with a consensus that the fatigue was involved in trying to get D&I firmly embedded as a business issue, though there was general agreement that gender diversity fatigue was becoming an issue, gender diversity being seen as code for women's issues in the Australian context, with ongoing challenges in engaging men.

Special Outcome: "...plenty of energy in the room when Diversity Partners offers to create more opportunities for the local D&I community to get together again and share experiences."

More launch learnings coming in the next GDIB newsletter.

GLOBAL GDIB 10TH ANNIVERSITY LAUNCH EVENTS UNDERWAY!!!!

Webinar in Spanish – HELD

Edmonton – **November 28, 2016**

Johannesburg

London

Los Angeles – HELD

Melbourne – HELD

Mexico

Montreal – **November 21, 2016**

New York City – early 2017

Orange County – February 2017

Philadelphia -- February 2017

Pittsburgh – February 2017

Portland/Salem – **February 17, 2017**

San Diego – HELD

San Francisco/Oakland – February 2017

São Paulo – HELD

Seattle -- 2017

Shanghai

Sydney

Tokyo – HELD

Toronto – HELD

Vancouver – HELD

Washington, DC – ACPA –HELD

Washington, DC – Standard
Edition • **December 13, 2016**

Your city/region/event?????

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.

NOVEMBER 21: MONTREAL, QUEBEC, CANADA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Montreal, Canada
Date, Time, Location	Monday, November 21 • Time 5:30 to 8:30 ET Venue Location TBE
Event Description	GDIB Launch is a FREE Cocktail Reception <i>the evening before</i> CCDI's D&I: The <i>Un</i> Conference 2016. Hors d'oeuvres, alcoholic and non-alcoholic beverages will be served. Short presentation on the GDIB + networking. Event is free but registration is required.
Partners, Sponsors, Speakers Registration	GDIB Launch Event Venue Sponsor: TBD GDIB Launch Event Registration: http://ccdi.ca/gdib-launch/ EP Speakers: Lucie Houde, Lynda White, and Cathy Gallagher-Louisy GDIB Launch Event Sponsors: The Forum on Workplace Inclusion and The Diversity Collegium
Other	CCDI <i>Un</i> Conference November 22 Venue Sponsor: PwC Conference Registration Information: http://ccdi.ca/event/unconf2016-montreal/
Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

NOVEMBER 28: EDMONTON, ALBERTA, CANADA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Edmonton, Canada
Date, Time, Location	Monday Evening, November 28 • Time: 5:30 to 8:30 MT Venue Location TBD
Event Description	GDIB Launch is a FREE Cocktail Reception <i>the evening before</i> CCDI's D&I: The <i>Un</i> Conference 2016. Hors d'oeuvres, alcoholic and non-alcoholic beverages will be served. Short presentation on the GDIB + networking. Event is free but registration is required.
Partners, Sponsors, Speakers	GDIB Launch Event Venue Sponsor TBD Expert Panelist Speaker: Cathy Gallagher-Louisy GDIB Launch Event Registration: http://ccdi.ca/gdib-launch/ GDIB Launch Event Sponsors: The Forum on Workplace Inclusion and The Diversity Collegium
Other Registration	CCDI <i>Un</i> Conference Nov. 29 Venue Sponsor: Stantec <i>Un</i> Conference Registration Information: http://ccdi.ca/event/uncoonf2016-edmonton/
Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

DECEMBER 13: WASHINGTON, DC LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Washington, DC
Date, Time, Location	Tuesday, December 13 3:00 to 6:00pm COOK ROSS INC 8515 Georgia Avenue, Suite 800 Silver Spring MD 20910 (Note change of venue from last announcement)
Event Description	<p>3:00 Networking • Displays • Refreshments • Book Signings</p> <p>3:30 Greeting and Introductions - GDIB Expert Panelist, Mary-Frances Winters, The Winters Group Welcome from the Host Sponsor – Howard Ross, Cook Ross Inc The (free) Global Diversity & Inclusion Benchmarks: Best Practices, How to Use it, Research - GDIB Co-Author, Julie O’Mara</p> <p>4:00 Table Group Discussions Facilitated by GDIB Expert Panelists. Participate in Three:</p> <ul style="list-style-type: none"> • “Moving D&I from Recruitment and Training Centric to a Systemic Approach,” Cristina Cruz-Hubbard, Peace Corps OPATS • “Power, Privilege and Allies: Engaging for Change” Judith Katz, Ed.D., The Kaleel Jamison Consulting Group • “Successes, Failures of Our 400-year-old Institution & Why GDIB is so Important Now in Our History,” Cynthia H. Love, Ed.D, ACPA—College Student Educators International • “Unconscious Bias, Politics, and How We Can Positively Influence All Lives to Matter,” Howard Ross, Cook Ross Inc. • "Research and D&I: Gaps and Opportunities in Our Journey, "Monica L. Villalta, M.P.H., American Institutes for Research • “What Do BREXIT, Islamophobia, Caitlyn Jenner, Colorism, and Technology Have in Common?” Mary-Frances Winters, The Winters Group • “Global D&I is Local and Personal,” Nadia Younes, IMF: International Monetary Fund • “Influencing Large Systems: GDIB Impacts the Military,” A. Renée Yuengling, Ph.D., Renée Yuengling & Assoc. <p>5:00 Questions and Answers • Closing remarks</p> <p>5:30 Networking • Displays • Refreshments • Book Signings</p> <p>6:00 End</p>
Sponsors	<p>Venue: Cook Ross Inc.</p> <p>Reception and Networking: American Institutes for Research (AIR)</p> <p>General funding support, design & printing, registration, promotion: The Winters Group, The Forum on Workplace Inclusion, The Diversity Collegium, The Kaleel Jamison Consulting Group, Global OD Solutions, The Democracy Fund, ACPA: College Student Educators International, Solutions Marketing Group, Renée Yuengling & Associates, LLC, Connecting Cultures, Bridges in Organizations.</p>
Other	<p>FREE ADMISSION LIMITED SPACE REGISTRATION REQUIRED</p> <p>Please RSVP: https://form.jotform.com/62945250894162</p>
Event Contact Information	Julie O’Mara • +1 702-541-8920 • Julie.omara@diversitycollegium.com

SOCIAL MEDIA TIPS FOR GDIB

Social Media Tips and Tricks

Please Post Now - Share our news and promote D&I best practices by posting the below on your social media platforms:

ACHIEVING D&I BENCHMARKS, Part 1 of 3 Featured Series: Learn how one organization – The Heffelfinger Group – worked with a mission-focused, scientific and engineering-based Silicon Valley client to achieve D&I Benchmarks. Read their highlights of working with GDIB Category 8.11 (Assessment, Measurement, and Research) in Part 1, GDIB Newsletter’s “Stories of D&I Best Practices”:

http://www.diversitycollegium.org/newsletters/GDIB_News_Oct_18_2016.pdf



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.

MARGARET REGAN

Margaret Regan is a futurist and global diversity consultant with 25-years experience. She is the President and CEO of The FutureWork Institute, a global consulting firm that translates future trends to transform organizations. Her focus is on helping clients achieve a MindShift, HeartShift and SkillShift in creating a more future-focused, inclusive and flexible work environment. Margaret has studied HR practices in Japan, keynoted generational conferences in Asia and North America, worked on European-American mergers and global diversity summits, educated executive teams on cross-cultural differences, and conducted women's studies on four continents. Margaret is also Chair of the International MultiCultural Institute (iMCI), a 30-year-old D&I consulting organization with a focus on diversity and inclusion in the not-for-profit sector. Margaret was formerly a Partner at Towers Perrin, where she founded and led the Global Diversity Practice. In her earlier career, she was the first woman executive at two organizations. She has appeared on NBC's Today Show, CBS This Morning, NBC Nightly News, and CNN, to comment on emerging workforce trends. Currently, she is featured on Close-Up TV as the CEO of "one of the most innovative businesses in the US," in Diversity Journal as a pioneer of the profession, in CNN/Money Magazine as the

expert on future workplace trends and in Business Week for FWI's creative approach to "my-job my-way", "my-business our way" and "my perks my-way." She was awarded the Diversity Innovation Award by AIMD for these innovative approaches to work and for her ground-breaking work on diversity education in the virtual world.

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

Twitter: <https://twitter.com/fwi2020>

LinkedIn: www.linkedin.com/pub/margaret-regan/5/71/398

Website: www.imciglobal.org

PARAG TANDON, MBA, ITIL

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, SPHR, SHRM-SCP, FAHRI

Toni Wilson is the Principal of AquaInternational 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, 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 collaborated with Dr. Fons Trompenaars in developing a virtual learning program for reconciling cultural differences. She has a B.S. degree in Organizational Behavior from the University of San Francisco, a Graduate Certificate in Organizational Change from Charles Sturt University in Australia, is a certified Senior Professional in HR (SPHR) and Fellow of the Australian Human Resources Institute (FAHRI). Ms. Wilson resides part-time in Queensland, Australia and the U.S.

Email: twilson2007@sbcglobal.net

LinkedIn: www.linkedin.com/in/tonilwilson

A. RENÉE YUENGLING, MBA, Ph.D.

A. Renée Yuengling is one of the foremost diversity practitioners working with the US Department of Defense. Dr. Yuengling has over 30 years' perspective working with leaders in the private and government sectors in the US and Europe. She is a published author on the leadership competencies required to effectively lead a diverse workforce, as well as how to conduct rigorous diversity analyses and development of appropriate metrics for accountability. She has developed and delivered training sessions to U.S. and international audiences on managing diversity for high-performance/ high reliability environments, including cross-cultural communications, multi-cultural teams, and the creation of inclusive work environments. In addition, she possesses significant experience advising senior military leaders on cross-cultural leadership, communication, high performance, integration, and followership issues. Dr. Yuengling serves as adjunct faculty at the Naval Postgraduate School, and has provided consulting to military branches of the British, Canadian, French and Australian defense forces. Dr. Yuengling served on the ANSI/ISSO Standards Board for establishing qualifications and competencies for diversity practitioners. Holding an MBA in international finance as well as a Ph.D. in Organizational Development, Dr. Yuengling possesses a unique blend of strong business management skills, and deep understanding of organizational processes. Dr. Yuengling is the researcher/author of the Diversity and Inclusion Competency Model© developed at the request of the DoD. These behaviorally anchored competencies have been validated both in military and civilian environments, and are currently being applied in selected military commands.

LinkedIn: <https://www.linkedin.com/pub/renee-yuengling-phd/48/300/193>

Website: www.reneeyuengling.com

Email: renee@reneeyuengling.com

EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

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

Nothing for this issue.

CALLS FOR PROPOSALS

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

Nothing for this issue.

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.***

CCDI: Canadian Centre for Diversity and Inclusion

The UNConference. 2016 Topic is Measurement

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

Edmonton, Montreal, CANADA

GDIB Expert Panelist Cathy Gallagher-Louisy, Director, Knowledge Services CCDI, is conference co-chair. The GDIB will be covered in the morning plenary at each event. Plus, see details about the launch events at <http://diversitycollegium.org/launch.php> there will be a special GDIB launch event the evening before each of these UNConferences. There are the conference objectives:

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

Go to: www.ccdi.ca

HR SUMMIT AND EXPO

November 14 to 16, 2016

Dubai, United Arab Emirates

Expert Panelist Lorelei Carobolante, MBA, GPHR, SHRM-SCP, SCRIP, who leads G2nd Systems, an international instructional design and technology firm that helps organizations ameliorate workplace challenges encountered by non-native and native English speakers from different countries, is very excited to announce that she will be presenting two sessions that mention the GDIB. One is a 45-minute concurrent (Employee Engagement Trask); and another is a six-hour SHRM Sponsored Masterclass workshop on "Adding Global D&I Benchmarks to Your HR Toolkit". This conference features 125+ Global Renowned Speakers, 100+ Focused Sessions, 10 Certified Master Classes, 7 Tailored Tracks, 3 Dedicated Summits (Lorelei is speaking as part of the Employee Engagement Summit), 3 Inspirational Gurus and many sponsors and exhibitors. To learn more about the conference and register go to:

<http://assets.iirme.com/Sites/iirme.com/Conferences/HR/hrsummit/Brochure/AZ3109/HRSummitandExpo2016.pdf> Please let us know if you will be attending so Lorelei can connect with you.

COMMUNITY BUSINESS CONFERENCE 2016

"Harnessing the Power of Business to Drive Social Change"

15 to 16 November 2016

Regal Airport Hong Kong

Expert Panelist Kate Vernon is Director of Strategic Programmes for Community Business, the organizer of this Conference, as well as Asia's leading diversity and

inclusion network, DIAN. The conference program looks beyond diversity and inclusion to include other aspects of responsible and inclusive business—including the United Nations Sustainable Development Goals (SDGs) which is part of a new Category of the GDIB 2016 edition. With a dedicated focus on Asia, sessions include Tackling Gender Inequity, Exploring Cultural Biases, Moving Beyond a Focus on Disability Quotas, and many others. Go to <http://www.communitybusinessconference2016.org/>

AWRA (AUSTRALIAN WOMEN IN RESOURCES ALLIANCE) WORKSHOPS November, 2016

**Melbourne (16 November), Perth 22 November), & Brisbane (24 November),
Australia**

Supported by Biz Better Together and facilitated by resource industry employer group AMMA, the Australian Women in Resources Alliance (AWRA) is this November hosting three unique half-day workshops aimed at “Enhancing Workplace Diversity” in Australia’s resource industry. Biz Better Together is an Australian Chamber initiative that is engaging and driving value for businesses across Australia through events, training, in-depth articles, tips on social media and much more. Taking place in Perth, Brisbane and Melbourne, the 2016 AWRA Workshops will bring together the leading authorities on workplace diversity in the resource industry, delivering several topics, including: “Global Diversity and Inclusion Benchmarks – 10 years’ on, we reflect on what works.” Led by longtime GDIB user and supporter, Susanne Moore, CEO, Researcher/Consultant, Centre for Gender Economics, this workshop will breakdown how the benchmarks can assist organisations. It will review the findings of the GDIB 2016 edition, including updated standards and lessons. To register go to <http://awra.org.au/awra-workshops/>

DIVERSITY AND INCLUSION: DESIGN THE FUTURE OF YOUR PRACTICE

The Conference Board

December 1 & 2, 2016

San Francisco, California, USA

Join The Conference Board in a highly interactive two-day conference on the best ways to make the most of diversity, inclusion, and innovation to elevate performance at your company. Speakers include executives from companies such as Walt Disney, Shopify, Cisco, Intel, and more. Leave this conference with practical tools, advanced competencies, and actionable D&I innovations that you co-design with other progressive leaders while referencing the GDIB. Learn more about the event and use code FS1 for \$500 discount when registering here:

www.conferenceboard.org/inclusionGDIB

FORUM ON WORKPLACE INCLUSION

March 28 to 30, 2017

Minneapolis, Minneapolis, USA

This conference has grown over the years to have an international audience. We are just learning of GDIB EPs, users and friends presenting at this conference. Here’s an incomplete list:

- “A Solution for Disruptive Times: Connecting D&I and Sustainability” by EP Lynda and EP Urusla Wynhoven

- "Stepping Out Smartly--The Department of Defense's Long March Towards Inclusion" by EP A. Renée Yuengling Ph.D, and Bea Bernfeld, Director of Equal Employment Opportunity and Civil Rights for the Department of Defense.
- "The Impact of Diversity on Ethical Decision Making" by GDIB co-Author Alan Richter
- "We've Learned What Works: Antidote To Negative Press On Why Diversity Programs Fail" by EP Ralph de Chabert, EP Barbara Deane, Paula Caffer and Cynthia Williams at Brown Forman.
- "Building Your D&I Toolkit: A Beginners Practicum" A 3-hour seminar facilitated by four GDIB Expert Panelists: Mary-Frances Winters, Margaret Regan, Michael Wheeler, and GDIB Co-Author Julie O'Mara

Please tell us if you are presenting... or planning to attend.

Registration information coming soon. Go here to see information about the 2016 Conference. 2017 Theme is ALL IN!!! <https://www.stthomas.edu/workplaceforum/> We plan to have a GDIB exhibit as well as a suite party. You all are invited.

THE WHITE PRIVILEGE CONFERENCE (#KCWPC18)

APRIL 27-30, 2017

Kansas City, Missouri, USA

Expert Panelist Eddie Moore, Conference Chair, has been the driving force behind this conference, now in its 18th year. This year's theme: Organizing. Strategizing. Taking-Action. Deconstructing the Culture of White Supremacy and Privilege: Creating Peace, Equity and Opportunity in the Heartland. The WPC includes national/internationally recognized experts, a Youth Leadership Program, a Film Series, over 125 workshops, Caucuses for People of Color, White Anti-Racist Activists and Youth, a Meet the Speakers & Book Signing Reception, a Community Dinner and Moore. GDIB Expert Panelist Dr. Eddie Moore Jr. is the Founder/Program Director for the WPC. Go to <http://www.whiteprivilegeconference.com/>.

ATD (Association for Talent Development, formerly ASTD)

May 21 to 24, 2017

Atlanta, Georgia, USA

Expert Panelist Judith Katz, Ed.D. and GDIB Co-Author Julie O'Mara are presenting on the GDIB, "More Than a Numbers Game: Integrating Diversity, Inclusion, Talent Development." Go here to register: <http://www.atdconference.org>

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

Julie O'Mara • Julie.Omara@diversitycollegium.org • +702-541-8920 • North Las Vegas NV 89084, USA

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