

## The GDIB Newsletter

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

**Issue: 18 October 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 of charge 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.**

### STORIES OF D&I BEST PRACTICES

*Please send us your stories.*

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

☑ **8.11** (GDIB CATEGORY 8: ASSESSMENT, MEASUREMENT, AND RESEARCH. LEVEL 3 PROACTIVE) Information from tools such as 360-degree feedback, focus groups, interviews, and opinion/engagement surveys from employees, former employees, and customers helps to shape future D&I initiatives.

### HOW INTERVIEWS AND FOCUS GROUPS RAISED THE BAR AND ENGAGED LEADERS

At the GDIB Launch event in Los Angeles on September 22, Denise Kirwan and Lori Heffelfinger, The Heffelfinger Group, described an organization development approach used with a mission-focused, scientific and engineering-based Silicon Valley client. This article is the first of a three-part feature on how they demonstrated specific benchmarks in their work. They demonstrated benchmark 8.11 (above) by starting the project with a thorough internal assessment that included:

- (1) Data review of previous D&I activities and assessments
- (2) Focus groups of various D&I supporters and the Diversity Activity Council
- (3) Individual interviews of a representative slice of the organization including senior leadership team members
- (4) D&I Benchmarking survey using the GDIB

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A comment from Lori and Denise: "The GDIB was a key element of our initial assessment and helped us target where else we needed to collect data, where to focus our work (in this case: leadership) and furthermore, the leaders became highly motivated when they engaged with the GDIB and saw the relevance of the researched benchmarks to what they were striving to attain in their organization. To them the fact that the GDIB Expert Panelists came to consensus on the benchmarks was very important and convincing. The GDIB definitely showed them what creating an inclusive system and managing diversity entails." For more information, contact Lori Heffelfinger at 310-543-7632 or [lorih@heffelfingerco.com](mailto:lorih@heffelfingerco.com) or Denise Kirwan at 818-749-7173.

## AND

☑ **7.7** (GDIB CATEGORY 7: **D&I LEARNING AND EDUCATION** LEVEL 4 PROGRESSIVE) Programs focused on specific dimensions of diversity, such as disability, gender and gender identity, sexual orientation, social class, generations, culture, religion, race, and ethnicity are offered based on identified needs.

### TIPS FOR MANAGING GENDER TRANSITION IN AN ORGANIZATION

Denise Bañuelos, Senior Organization Development and Diversity Consultant at the City of Hope, and GDIB user, was recently interviewed about Gender Transition in the Workplace by the Los Angeles Diversity Council. Go here

<http://losangelesdiversitycouncil.org/communications/> to read the entire interview which contains many tips for working with gender transitioning. Here are a few tips:

- It is not a best practice to notify the entire organization that an employee is transitioning – only notify those with whom the employee interacts.
- Give the employee options on how to tell their co-workers they are transitioning – in person, email, letter, individually or in a group. Or, if the employee does not feel comfortable, the company should make the announcement for them. However, the communication must be made.
- If the employee is in a union, engage the union in the process as soon as possible.
- Train all managers and employees impacted by the transition.
- Immediately acknowledging the new name and using the proper pronoun would make the person feel welcome and accepted following the transition.

The City of Hope is a private, not-for-profit clinical research center, hospital, and graduate medical school in Duarte, California. Its tagline is "The Miracle of Science with Soul." The Los Angeles Diversity Council is a membership organization that helps organizations better serve the Los Angeles Community by providing D&I thought leadership, best practices, measurement & connection. It was a sponsor of the recent GDIB Tenth Anniversary Launch event in Los Angeles.

### 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.*

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## THE SECRET SAUCE TO SUCCESSFUL DIVERSITY EFFORTS

In an article published September 20, 2016 in the ATD (Association for Talent Development) online newsletter, Expert Panelist Judith H. Katz and colleague, Frederick A. Miller at The Kaleel Jamison Consulting Group, reveal "The Secret Sauce to Successful Diversity Efforts." They question why so many tech firms are surprised with all their investment of time, training, and dollars that they have made so little progress. Go to <https://www.td.org/Publications/Newsletters/Links/2016/09/The-Secret-Sauce-to-Successful-Diversity-Efforts> to read the article. Here are a few highlights:

- "These organizations have not yet learned the often painful lesson that recruiting is only the first step toward having a more diverse organization. The secret sauce is inclusion."
- "Too often, individuals of diverse backgrounds get hired only to find themselves in an organizational culture that feels like a club where systems and ways of interacting are unwelcoming and exclude people who are not a part of that club."
- "An inclusive organization recognizes that everyone needs to change. And it means expecting a new set of competencies and ways of working so that everyone succeeds."
- "Inclusion must become part of an organization's DNA, the new how for how people interact, how decisions are made, how work gets done, but also who is at the table and whose voices are listened to. It is about bold moves and transformational change for most organizations."

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## NEWS, REQUESTS, AND IDEAS

### **Wednesday, 19 October – is Global Ethics Day -- to celebrate it, please help SPREAD THE WORD ABOUT A RESEARCH PROJECT ON ETHICAL DECISION-MAKING THAT CO-AUTHOR ALAN RICHTER IS CONDUCTING IN PARTNERSHIP WITH THE PROJECT MANAGEMENT INSTITUTE (PMI)**

The Project Management Institute (PMI) has partnered with QED Consulting to create a survey to explore global responses to ethical issues and dilemmas, and examine the influence of culture as well as gender, age, education, profession, etc., on ethical decision-making. The survey results will illuminate differences in ethical decision-making across diversity dimensions, specifically in the workplace. We wish to gather data from all around the world, so **please share this invitation and link to take the survey**. It will only take about 15-20 minutes to complete. We will post findings on the PMI website once we have sufficient data analyzed. To take the survey, please go to: [www.research.net/r/globalethicsresearch](http://www.research.net/r/globalethicsresearch) Please only take it once, but share the link freely. The survey will stay open to the end of 2016.

### **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](mailto:Julie.omara@diversitycollegium.org).

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## **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.*

### **Are the benchmarks in the GDIB aspirational or proven best practices?**

They are proven best practices according to the collective opinion of the authors and the Expert Panelists. See the section on the Research Process on page 58. And to many, the benchmarks, especially those at the upper levels, will be aspirational. It is up to each organization to set goals to achieve the benchmarks they set for their organization.

### **How many benchmarks are in the GDIB?**

There are a total of 266 benchmarks in 14 categories and four groups. Benchmarks in Levels 4 and 5 are the most important to strive for.

PLEASE SEND US YOUR QUESTIONS.

## **TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS**

### **LEARNINGS FROM THE LAUNCH EVENTS**

In addition to thanking all those who have helped with the GDIB Tenth Anniversary Launch events, we are capturing observations and answering questions asked at the events. We'll publish in each newsletter until all the events are held. And we want to be sure the lists of those to thank are correct, so we will publish them in the next GDIB newsletter.

**Which of the Four Groups is the priority?** We think that the Foundation group is most likely the one to focus on first – although Category 8 on Assessment is also an early category to address. But users must determine priorities themselves. The answer will be related to the stage their organization is in and their culture. It's about what in Organization Development work is called "readiness" or "intervening where there is in opportunity." There is no textbook answer to this question.

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**What kind of support do you offer?** We have many tools, articles, ideas, slides, best practices examples, handouts, and so forth on the website. Go here <http://diversitycollegium.org/globalbenchmarks.php> and explore all the pages using the pull down menu. And although we are not a consulting firm, many of the Expert Panelists offer consulting services. For bios and contact information go here <http://www.diversitycollegium.org/expertpanelists.php>

**Which of the 5 Levels is the most desirable?** According to the Expert Panelists Level 5 is the ultimate... but the question must be answered based on the organization's mission and goals and its stage of development. Leaders may decide that a Level 3 is fine for some categories with Level 4 or 5 desired for others. And it may take several years for an organization to move from one level to another. Thus, an organization may determine it currently is at Level 2 on one category and eventually wants to be at Level 4; and they may determine it will take 4 or 5 years to get there. Therefore, they set goals to move up one level every few years. We think it's not realistic for all organizations to strive to be in Level 5 on all categories.

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

Webinar in Spanish – **HELD**

Edmonton – **November 28, 2016**

Johannesburg

London

Los Angeles – **HELD**

Melbourne – **October 25, 2016**

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**

São Paulo – **HELD**

Seattle -- **2017**

Shanghai

Sydney

Tokyo – **HELD**

Toronto – **October 27, 2016**

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.

## OCTOBER 25: MELBOURNE, AUSTRALIA LAUNCH



### GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Area</b>	Melbourne, Australia
<b>Date, Time, Location</b>	Tuesday, October 25 Time: 8:30 – 10:30 am Collins Square, Tower Two 727 Collins Street Melbourne VIC 3008
<b>Event Description</b>	“We’ve Identified What Works” Marking the 10 <sup>th</sup> Anniversary Edition of the GDIB, this launch features Melbourne-based GDIB Expert Panelist Duncan Smith leading the session, providing an overview of the benchmarks, an opportunity for a brief organizational GDIB self-assessment, time for discussion and questions, and networking. GDIB takeaway information will be provided. 8:30-9:00 am: Registration and Networking 9:00-10:00 am: Program 10:00-10:30 am: Networking and Morning Tea
<b>Partners, Sponsors</b>	Sponsors: Maddocks, Diversity Partners, ADC Associates, The Diversity Collegium, The Forum on Workplace Inclusion
<b>Other</b>	RSVP by Close of Business 18 October, with number attending
<b>Event Contact Information</b>	Duncan Smith info@adc-assoc.com +61 419 329 539

## OCTOBER 27: TORONTO, ONTARIO, CANADA LAUNCH



### GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Area</b>	Toronto, Canada
<b>Date, Time, Location</b>	Thursday, October 27 Time: 5:30 to 8:30 ET Venue Location TBD

<b>Event Description</b>	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.
<b>Partners, Sponsors, Speakers</b>	GDIB Launch Event Venue Sponsor: CCDI Expert Panelist Speakers: Parag Tandon and Cathy Gallagher-Louisy GDIB Launch Event Registration: <a href="http://ccdi.ca/gdib-launch/">http://ccdi.ca/gdib-launch/</a> GDIB Launch Event Sponsors: The Forum on Workplace Inclusion and The Diversity Collegium
<b>Registration Other</b>	CCDI UnConference October 28 Venue Sponsor: CIBC Conference Registration Information: <a href="http://ccdi.ca/event/unconf2016-toronto/">http://ccdi.ca/event/unconf2016-toronto/</a>
<b>Event Contact Information</b>	Cathy Gallagher-Louisy <a href="mailto:Cathy.GallagherLouisy@ccdi.ca">Cathy.GallagherLouisy@ccdi.ca</a>

## NOVEMBER 21: MONTREAL, QUEBEC, CANADA LAUNCH



## GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Area</b>	Montreal, Canada
<b>Date, Time, Location</b>	Monday, November 21 Time 5:30 to 8:30 ET Venue Location TBE
<b>Event Description</b>	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.
<b>Partners, Sponsors, Speakers</b>	GDIB Launch Event Venue Sponsor: TBD GDIB Launch Event Registration: <a href="http://ccdi.ca/gdib-launch/">http://ccdi.ca/gdib-launch/</a> Expert Panelist Speakers: Lucie Houde, Lynda White, and Cathy Gallagher-Louisy
<b>Registration</b>	GDIB Launch Event Sponsors: The Forum on Workplace Inclusion and The Diversity Collegium
<b>Other</b>	CCDI <i>Un</i> Conference November 22 Venue Sponsor: PwC Conference Registration Information: <a href="http://ccdi.ca/event/unconf2016-montreal/">http://ccdi.ca/event/unconf2016-montreal/</a>
<b>Event Contact Information</b>	Cathy Gallagher-Louisy <a href="mailto:Cathy.GallagherLouisy@ccdi.ca">Cathy.GallagherLouisy@ccdi.ca</a>

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## NOVEMBER 28: EDMONTON, ALBERTA, CANADA LAUNCH



### GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event Area</b>	Edmonton, Canada
<b>Date, Time, Location</b>	Monday Evening, November 28 Time: 5:30 to 8:30 MT Venue Location TBD
<b>Event Description</b>	GDIB Launch is a FREE Cocktail Reception <i>the evening before</i> CCDI's D&I: The UnConference 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.
<b>Partners, Sponsors, Speakers</b>	GDIB Launch Event Venue Sponsor: TBD Expert Panelist Speakers: Cathy Gallagher-Louisy GDIB Launch Event Registration: <a href="http://ccdi.ca/gdib-launch/">http://ccdi.ca/gdib-launch/</a> GDIB Launch Event Sponsors: The Forum on Workplace Inclusion and The Diversity Collegium
<b>Registration Other</b>	CCDI UnConference Nov 29 Venue Sponsor: Stantec Conference Registration Information: <a href="http://ccdi.ca/event/unconf2016-edmonton/">http://ccdi.ca/event/unconf2016-edmonton/</a>
<b>Event Contact Information</b>	Cathy Gallagher-Louisy <a href="mailto:Cathy.GallagherLouisy@ccdi.ca">Cathy.GallagherLouisy@ccdi.ca</a>

## DECEMBER 13: WASHINGTON, DC LAUNCH



### GDIB 10<sup>th</sup> Anniversary Launch Event

<b>Launch Event</b>	Washington, DC
<b>Date, Time, Location</b>	Tuesday, December 13 3:00 to 6:00pm (approximately) American Institutes for Research (AIR) 1000 Thomas Jefferson Street, NW Washington, DC
<b>Event Description</b>	Program still being designed. It will include presentations and interactive table group discussions. Hors d'oeuvres/snacks, alcoholic and non-alcoholic beverages

<b>Partners, Sponsors, Speakers</b>	<u>Speakers &amp; Facilitators:</u> Cristina (Tina) Cruz-Hubbard, Peace Corps OPATS Judith Katz, Ed.D, The Kaleel Jamison Consulting Group Cindi Love, Ed.D, ACPA--College Student Educators International Julie O'Mara, Co-author GDIB Howard Ross, Cook Ross Inc. Mary-Frances Winters, The Winters Group Nadia Younes, International Monetary Fund (IMF) Renée Yuengling, Ph.D., Renée Yuengling & Assoc.  <u>Sponsors:</u> American Institutes for Research (AIR), Bridges in Organizations, The Winters Group, The Forum on Workplace Inclusion, The Diversity Collegium, The Kaleel Jamison Consulting Group, Cook Ross, Inc. More coming.
<b>Other</b>	Admission is Free. Please RSVP: Info coming soon
<b>Event Contact Information</b>	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:

**ANNOUNCING A PORTUGUESE LANGUAGE TRANSLATION OF THE GDIB:** Go to [http://www.diversitycollegium.org/lancamento\\_pt.php](http://www.diversitycollegium.org/lancamento_pt.php). As with the English GDIB, the Portuguese translation follows the W3C Accessibility Guidelines and is available by Special Agreement on the site.

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

**NEW RESEARCH PROJECT ON ETHICAL DECISION-MAKING:** The Project Management Institute (PMI) has partnered with QED Consulting to illuminate differences in ethical decision-making across diversity dimensions, specifically in the workplace. To take the survey, please go to: [www.research.net/r/globalethicsresearch](http://www.research.net/r/globalethicsresearch).



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## FREE MULTICULTURAL CALENDAR – IT'S GLOBAL

EP Barbara Deane offers a free monthly multicultural calendar on DiversityCentral.com. Go to: <http://www.diversitycentral.com/calendar/index.php>

## BIOS OF EXPERT PANELISTS

Each issue of this newsletter contains four bios. Bios of the 95 GDIB Expert Panelists are also on [www.diversitycollegium.org](http://www.diversitycollegium.org), navigate to Global D&I Benchmarks, and scroll to Expert Panelists.

### REDIA ANDERSON

Redia Anderson is a diversity and inclusion strategist, certified executive coach, author and speaker. She is the Founder and Managing Partner of Anderson People Strategies, LLC a Human Resources management consulting and executive coaching firm committed to aligning talent, performance and business results. Nationally recognized as a leader in the field of Diversity & Inclusion, Redia is a senior executive with more than 25 years' experience in Human Resources and change management. As a former Chief Diversity Officer across industry leading organizations recognized for talent management and leadership strength - Deloitte & Touche; Equiva Services (JV Shell, Texaco, and Saudi Aramco); Sears, Roebuck & Co.; and Abbott Laboratories; Redia has successfully engaged and led enterprise-wide change management efforts focused on inclusion and the advancement and retention of top performing talent inclusive of women and people of color. She has coached and engaged highly talented leaders and executives in positive behavioral shifts, which tightly align their performance and business results. She's helped leaders gain greater insight into their leadership strengths, learning edges, and interpersonal skills as they work to succeed in driving global business results. Clients have included leaders from Deloitte, Shell, University of Houston, KPMG, ExxonMobil, AonHewitt, and PwC. Redia received her graduate degree in clinical psychology and holds certifications in multiple leadership and personality assessment instruments. She is co-author of *Trailblazers: How Top Business Leaders Are Accelerating Results through Inclusion and Diversity* and founder of AuthenticAllies®. She has served on numerous boards focused on health, children's and women's issues.

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Twitter: @RediaAnderson

### LILIANA CANTÚ

Liliana Cantú is a native Mexican and has a BS degree in Marketing and a Masters Degree in Communication with an emphasis on Intercultural Communication. She also holds the Intercultural Foundations Certificate awarded by the Intercultural Communication Institute, is an Expert Panelist for the Global Diversity and Inclusion Benchmarks, and is certified in several global assessment tools. She has professional experience in the fields of human resources, public relations, and relocations services, and specializes in the design, cultural customization and delivery of intercultural, global leadership, conflict management, mediation, team building, ethics and diversity training. She has focuses on diversity and inclusion projects, training and initiatives

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specific to the Mexico / Latin America business environment. Liliana has participated as a speaker and planning committee member at several international conferences such as the Employee Relation Council, SIETAR YSA, and SIETA EUROPA, and has served in different global councils. She has also performed as a part time university professor at on the most prestigious institutions in Latin America: the ITESM (commonly known as Monterrey Tech) where she has taught intercultural communication courses to national and international students in Spanish and English. She lives in Monterrey, Mexico with her husband and two young children.

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LinkedIn: <https://www.linkedin.com/in/lilianacantu>

## **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 16<sup>th</sup> 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.

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

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Facebook: <https://www.facebook.com/diversitycentral>

## **SAEHI HAN, Ph.D**

SaeHi Han, Ph.D, was born and raised in Korea, and worked and studied in Belgium for 15 years. Since his return to South Korea, he has worked as CEO / Chief Consultant of ITAP Asia-Pacific for 14 years, engaged in leadership/team development and strategic/cultural change of numerous MNCs (Microsoft, PepsiCo, Exxon Mobil, Dell, AMD, Dow Chemical, Johnson & Johnson, Merck, Monsanto, RBS, Samsung, LG, etc.) as well as the Blue House (Korean Presidential Palace), KNOC (Korea National Oil

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Corporation), etc. in the public sector. While in Belgium, he worked as MD/President of Hitel Express (sales/marketing consulting and tourism/publication) and Expo88/CHJ Group (international trading and exposition) managing subsidiaries in Korea, Belgium and the Netherlands. In his earlier career, he served as Lieutenant Officer in Korean Navy and subsequently as Chief Officer / Captain of merchant marine, visiting some 50 countries in 5 continents. He acquired 4 academic degrees in Belgium (MBA/BS, Brussels University) and Korea (Ph.D./BE, Korea Maritime University). Saehi speaks Korean, English and French currently, but he has also learned Japanese, Spanish and Dutch through his earlier career. He taught Human Resource Management at Kosin University in Korea. He has written some 90 articles/columns on culture and organizational development including "Research on the Impact of Internal Values of Employees to Organizational Culture and on its Diagnosis Frameworks" (Ph.D. thesis), "Mergers and Acquisitions: What to do when communicating more often is just not enough"(Global Forum, USA), and "Embedded Discrimination Factors in Korean Culture"(Korea Social Theory) etc. He lives in Seoul, Korea.

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### 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.***

### SIETAR (Society for Intercultural Education Training and Research) BRASIL

**October 20 & 21, 2016**

**São Paulo, Brasil**

GDIB Expert Panelist, Maria Cristina (Cris) C.R. Carvalho will lead a panel "GDIB – Challenges and Opportunities on Brazilian Scenario." Cris is the sponsor of the GDIB Portuguese Edition. SIETAR Brasil 2016 Conference will offer two full days of workshops on intercultural themes. The aim of the workshops is to share, discuss, teach and learn innovative concepts and methodologies of the field. More about the event at: <http://www.sietar.com.br/tematheme1.html>

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**CCDI: Canadian Centre for Diversity and Inclusion**  
**The UNConference. 2016 Topic is Measurement**  
**October & November, 2016. See website for specific dates and registration.**  
**Edmonton, Toronto, 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](http://www.ccdi.ca)

**SIETAR (Society for Intercultural Education Training and Research) USA**  
**November 9 to 12, 2016**  
**Tulsa, Oklahoma USA**

The theme is Intercultural Stories of Disconnection. GDIB Expert Panelist Kelli McLoud-Schingen is Co-Chair. As this newsletter goes to press we have learned that EP Dianne Hofner Saphiere will be the lead on a poster session for the GDIB. She will also conduct a session with colleague Heather Robinson: "From Disconnection to Reconnection: Essential Practice for Intercultural Competence." Co-Author Alan Richter along with EP Joel Brown, EP Rita Wuebbeler, and colleague Andy Reynolds will conduct a panel discussion with interaction on: "What are the limits of inclusion—where do we draw the line?" More information coming in the next newsletter. Go to <http://www.sietarusa.org/2016conference> for more information and to register.

**HR SUMMIT AND EXPO**  
**November 14 to 16, 2016**  
**Dubai, United Arab Emirates**

Expert Panelist Lorelei Carobolante, MBA, GPHR, SHRM-SCP, SCRP, 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.

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**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](http://www.conferenceboard.org/inclusionGDIB)

**FORUM ON WORKPLACE INCLUSION**  
**March 28 to 30, 2017**  
**Minneapolis, Minneapolis USA**

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This conference has grown over the years to have an international audience. In 2016 twenty-eight GDIB EP and users were presenters. Registration information coming soon. Go here to see information about the 2016 Conference. 2017 Theme in ALL IN!!!  
<https://www.stthomas.edu/workplaceforum/>

### **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/>.

### **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](http://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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