



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, in a variety of sectors and industries, using a variety of approaches to D&I work, achieve high-quality D&I outcomes. First published in 2006, the 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. Research for a 2016 edition with 98 Expert Panelists (see Diversity Collegium website for bios on the EP) is in process.

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.

AN OPPORTUNITY TO PARTICIPATE IN A "FRESH LOOK AT WOMEN NETWORKS" STUDY

From EP Lisa Kepinski: I would like to share with you about a current research project I am conducting together with Veronika Huckle focused on women networks (we want views from men and women on this topic). More than 1400 respondents from over 30 countries have already participated in our online survey "A Fresh Look at Women Networks". Based on the views of HR and D&I professionals, network leaders, sponsors and members as well as people that are not part of a network, we see exciting trends evolve that provide new insights for setting and evolving network strategy. As responses keep coming in and because we would like to dig deeper into some of the findings - which requires a bigger response base - we have decided to extend the **survey deadline** to the **end of October**.

We would really like to have your views included in the survey. Its free, anonymous, and only will take a few minutes. The link to the survey is https://www.surveymonkey.com/r/women_networks. Also, would you please share the survey with women and men within your organization and your network. Respondents can register for receiving the research report as part of filling in the survey. **What is special about the survey?** The survey complements existing research on "how to build a network" by providing the employee perspective, which has been disregarded in cross-company research projects till now. It looks at why people do or don't join networks. What they hope to achieve and what they experience. And it explores how this impacts employee engagement. The parallel survey of company representatives allows us to identify measures that help to align the expectations of companies and members, thus providing core insights for setting up networks for success. **The details** The short anonymous online survey is available in English, German, French and Spanish and takes less than 10 minutes to complete (with a few additional questions for

Diversity & Inclusion professionals and network leaders). To support this pioneering research, please share the link https://www.surveymonkey.com/r/women_networks within your organization – with employees that are active in a women’s network (as members, leaders or sponsors) as well as those that are not.

INCLUSION EMERGING AS A GLOBAL VALUE IN NEW BOOK CO-EDITED BY GDIB CO-AUTHOR ALAN RICHTER

AN INQUIRY INTO THE EXISTENCE OF GLOBAL VALUES: Through the Lens of Comparative Constitutional Law, edited by Dennis Davis, Alan Richter, and Cheryl Saunders, Hart Publishing, 2015. Here is a short summary, taken from the Introduction and Conclusion chapters of the book: “The world appears to be globalising economically, technologically and even, to a halting extent, politically. This process of globalisation raises the possibility of an international legal framework, a possibility which has gained pressing relevance in the wake of the recent global economic crisis. But for any international legal framework to exist, normative agreement between countries, with very differing political, economic, cultural and legal traditions, becomes necessary.

This work explores the possibility of such a normative agreement through the prism of national constitutional norms. Since 1945, more than a hundred countries have adopted constitutional texts which incorporate, at least in part, a Bill of Rights. These texts reveal significant similarities. The essays in this book, covering 15 countries – Australia, Brazil, Canada, China, Finland, France, Germany, India, Iran, Israel, Japan, South Africa, the UK, the US and Venezuela -- examine the depth of these similarities, in particular the extent to which textual borrowings are extended to the development of foundational values in these different national legal systems and the extent of the similarities or differences between these values and the priorities accorded to them. Contributors were asked to assess whether and how their national constitutional orders reflected certain values, whether their constitutional order prioritised particular values and whether the values reflected in their constitutional order were congruent with values which were respected in the society of which the constitution was a part.

Unsurprisingly, there is a considerable overlap in values as they appear in the various texts under scrutiny. Freedom, for example, receives almost unanimous mention in the various constitutions which are canvassed. The same holds true of the values of community/family and reverence for life. Broad agreement on an idea of a rule of law, equality, and life, for example, and even a narrow agreement on freedom, in particular, reveals some significant transcendence of national boundaries as the expansion of the constitutional enterprise begins to prod countries towards some form of tentative, but developing common, global framework of values. Hence, while this book cannot claim to have justified the conclusion that the basis of a coherent international language of values and system of recognised rights exists, there lies in the praxis of constitutionalism, the outline of a discernible framework which holds the possibility for a future cosmopolitan claim. And this conclusion in turn holds significant normative and legal possibilities for a form of shared political and legal discourse which may, at some point, transcend national boundaries, history and culture.”

One of the values examined was inclusion, and although this value does not appear across all the constitutions studied, it does seem to be emerging with newer constitutions. Interestingly, several of the UN’s newly released Sustainable Development Goals (SDGs) contain the term “inclusive.” Can the D&I field take some credit for that? The book can be ordered online at: <http://www.hartpub.co.uk>

ARTICLE BY EP KEN NOWACK, *DO MEN AND WOMEN LEAD DIFFERENTLY?*, IN MAY 21, 2015 ISSUE OF TALENT MANAGEMENT

Go to: <http://www.talentmgt.com/articles/7308-do-men-and-women-lead-differently>

Ken reviews the literature in a crisp and interesting manner and offers six practical tips for talent managers. His ending sentence is: “Finally, it appears that neurobiological differences between genders might actually confer a leadership advantage to women that is necessary for just what organizations need today.”

ARTICLE MENTIONING EP MUSHIM IKEDA IN THE OCTOBER 2ND NEW YORK TIMES – HOW THEY REACH UNDERREPRESENTED COMMUNITIES

EP Mushim is mentioned (with a photo) in the article: *Finding Path to Inclusion Through Exclusion at an Oakland Meditation Center*. http://www.nytimes.com/2015/10/03/us/finding-path-to-inclusion-through-exclusion-at-an-oakland-meditation-center.html?_r=0 The author states how the audience for yoga, meditation, and mindfulness, has become significantly white middle class in the United States – “the Volvo-and-wine set.” It goes on to discuss how “Reaching minorities has thus become a goal, even an obsession, among leaders of many yoga studies and Buddhist sanghas, or communities,” describing how the East Bay Meditation Center www.eastbaymeditation.org, where Mushim is a teacher, has achieved great success in focusing on people of color and the LGBTQI community. A main strategy is to limit the number of white people who can register for sessions and events that are listed as open to all, and also to offer groups and events for specific underrepresented communities.

TRANSFORMING OUR WORLD: THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT RELEASED

From the report available at: <https://sustainabledevelopment.un.org/post2015/transformingourworld> -- “The Heads of State and Government and High Representative, meeting at the United Nations Headquarters in New York from 25-27 September, 2015 ... have decided today on the new global Sustainable Development Goals.” This document is a basis for the new GDIB category: Connecting D&I and Sustainability, which is soon to be sent to the GDIB Expert Panelists for review. Diversity and Inclusion is mentioned in several of the UN 17 Sustainable Development Goals and the 169 Targets. EP Ursula Wynhoven is General Counsel; Chief, Governance and Sustainability, UN Global Compact.

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

DO YOU KNOW SOMEONE? SEARCH FOR A GRAPHIC DESIGNER FOR 2016 GDIB

We are searching for a new graphic designer for 2016 edition of the GDIB. The work includes work on the GDIB model, the GDIB document, branding concepts, graphics for multiple purposes (flyers, slides, handouts, exhibit space, websites, webinars), an infographic, and graphics that could be used in videos. The designer should be able to design for multiple computer programs/applications and produce work that could be printed from office/home computers (and perhaps more sophisticated graphic programs). Our current graphic designer is no longer available and we would also like to explore new looks. While, we aren't in a position to pay “top dollar,” this is a paid contract. We'd appreciate it if you could recommend graphic designers. They can work anywhere in the world, although the work would be done in English and they should be English speaking. As part of the Round Two research, we convened a small group of EP to make recommendations on a new graphic “look and feel” and a new model, based on feedback we received from all the EP. The result is that we are not looking at a “drastic” change in the model or in “look and feel” but it does need improvement. We see the first step as viewing samples from a number of available designers, and then we'll hold discussions. We are assuming that any designers we are looking at will have samples of their work on an Internet site. Please send us suggestions and the URL of their site. We'll start there.

MAKING GREAT PROGRESS --- RESEARCH TO CREATE 2016 GDIB TENTH ANNIVERSARY EDITION ALMOST COMPLETE

As many of you know, we've (Julie and Alan) been working on updating the GDIB all year with now 99 Expert Panelists. In addition to an update on the benchmarks, if approved by the EP, we're adding a new category, Connecting D&I and Sustainability, adding an section on the ultimate goal of D&I, more explanation of a comprehensive systems initiative, new section on Approaches to D&I, a new look and feel graphically with a new look for the model. On October 12 we sent Round 3 of the research to the Expert Panelists for their "sign off" look at it. We also sent it to a selected group of active users. If you would like to see what we've done, just ask and we'll send you the latest and ask for your feedback. Launch is March 2016. If you are an Expert Panelist and haven't received this latest round, let us know.

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 98 GDIB Expert Panelists are also on www.diversitycollegium.org, navigate to Global D&I Benchmarks, and scroll to Expert Panelists.

MELANIE HARRINGTON

Melanie Harrington serves as the first President and CEO of Vibrant Pittsburgh, a nonprofit economic development organization spearheading initiatives to attract, retain, and elevate a diverse workforce in the Pittsburgh region. From 2001 to 2010 Melanie served as the president of the American Institute for Managing Diversity, Inc. (AIMD), a national nonprofit diversity think tank based in Atlanta, Georgia. AIMD conducts research, education and public outreach programs on the issue of diversity. From 1995 to 2001 Melanie served as general counsel for D.J. Miller & Associates, Inc. (DJMA), a national management consulting firm that specializes in serving federal, state and local government agencies. Melanie served as an associate and then senior associate at the Ewing Group Law Firm specializing in employment litigation from 1992 to 1995. She currently serves on various Boards and Advisory Committees including the Boards of Sustainable Pittsburgh; the Downtown Pittsburgh Partnership; *Insight into Diversity*, and Diversity Collegium. She is a graduate of Leadership Pittsburgh Class of XXVIII and Leadership Atlanta 2004 Class. She was appointed to Allegheny County Executive Richard Fitzgerald's Economic Development Vision Team, received the Pennsylvania National Diversity Council's 2012 "Most Powerful & Influential Women Award," and was recognized by the New Pittsburgh Courier, as one of the "50 Women of Excellence." She received her Juris Doctorate from Emory University School of Law and her B.A. from the University of Pennsylvania. melanieh@vibrantpittsburgh.org; www.vibrantpittsburgh.org

GERALD (JERRY) LANDON

One of the original developers of *Bench Marks for Diversity: A Benchmarking and Assessment Guide*, Jerry is an enthusiastic supporter of the *Global Diversity and Inclusion Benchmarks* and continues to serve as an Expert Panelist. Jerry has 20+ years of improving organizations through effective training, organizational development, knowledge management and development of HR policies. He is also a co-author of the Tennessee Valley Authority's award-winning knowledge retention process. His current focus is on building compensation and benefit systems that work for all employees. He is frequent presenter at national

psychology, training, and diversity conferences and is a certified Senior Human Resource Manager (SHRM). A graduate of Illinois State University, Jerry completed his graduate work in Industrial/Organizational Psychology at the University of Tennessee-Knoxville. Most importantly, he works and plays well with others. Email: JerryLandonTN@gmail.com
LinkedIn: www.linkedin.com/pub/jerry-landon/8a/a52/ab1/

SHIRLEY JOHANA SAENZ

Shirley Saenz is a cross-cultural trainer and partner at ICEBERG Cultural Intelligence, the leading intercultural consulting firm in Latin America, and a co-founder and board member of SIETAR Argentina. Shirley is interested and runs researches about cultural differences among Latin American countries, intercultural communication, multicultural and virtual teams and business across cultures. During the last years, Shirley has been living and working overseas throughout Colombia, France, China, Brazil, Argentina and the United States, which allowed her to gain a deep understanding of these cultures and become fluent in international languages such as English, French, Portuguese and Spanish. In 2013, Shirley attended the Summer Institute of Intercultural Communication at Reed College in Portland, Oregon, where she received different certifications for intercultural training in global corporations.

Shirley has been actively working in the cross-cultural field, training and counseling global teams, international business managers and professionals with international exposure in several industries such as pharmaceutical, information technology, oil and energy, education, people care, banking and manufacturing. LinkedIn: co.linkedin.com/in/shirleyjsaenz

Blog: www.bloginteligenciacultural.com

ADAM TRAVIS

Adam is a Senior HR Business Partner for Aon Hewitt EMEA. Prior to Aon Hewitt, Adam served in an HR leadership role with Nokia Corporation, where he was responsible for working closely with business leaders to manage change and build high performing teams. Prior to Nokia, Adam served as Vice President, Talent Management for ABN AMRO Bank and a in a few different HR leadership roles at TNT Express. Adam has a passion for helping business grow profitably by developing talent and building cultures that promote diversity and inclusion. Adam holds a Bachelor of Business degree (emphasis on HR, Psychology, and Marketing) from Swinburne University in Australia. He thoroughly enjoys traveling and has lived in multiple countries over the course of his career.

LinkedIn: Uk.linkedin.com/pub/dir/Adam/Travis www.aon.com/human-capital-consulting/

CALL FOR PROPOSALS FOR D&I CONFERENCES , AWARD NOMINATIONS AND THE LIKE

Please think about how you can incorporate the GDIB into your presentations or make a presentation on all or part of the GDIB. If you want to present on the GDIB or include a mention of it in your presentation, we will assist you with slides and other materials.

No known calls for proposals at this time.

NOMINATE YOUR DIVERSITY CHAMPION

On September 14, Steve Humerickhouse, Executive Director, The Forum on Workplace Inclusion at the Opus College of Business, University of St. Thomas, made this announcement: In 2008, the Winds of Change awards were established to recognize individuals or organizations who show exemplary insight and fortitude toward workplace diversity and inclusion issues. This year we are looking for nominees who exemplify the 2016 conference theme, Marking *all* the Difference by igniting change within an industry, organization or local community. The Forum invites you to nominate an organization, an individual or yourself to receive this

year's Winds of Change diversity award. Nominations are due November 6, 2015. Go to:
<https://www.stthomas.edu/workplaceforum/events/diversity-awards/>

UPCOMING CONFERENCES, WEBINARS, ARTICLES WHERE GDIB IS INCLUDED

Please send us information if you are presenting on the GDIB (or including it in a presentation – even a short mention) at a conference or workshop that is open to the public and we'll post it here and on the Diversity Collegium website. See the User Tools section of the Collegium website for slides and handouts you can use. **Please let us know if you are attending any of the conferences so we can make connections. And please spread the word about these sessions to your networks.**

October 26 to 28, 2015 • Boston, Massachusetts • USA

SHRM's Diversity & Inclusion Conference & Exposition

Two GDIB EP are presenting: EP Howard Ross will speak on *Everyday Bias: Further Explorations Into Creating Conscious, Humane and Inclusive Organizations* and EP Shirley Davis will speak on *Inclusion 2030: Global Trends That Will Redefine the Work, the Workers, and Workplace*. In addition, friend of the GDIB, Jennifer B. Kahnweiler, will speak on *Creating an Introvert-Friendly Work Culture*. To register, go to www.conferences.shrm.org/diversity SHRM is the Society for Human Resource Management.

November 25, 2015 • Mississauga, Ontario • Canada • 9:30 a.m. to 12:00 pm

CCDI Community of Practice Event - Global Diversity & Inclusion Benchmarks

For CCDI's first event in Mississauga, Ontario, GDIB Expert Panelist Cathy Gallagher-Louisy will facilitate a lively and interactive session on the GDIB. Participants will learn about the Global Diversity and Inclusion Benchmarks, and have an opportunity to assess their own organizations using the GDIB, followed by group discussions on how they can move their organizations forward. Participants will walk away with a practical roadmap for their organizations based on globally recognized benchmarks. Hosted by the Canadian Centre for Diversity and Inclusion ("CCDI"). Registration is required. Go to: <http://www.ccdi.ca/event/cope-yyz-112015/>

March 29 to 31, 2016 • Minneapolis, Minnesota • USA

Forum on Workplace Inclusion

We have been notified that several EP and GDIB users, as well as the GDIB co-authors, have had proposals accepted at the 2016 Forum on Workplace Inclusion conference. They include: Joel Brown, Joan Buccigrossi, Barbara Deane, Hans Jablonski, Lisa Kepinski and colleague Tinna Nielsen, Chris Mendoza, Nene Molefi, Julie O'Mara, Alan Richter, Howard Ross, Michael Wheeler, Lorie Valle-Yañez, and Kate Vernon. As this newsletter goes to press we are still learning about other accepted proposals. Please let us know if you are a GDIB user or EP who has had a proposal accepted. Registration is not yet open, but to see information about the 2015 conference, go to: <https://www.stthomas.edu/workplaceforum/>. If you are budgeting for 2016 now, we think you can safely use last years' pricing to estimate what you'd need for this year; however, we don't know the pricing decisions yet.

JOB POSTINGS

If any reader has a job you want to post, please send to Julie. Please make it as short as possible. The newsletter has a global audience. Most readers are in the D&I profession.

No job postings this issue.

PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB

If you can, please contribute to funding the GDIB. You will notice the DONATE 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 thank yous for doing the GDIB. It has now grown to more than Alan and I can fund by ourselves. The Diversity Collegium is engaged and soon we'll be doing some specific fundraising, but we could use some general help now. Let us know if you personally or your organization can contribute and we'll facilitate the process. We'll soon have a donation button on www.diversitycollegium.org.

OFFERING SUPPORT

If you want to use the GDIB in conference presentations, blogs, articles, chapters and so forth, we will support you, if we can, by providing slides, handouts, and ideas.

NEWSLETTER CONTACT INFORMATION

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