



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

Issue: September 15, 2015

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.

TIPS ON HOW TO ACHIEVE SPECIFIC BENCHMARKS

Please offer examples of strategies and activities you are using to achieve specific benchmarks. We will also provide some from the D&I literature. You don't have to be "using" the GDIB to provide an example.

IBM'S CORPORATE SERVICE CORPS SUPPORTS ACCESSIBILITY AND INCLUSION THROUGH COMMUNITY-DRIVEN ECONOMIC DEVELOPMENT PROJECTS

EP Yves Veulliet, Global Disability & Inclusion Manager, HR, at IBM in Brussels, Belgium, reports that including people with all abilities in IBM's workforce is part of IBM's DNA. One way is through its Corporate Service Corps. The IBM's [Corporate Service Corps](#) (CSC) was launched in 2008 to provide IBMers with high-quality leadership development while delivering high-quality problem solving for communities and organizations in emerging markets. During the assignment, participants perform community-driven economic development projects, working at the intersection of business, technology, and society. A number of Corporate Service Corps projects with a special focus on disability and accessibility took place recently: one of them was in China where a team of IBMers went to Nanning to work with the [Angel House Rehabilitation Centre](#), the first non-government and non-profit organisation (NPO) in Guangxi that provides services in rehabilitation, early intervention, education and independent living skills for young people with mild to moderate cerebral palsy. The IBMer's mission included:

- Setting up a road map for realizing the organization's next 3-year development strategy and provided recommendations for the effective organizational management and service delivery.
- Developing strategic recommendations to enable Angel House to become a model non-profit Center of Excellence that can be applied to other Cerebral Palsy organization's in China's Cerebral Palsy Rehabilitation Network,

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- Providing recommendations on the future targeted branding and marketing strategy and enhanced brand perception of Angel House with a focus on social media techniques and innovative fund raising models to attract wider attention from public and private sector donors.
 - Conducting research and collection of the global best practice of rehabilitation organizations for the disabled and effective organizational management of NPOs through the use of case studies, reports and white papers to be shared with the Angel House team.

For more information contact Yves at LinkedIn (English):

https://www.linkedin.com/profile/view?id=66523786&locale=en_US&trk=tab_pro

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.

FIVE VERY BIG THANK YOUS

Thank you, thank you, thank you, thank you – yes, four very big thanks to the four volunteers who helped us in the Round Two edits of the 2016 GDIB. Sujay Vardhmane, Laura Armenio, Melissa McLeod, and Pam Malins compiled EP feedback in each of the four groupings of categories. They came to us via EP Cathy Gallagher-Louisy, Director at the Canadian Centre for Diversity and Inclusion. So a fifth thank you to Cathy!

GDIB CONTRIBUTING TO SUSTAINABILITY STANDARDS

Alan Richter, co-author of the GDIB, has recently accepted an invitation of membership on the NSF 391.1 Sustainability Assessment Criteria for Professional Services. Part of the criteria covers Diversity & Inclusion, and Alan will use the GDIB to provide D&I best practices to the committee developing these standards.

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

CONNECTING D&I AND SUSTAINABILITY – POSSIBLE NEW CATEGORY FOR 2016 EDITION OF THE GDIB – YOUR THOUGHTS?

The GDIB Expert Panelists have been considering adding a new category to the 2016 edition, which is due to be released in March 2016. A committee of EP is working on incorporating EP Round Two feedback now. If any of you reading this newsletter have experience connecting D&I and Sustainability please let us know. We are using a draft of the United Nations 2030 Agenda for Sustainable Development to guide our thinking. EP Ursula Wynhoven is the General Counsel as well as the Chief, Governance and Social Sustainability for the United Nations Global Compact, and also on the GDIB sustainability committee (along with EPs Toni Wilson, Lynda White, Cris Carvalho, and JuanCarlos Aruaz). The UN guidelines will be announced at the end of this month. Below is the draft announced several months ago.

Preamble

This Agenda is a plan of action for people, planet and prosperity. It also seeks to strengthen universal peace in larger freedom. We recognise that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development. All countries and all stakeholders, acting in collaborative partnership, will implement this plan. We are resolved to free the human race from the tyranny of poverty and want and to heal and secure our planet. We are determined to take the bold and transformative steps, which are urgently needed to shift the world onto a sustainable and resilient path. As we embark on this collective journey, we pledge that no one will be left behind. The 17 Sustainable Development Goals and 169 targets, which we are announcing today, demonstrate the scale and ambition of this new universal Agenda. They seek to build on the Millennium Development Goals and complete what these did not achieve. They seek to realize the human rights of all

and to achieve gender equality and the empowerment of all women and girls. They are integrated and indivisible and balance the three dimensions of sustainable development: the economic, social and environmental. The Goals and targets will stimulate action over the next fifteen years in areas of critical importance for humanity and the planet:

People

We are determined to end poverty and hunger, in all their forms and dimensions, and to ensure that all human beings can fulfill their potential in dignity and equality and in a healthy environment.

Planet

We are determined to protect the planet from degradation, including through sustainable consumption and production, sustainably managing its natural resources and taking urgent action on climate change, so that it can support the needs of the present and future generations.

Prosperity

We are determined to ensure that all human beings can enjoy prosperous and fulfilling lives and that economic, social and technological progress occurs in harmony with nature.

Peace

We are determined to foster peaceful, just and inclusive societies, which are free from fear and violence. There can be no sustainable development without peace and no peace without sustainable development.

Partnership

We are determined to mobilize the means required to implement this Agenda through a revitalised Global Partnership for Sustainable Development, based on a spirit of strengthened global solidarity, focused in particular on the needs of the poorest and most vulnerable and with the participation of all countries, all stakeholders and all people.

The inter-linkages and integrated nature of the Sustainable Development Goals are of crucial importance in ensuring that the purpose of the new Agenda is realised. If we realize our ambitions across the full extent of the Agenda, the lives of all will be profoundly improved and our world will be transformed for the better.

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.

CRISTINA (TINA) CRUZ-HUBBARD

Cristina (Tina) Cruz-Hubbard currently oversees the Intercultural Competence, Diversity and Inclusion (ICDI) programming and training efforts for overseas staff of the United States Peace Corps. Her portfolio includes developing a global strategy to support intercultural learning and improving the capacity of overseas staff to support the rich diversity of US Peace Corps Volunteers in over 65 countries. She began her D&I career in 1993 at the University of Minnesota and continued on to work in a variety of D&I related roles in nonprofit, corporate, education and government settings. These organizations include the Walt Disney World Resort, Columbia University, and the US Embassies in Lima, Peru and Dakar, Senegal. Additionally, she has worked as an independent consultant for Cartus, formerly Cendant Mobility, and Colegio Franklin Delano Roosevelt in Peru. As a member of a Foreign Service family, she and her husband and four kids relocate internationally every three to four years. Ms. Cruz-Hubbard finds “she never turns her D&I lens off” as part of an interfaith, intergenerational, multi-ability, multilingual, interracial, intercultural, and globally mobile family. Informed

by the health and educational challenges of her children, she has evolving expertise in influencing health and educational systems to be inclusive of children and families with critical needs. In addition to being a qualified administrator of several intercultural and global leadership assessment tools, she has a Bachelor of Science degree in business and is completing a Masters of Education in special education. She strongly believes that successful D&I efforts must be driven by a comprehensive long-term strategy customized and owned by all levels of an organization.

Email: ccruzhubbard@peacecorps.gov.

LYNN (RUI-LING) KING

Lynn King has over 20 years of professional experience in consulting, training and coaching high performance leaders and teams. Expertise areas include: change management, communication skills, intercultural competency, management and leadership skills, train-the-trainer, creativity and innovation, conflict management, diversity and inclusion, project management. In addition, Ms. King has been committed to socially responsible leadership in the world community: 1) as Vision Mentor for *World Pulse*, enabling high potential women leaders in developing countries, and 2) as Net Impact's Global Asia Fellow and Shanghai's Silver Chapter President. Net Impact is a global network of students and professionals dedicated to changing the world through socially responsible business. Ms. King is also the recent author of "A Disaster-Resilient World Needs a New Kind of Leadership," published in *Rebuilding Sustainable Communities with Vulnerable Populations After the Cameras Have Gone: A Worldwide Study* (2012). With a passion for linking visionary leadership to current reality, Ms. King is now developing her own social enterprise around food, water, energy security and social innovation. She is conversationally fluent in Mandarin Chinese. Past and current clients include: adidas (Shanghai, Guangzhou), Bosch (Wuxi, Shanghai), Carrefour (Shanghai), General Electric (Shanghai), Microsoft (Asia), Phillips (Shanghai), Proctor & Gamble (Beijing, Shanghai), RAE Systems, Roche (Shanghai), Shanghai World Financial Center Forum, Tesco (Shanghai), United Automotive Electronic Systems (UAES), and more. Ms. King holds a Master's Degree in Organization Development from The Fielding Institute (USA), a Certificate in Organization and Systems Change (OSD) from The Gestalt Institute (USA), and an undergraduate degree from Princeton University (USA).

Email: lynn@sagevision.com.cn

LinkedIn: <http://cn.linkedin.com/pub/lynn-king/1/6b/5b2>

JUAN T. LOPEZ

Juan T. Lopez is president of Amistad Associates, an organizational development and management consulting firm that offers Global Multicultural leadership programs, executive coaching, organizational assessments, strategic planning, training and consulting services, and diversity excellence. He is a cofounder of Llead, a senior Latino leadership program. He and his colleagues are currently writing a book on their research based on 15 years of training and coaching. He has developed a global accelerated leadership program for men of color and multicultural men and is a cofounder of Diversity 2000, a think tank focusing on compelling diversity issues now entering its 17th year. He has an M.S.W. from the University of California Berkeley, School of Social Welfare, where he emphasized organizational planning and community health services. He also holds B.A. degrees in Psychology and Latin-American Studies from Sonoma State University. In addition, Mr. Lopez was the co-chair for three years of the National Diversity Conference, which had been one of the premier national events addressing diversity issues. He has been a member of the Collegium (emeritus) since 1993, a diversity think tank of diversity pioneers who develop diversity concepts and leadership models. He was featured in *The Diversity Journal* as one of the Diversity Pioneers. Juan is a co-author of *The Diversity Calling: Building Community One Story at a Time*, published in 2012. He also is a co-author of a chapter: Leading for Diversity in the ASTD Leadership Handbook.

Blog: amistadassociates.wordpress.com/about/

NADIA YOUNES

Nadia Younes is the Diversity Advisor for The International Monetary Fund and is charged with further integrating cross-cultural competency, equity and fairness into the core business practices, policies and systems worldwide. Passionate about influencing positive changes that bring about better business performance while serving the greater good for both employees and communities, Nadia has led D&I efforts across many sectors for the last 20 years. Prior to joining The International Monetary Fund, Nadia led D&I efforts in the mining, financial, consumer product, biotech and pharmaceutical sectors. She has also taught conflict prevention and management and cross-cultural communication in universities and in the public sector. These sessions have included training doctors and nurses in culturally competent healthcare and working with policemen, gang units and military personnel on culturally competent conflict prevention. Nadia sits on the board of several D&I think tanks and has been an active volunteer in many community programs working with women, immigrants, at-risk youth, elderly, interfaith and GLBT groups. Born in Canada to an American mother and Egyptian father and raised as a "Canyptian" in a multicultural family spanning continents, cultures and religions, she has a personal drive and mission toward improving global, organizational and interpersonal relations across cultures.

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

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.

September 25, 2015 • Buenos Aires, Argentina

2nd SIETAR Argentina Conference

EPs Shirley Saenz and George Simons will be conducting a workshop at the SIETAR Argentina Conference: "The Power of Interculturalism: Facing the challenges of a diverse world". This will be the first time for the GDIB to be presented in Latin America, so participants will have the opportunity to learn how to measure their Diversity and Inclusion Efforts in their organizations from a new perspective, that is both, strategic and

systemic. This session offers participants the opportunity to become familiar with the GDIB and to engage in interactive dialogue with their colleagues about how to apply the tool in their organizations.

<http://sietarargentina.org/congress-2015/>

September 28 to October 1, 2015 • Austin, Texas, USA

US Business Leadership Network 18th Annual National Conference & Biz2Biz Expo

EP Yves Veulliet will include the GDIB in his presentation as part of a panel at this conference, which is the most visible one around business and disability in the US. "The 2015 USBLN[®] Annual National Conference & Biz2Biz Expo is the preeminent national business-to-business event that focuses on disability inclusion in the marketplace, workplace, supply chain and professional development."

Breakout Session: Workplace Changing the Culture

Moderator:

- Alicia Wallace, EEO Compliance Director, Diversity & EEO Compliance, Anthem

Presenters:

- Lori Golden, Abilities Strategy Leader, Americas People Team, Ernst & Young, LLP
- Elizabeth Hogan, Strategic Communications Manager, Nielsen
- Yves Veulliet, Global Disability & Inclusion Program Manager, Human Resources, IBM

Description: To become an employer of choice for people with disabilities, a company's culture must be welcoming and respectful of all its employees including employees with disabilities. But what are the steps to get there? What type of education is needed? What are best practices to encourage an inclusive mindset throughout the enterprise? Join us for this interactive session to hear steps businesses have taken to enable their companies to advance disability inclusion. Be prepared to share your experiences and ideas.

More information and agenda are available here: <http://www.usblnannualconference.org/>

October 1, 2015 • Pittsburgh, Pennsylvania USA

GDIB: How Benchmarking Helps Achieve Real World Results • Vibrant Pittsburgh and Carnegie Mellon University

Learn what 80 experts around the world agree makes for a best practice D&I program. Work with D&I Benchmarks that apply to all sectors, industries, sizes and approaches to D&I work. Expert Panelists, Sidalia Reel, Director of Staff Diversity at the University of California, Berkeley; Lorie Valle-Yañez, Vice President and Chief Diversity Officer, MassMutual Financial Group; and Nene Molefi, CEO, Mandate Molefi HR Consultants, Johannesburg, South Africa; will describe best practices and share the "real stuff" stories that have helped make their organizations and clients world class. *Global D&I Benchmarks* co-authors Julie O'Mara and Alan Richter will describe the Benchmarks, sponsored by the non-profit The Diversity Collegium, focusing on the outcomes that make the difference between just checking the box to indicate that an activity has been done and achieving strategic results that meet organizational goals. Takeaways include: practical tips of what works, the free downloadable 50-page GDIB, and practices you can implement. Cost is \$50 for the 7:30 to 9:30am breakfast (included) session. Group discounts available. Go to <https://vibrantpittsburgh.givezooks.com/events/save-the-date-october-1st-for-a-special-inclusion-best> for more information and to register. Register soon as there is a capacity limit.

October 5 to 7, 2015 • Portland, Oregon, USA

Northwest Human Resource Management Association (NHRMA), 77th Annual Conference & Tradeshow

EP Barbara Deane, who is also coordinator of our nonprofit sponsor The Diversity Collegium, is presenting a conference workshop with Joseph Marth, Vice President, Business Solutions, Archbright, Seattle Washington. The session is titled: Assessing the Success of D&I Initiatives using D&I Benchmarks “How do you know you are doing high-quality Diversity and Inclusion (D&I) work? Not an easy question to answer because no industry standards have existed. Now this void has been filled through the recently updated Global Diversity and Inclusion Benchmarks (GDIB). The tool addresses 13 categories of D&I work with five levels of benchmarks. This session offers participants hands-on learning methods to become familiar with the GDIB, interactive dialogue with their colleagues about how to apply the tool in their organizations.” For more information: <http://www.nhrmaconference.org/2015/agenda>

**October 7, 2015 • Montreal, Quebec, Canada • Workshop in French only • 8:00 to 10:30am
And**

**October 13, 2015 in Regina, Saskatchewan • Workshop in English only • noon to 2:30pm
CCDI Community of Practice Event -- Global Diversity & Inclusion Benchmarks**

In these lively and interactive sessions, hosted by the Canadian Centre for Diversity (EP Cathy Gallagher-Louisy is Director of Knowledge Services at CCDI), participants will learn about the Global Diversity and Inclusion Benchmarks (GDIB). They will have an opportunity to assess their own organizations using the GDIB, followed by group discussions on how they can move their organization forward. Participants will walk away with a practical roadmap for their organizations based on globally recognized benchmarks. Registration is required. Go to: <http://www.ccdi.ca/whats-happening/events/event-cope-102015/>

**October 7, 2015 • Presentation at the Alliance for Nonprofit Management National Conference
October 6 to 8 • Portland, Oregon USA**

Ann Lehman and Anu Menon of Zimmerman Lehman (www.zimmerman-lehman.com) will present a 10:00 to 11:45am session, Creating Inclusive Nonprofits Bottom-to-Top, where they will include mention of the GDIB. Many believe the inclusive organization increases strategic thinking, improves responsiveness to community/clients, leads to a broader donor base and attracts the most talented workers, but find it a challenge to put into practice. What are the policies and process we need to make this happen? Lead from the latest data and trends, lesson learned. Go to: <http://theallianceconference.org>

October 14 to 17, 2015 • Orlando, Florida, USA

SIETAR-USA's Historic 15th Anniversary Conference This year's theme is Expanding Intercultural Horizons: Competencies for a Global and Diverse Workforce. conferenceproposals@sietarusa.org More information coming. Here are some of the EP and GDIB users attending and the sessions they are presenting:

- Alan Richter, Ph.D., GDIB co-author and President of QED Consulting, on *When Values Clash*. The session will be hands-on exploration of global values – to determine which values can be regarded as truly global, and which cannot, and therefore can be seen as culturally relative. The session will then explore the different ways in which cultures prioritize their values, and how different prioritizations can lead to culture clashes. The comparative constitutional research from my recently published book will be shared. Thursday, 11:00-12:30pm
- EP Rita Wuebbeler, President & Founder, Interglobe Cross-Cultural Business Services, Inc. and three co-presenters: Jeffrey Cookson, Rebecca Parrilla and Rob Pusch on *LGBT Social Justice Around the World Today: Advances, Setbacks and the Interculturalist as Ally* on Friday, 1:30-3:30pm.

October 15, 2015 • Tacoma, Washington, USA

South Puget Sound Chapter SHRM (Society for Human Resources Management)

EP Barbara Deane will speak on the GDIB at a breakfast meeting of this SHRM chapter south of Seattle, Washington. The presentation, entitled "Diversity & Inclusion Benchmarks: Standards for Success" will provide participants the opportunity to briefly assess their organization's level on Diversity & Inclusion, to explore the GDIB tool as standards they can use in their organizations, and to increase their understanding of what it takes to be a "best practice" organization on Diversity & Inclusion. For more information: <http://sps.shrm.org>

October 17 to 20, 2015 • Portland, Oregon, USA

OD Network / IODA Annual Conference and 2nd OD World Summit

EP Judith Katz and co-author and colleague, Fred Miller are presenting at 3:30pm on October 18th on *OD, Inclusion, and Diversity: Yesterday, Today, and Looking Around the Corner*. Here is the abstract: "The way we talk about differences in the workplace and in society has changed fundamentally in the last 25 years. We've seen shifts from compliance focus to articulating the business case for diversity to focusing on not just representation, but the inclusion of people of all differences. Yet, issues of diversity and differences are as alive as ever, from Ferguson (and beyond) to Gamergate to the battle for marriage equality. This presentation will explore the evolution of diversity and inclusion, the challenges organizations face today, and how emerging trends such as Dialogic OD are shaping our approach to how we change organizations." For more information about the conference, go to <http://www.odnetwork.org/?page=2015AnnualConfer>

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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