



The GDIB Newsletter

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

Issue: 29 September 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 www.diversitycollegium.org 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 THIS GDIB BENCHMARK

6.3 (GDIB Category 6: Job Design, Classification, and Compensation LEVEL 5 BEST PRACTICES). Inequitable previous compensation systems have been addressed and individuals compensated.

DOING WELL BY DOING GOOD – TAKING ON SOCIETY'S BIGGEST PROBLEMS

The September 1 edition of *Fortune* magazine, in a section called "Change the World," lists 50 great companies that "are taking on society's biggest problems – and making money doing so" – these are companies that "do well by doing good". In reviewing salaries to ensure gender equity in pay, Salesforce found a 6.6% gap. Not only did they spend \$3 million to close those gaps, but also made the results public, an act of transparency which is not typical in the business world. Salesforce also launched a leadership program aimed at helping women in leadership development. It is worth noting that in the United States the gender pay gap differential (based on 2015 data from the World Economic Forum's Global Gender Gap Index) was somewhere around 17%, considerably higher than the 6.6% gap that Salesforce identified internally. By contrast Norway had the smallest gender pay gap at 13% while Yemen had the biggest gender pay gap at 77%. And on September 4, 2016 an article in *USA Today* announced the appointment of a chief equality officer at Salesforce. Salesforce is a 17-year-old

global company, headquartered in the US, that provides cloud services for sales, service, marketing community, analytics, apps and the Internet of things.

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.

EXPERT PANELIST NENE MOLEFI, INVITES YOU TO A BOOK SIGNING

Nene Molefi has written a chapter, "Diversity Leadership" in *Leadership: Perspectives on the Front Line*, published by KR in South Africa. She joins 89 contributors of this major work. You must register to attend the book launches, but they are free. One is in Johannesburg South Africa on 26 October; another event is in Cape Town on 2 November. [click here](#) to find out more information and confirm attendance. Some of the major points of Nene's chapter are: In South Africa, many corporates are faced with the complexity of holding as equally important the concepts of "shareholder value" versus "stakeholder expectations". In my experience, there is always a question posed as to whether a leader can drive business results while at the same time managing diversity and ensuring inclusion. The question arises because many decision makers (= Boards and Executive committees) still regard diversity and inclusion work as separate from the core business of the organisation. This separation implies that diversity and inclusion is a "nice to have", while core business is the primary means through which leaders can demonstrate shareholder returns. This is not only a South African phenomenon. The surveys we have conducted have demonstrated that intangible, non-monetary benefits of diversity and inclusion cannot be overstated. Perceptions of unfair treatment, job dissatisfaction and unequal pay scales can lead to serious disruptions in operations which in turn affect productivity and delivery of service. What is often regarded as non-monetary risk can easily make the transition to hard numbers with regard to monetary loss. To order the book go [HERE](#)

TALK MATTERS! SAVING THE WORLD ONE WORD AT A TIME BY MARY GELINAS – YOU ARE INVITED TO A BOOK SIGNING – FORWARD WRITTEN BY JULIE O'MARA

You are invited to a book signing... October 21, 2016 at The Humboldt Area Foundation in Northern California. To RSVP and/or order the book, go here <http://gelinajames.com/talkmatters/>: About the book: "We create the present and future in our meetings and conversations every day. 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. After decades of advising groups in the private, public, and nonprofit sectors, process design and facilitation expert Mary V. Gelinajames has integrated her best knowledge of brain and behavioral sciences, mindful awareness, and effective process to create Talk Matters! Her eight essential practices offer us ways to avoid getting hijacked by our survival instincts, engage with people who differ from us, and open ourselves, our businesses, and our communities to real, lasting change. As she explains, good process can help us work better together to do good things for the world. In this highly readable and accessible book, Gelinajames uses real-world examples to illustrate the practices that can help you start achieving life-serving results in your interactions as a leader, participant, or

facilitator today.” In the foreword, Julie connects Mary’s wonderful, practical book with the importance of diversity and inclusion practitioners applying the practical tips in Mary’s book.

LAUNCH OF BENCHMARKING TOOL ON DISABILITY

BenchmarkABILITY is an online benchmarking tool targeting HR professionals. The contents of this tool were developed under a grant to Cornell University. The tool focuses on leading practices to promote disability-inclusive workplaces. Six short surveys can be taken at the user’s own pace on the following topics: Recruitment & Hiring, Career Development & Retention, Accessibility & Accommodation, Diversity & Inclusion, Compensation & Benefits, and Metrics & Analytics. GDIB co-author Alan Richter advised on the development of this tool, especially on the D&I section, using insights from our GDIB. Currently you can create an account at no cost, take the surveys and get your reports; go to: www.benchmarkability.org

NEWS, REQUESTS, AND IDEAS

BY SEPTEMBER 15 -- 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 possible. If you would like us to send you this email again, contact Julie.omara@diversitycollegium.org before September 15.

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.

TENTH ANNIVERSARY EDITION LAUNCH EVENTS

GLOBAL 2016 GDIB 10TH ANNIVERSITY LAUNCH EVENT PLANNING UNDERWAY!!!!

Argentina + all of Latin America – Webinar in Spanish – **Oct 4**

Edmonton – **Nov 28**

Johannesburg

Latin America - **Webinar Oct 4**

London

Los Angeles – **HELD**

Melbourne – **Oct 25**

Mexico

Montreal – **Nov 21**

New York

Orange County

Philadelphia

Pittsburgh

Portland

San Diego – **Oct 5**

San Francisco/Oakland

São Paulo – **HELD**

Seattle

Shanghai

Sydney

Tokyo – **HELD**

Toronto – **Oct 27**

Vancouver – **Oct 17**

Washington, DC – **ACPA Edition
HELD**

Washington, DC - **Standard
Edition Dec 13**

Your city/region/event?????

EP and Users are planning 2016 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 regularly.

OCTOBER 4: WEBINAR IN SPANISH. FOR LATIN AMERICA, BUT ANYONE CAN PARTICIPATE



**GDIB 10th Anniversary
Launch Event**

Launch Event Name	Launching webinar: Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World (GDIB)
Date, Time, & Location	Date: Tuesday, October 4, 2016 Time: 14:00 Argentina/Brasil - 12:00 Colombia/México Registration link: http://www.anymeeting.com/PIID=EC57DC81804E3A
Event Description	In this webinar we are going to introduce participants to the main results of this global endeavor, explain the characteristics of the model developed by 95 Expert Panelists from around the world and the authors how we came to these global benchmarks of D&I, and how to use them in our organizations.
Partners, Sponsors, Speakers	Speaker: GDIB Expert Panelist Shirley Saenz, Intercultural Trainer at Iceberg Cultural Intelligence. Sponsor: Iceberg Cultural Intelligence, The Forum on Workplace Inclusion, The Diversity Collegium
Other	Language: Spanish Registration Costs: Free
Contact Information	Shirley Saenz ssaenz@icebergci.com

OCTOBER 5: SAN DIEGO, CALIFORNIA, USA LAUNCH



**GDIB 10th Anniversary
Launch Event**

Launch Event Name	Achieving Excellence in Diversity and Inclusion: Using the Global Diversity and Inclusion Benchmarks - <i>10th year Anniversary Event and Launch of the 2016 Edition</i>
Date, Time, & Location	Wednesday, October 5: 5:00-9:00 pm Alliant International University Green Hall 10455 Pomerado Rd. San Diego, CA
Event Description	5:00-6:00 pm: Networking and Reception 6:00-7:30 pm: Excellence in Diversity & Inclusion: Using the GDIB 7:30-7:45 pm: Break and Networking 7:45-8:45 pm: Learning & Sharing Circles—led by D&I Experts and Speakers 8:45-9:00 pm: Final Comments and Close Overview of D&I with value of GDIB – EP Bernardo Ferdman

<p>Partners, Sponsors, Speakers</p>	<p>Sponsors: Alliant International University, G2nd Systems, County of San Diego Office of Ethics and Compliance, The Diversity Collegium, The Forum on Workplace Inclusion, Public Relations Society of America-San Diego Chapter</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Welcome. Andy Vaughn, President, Alliant International University • Diversity and Inclusion: The State of the Art. Bernardo M. Ferdman, Ph. D., Distinguished Professor, Alliant International University; GDIB Expert Panelist; Member, Diversity Collegium • Understanding and Using the GDIB. Lorelei Carobolante, President & CEO, G2nd Systems, and GDIB Expert Panelist • Sharing Perspectives and Experiences on Excellence in D&I: Panel Discussion with D&I Experts & GDIB Users: <ol style="list-style-type: none"> 1. Mark Blankenship, Ph.D., Chief People, Culture & Corporate Strategy Officer and Executive Vice President, Jack in the Box Inc.; Alumnus, Organizational Psychology Program, California School of Professional Psychology 2. Joseph Cordero, Director, Office of Ethics & Compliance, County of San Diego; GDIB User 3. Effenus Henderson, President and CEO, HenderWorks, Inc.; Co-Founder and Co-Director, Institute for Sustainable Diversity & Inclusion; Chief Diversity Officer (Retired), Weyerhaeuser Company 4. Sondra Thiederman, Ph.D., Consultant, Trainer, and Speaker; GDIB Expert Panelist; Member Emerita, Diversity Collegium <p>Learning & Sharing Circles Facilitators:</p> <ul style="list-style-type: none"> • Using the GDIB in Government. Karen Harris, Staff Development Coordinator, Health & Human Services Agency, County of San Diego • Applying the GDIB to Your Organization. Lorelei Carobolante, President & CEO, G2nd Systems, & GDIB Expert Panelist • Preparing to Introduce GDIB into the Organization: Issues and Needs at the Early Stages. Tiffani Wang-Jones, Ph.D., Global Diversity & Inclusion Specialist, IKEA (and new CSPP alumna) • GDIB, HR, and Talent Management. Peggy Chapman, Director of Human Resources, Jack in the Box, Inc. • GDIB and Training. Sondra Thiederman, Ph.D., Consultant, Trainer, Speaker, & GDIB Expert Panelist • GDIB and Inclusive Leadership Development. Effenus Henderson, President and CEO, HenderWorks, Inc
<p>Other</p>	<p>Registration: https://gdib-sandiego.eventbrite.com</p>
<p>Contact Information</p>	<p>Bernardo Ferdman: bferdman@alliant.edu Joe Cordero: joe.cordero@sdcounty.ca.gov Lorelei Carobolante: loreleic@G2nd.com</p>

OCTOBER 17: VANCOUVER, BRITISH COLUMBIA, CANADA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Vancouver, BC Canada
Date, Time, Location	Thursday Evening, October 17 Doors Open: 5:30 – 6:00 pm PT/Event Time: 6:00 – 8:30 pm PT Venue Location TBD
Event Description	Each event will be a cocktail reception in the evening before the CCDI's 2016 D&I: The UNConference series (See page 12 for more information on the UNConferences.) There will be a brief presentation on the 2016 GDIB by one or more Expert Panelists followed by time for networking. Come out and learn more about the Global Diversity and Inclusion Benchmarks 10th anniversary edition and meet the Canadian Expert panelists who contributed to this world-renowned standard for Diversity and Inclusion.
Partners, Sponsors, Speakers	Sponsors: TBD Speakers: Cathy Gallagher-Louisy, Director, Knowledge Services, CCDI
Other	Conference Registration Information: http://ccdi.ca/gdib-launch/ *Please note: The events are free of charge to all registrants but registration is required. If you are registered to attend the UNConference, you are not automatically registered to attend the GDIB Launch event. This means you must also register to attend the GDIB Launch event by submitting a registration.
Event Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

OCTOBER 25: MELBOURNE, AUSTRALIA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Melbourne, Australia
Date, Time, Location	Tuesday, October 25, 8:30 – 10:30 am Collins Square, Tower Two 727 Collins Street Melbourne VIC 3008
Event Description	"We've Identified What Works"

	<p>Marking the 10th 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.</p> <p>8:30-9:00 am: Registration and Networking 9:00-10:00 am: Program 10:00-10:30 am: Networking and Morning Tea</p>
Partners, Sponsors, Speakers	Sponsors: Maddocks, Diversity Partners, ADC Associates, The Diversity Collegium, The Forum on Workplace Inclusion
Other	RSVP by close of business 18 October with names and contact info of attendees
Event Contact Information	Duncan Smith info@adc-assoc.com +61 419 329 539

OCTOBER 27: TORONTO, ONTARIO, CANADA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Toronto, ON Canada
Date, Time, Location	Thursday Evening, October 27 Doors Open: 5:30 – 6:00 pm ET/Event Time: 6:00 – 8:30 pm ET Venue Location TBD
Event Description	Each event will be a cocktail reception in the evening before the CCDI's 2016 D&I: The UNConference series. (See page 12 for more information on the UNConferences.) There will be a brief presentation on the 2016 GDIB by one or more Expert Panelists followed by time for networking. Come out and learn more about the Global Diversity and Inclusion Benchmarks 10th anniversary edition and meet the Canadian Expert panelists who contributed to this world-renowned standard for Diversity and Inclusion.
Partners, Sponsors, Speakers	Sponsors: TBD Speakers: Cathy Gallagher-Louisy, Director, Knowledge Services, CCDI Parag Tandon-Diversity & Inclusion Practitioner, Accomplished Development & Marketing Professional
Other	Conference Registration Information: http://ccdi.ca/gdib-launch/ *Please note: The events are free of charge to all registrants but registration is required. If you are registered to attend the UNConference, you are not automatically registered to attend the GDIB Launch event. This means you must also register to attend the GDIB Launch event by submitting a registration.

Event Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca
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NOVEMBER 21: MONTREAL, QUEBEC, CANADA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Montreal, QC Canada
Date, Time, Location	Monday, November 21 Doors Open: 5:30 – 6:00 pm ET/Event Time: 6:00 – 8:30 pm ET Venue Location TBD
Event Description	Each event will be a cocktail reception in the evening before the CCDI's 2016 D&I: The UNConference series. (See page 12 for more information on the UNConferences.) There will be a brief presentation on the 2016 GDIB by one or more Expert Panelists followed by time for networking. Come out and learn more about the Global Diversity and Inclusion Benchmarks 10th anniversary edition and meet the Canadian Expert panelists who contributed to this world-renowned standard for Diversity and Inclusion.
Partners, Sponsors, Speakers	Sponsors: TBD Speakers: Cathy Gallagher-Louisy, Director, Knowledge Services, CCDI Lucie Houde – Leadership & Diversité des ressources humaines, Présidente fondatrice Archétypes-Inter Lynda White - President, McLeod White at McLeod White and Associates
Other	Conference Registration Information: http://ccdi.ca/gdib-launch/ *Please note: The events are free of charge to all registrants but registration is required. If you are registered to attend the UNConference, you are not automatically registered to attend the GDIB Launch event. This means you must also register to attend the GDIB Launch event by submitting a registration.
Event Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

NOVEMBER 28: EDMONTON, ALBERTA, CANADA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Edmonton, AB Canada
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Date, Time, Location	Monday Evening, November 28 Doors Open: 5:30 – 6:00 pm MT/Event Time: 6:00 – 8:30 pm MT Venue Location TBD
Event Description	Each event will be a cocktail reception in the evening before the CCDI's 2016 D&I: The UNConference series. (See page 12 for more information on the UNConferences.) There will be a brief presentation on the 2016 GDIB by one or more Expert Panelists followed by time for networking. Come out and learn more about the Global Diversity and Inclusion Benchmarks 10th anniversary edition and meet the Canadian Expert panelists who contributed to this world-renowned standard for Diversity and Inclusion.
Sponsors, Speakers	Sponsors: TBD Speakers: Cathy Gallagher-Louisy – Director, Knowledge Services, CCDI
Other	Conference Registration Information: http://ccdi.ca/gdib-launch/ *Please note: The events are free of charge to all registrants but registration is required. If you are registered to attend the UNConference, you are not automatically registered to attend the GDIB Launch event. This means you must also register to attend the GDIB Launch event by submitting a registration.
Event Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

OTHER EXCITING LAUNCH UPDATES – CHECK WEBSITE FOR MORE INFORMATION.

- **Launch Event – Connecting with Local Universities**

EP Michael Wheeler, GD&I Enterprises LLC and Author Alan Richter, QED Consulting, New York City and EP Lorelei Carobolante, G2nd Systems, Orange County, are in the process of collaborating with local universities for their respective launches. Stay tuned for more details.

- **More plans underway.** A Washington, DC Launch is scheduled for December 13, with Portland and Seattle in February 2017. Others being planned. Let us know if you want to hold/host/or sponsor an event.

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:

Is your organization keenly aware of the needs, motivations, and perspectives of diverse customer and stakeholder groups and successfully adaptive to marketing, sales, and distribution strategies to meet those needs? If not, category 13 of the GDIB can help you “Listen To and Serve Society”.

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



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.

BERNARDO FERDMAN, Ph.D.

Bernardo is Distinguished Professor of Organizational Psychology, California School of Professional Psychology, Alliant International University, where he has worked since 1993, and a leadership and organization development consultant. Bernardo serves on the faculty for several executive education programs, including at UCLA Anderson School of Management and UCSD Rady School of Management. Bernardo consults, writes, speaks, teaches, coaches, and conducts research on D&I, multicultural leadership, Latinos/Latinas in the workplace, and bringing one's whole self to work. He has worked in the U.S., Europe, Latin America, and Asia. Bernardo's book, *Diversity at Work: The Practice of Inclusion* (Wiley/Jossey-Bass, 2014), co-edited with Barbara Deane, provides a research-based understanding of inclusion. He has written dozens of articles and chapters, made over 300 presentations, and conducted research with the Workgroup Inclusion Scale he developed with his students. A member of The Diversity Collegium and a Fellow of the American Psychological Association as well as the International Academy for Intercultural Research, Bernardo is past Chair Academy of Management's Diversity and Inclusion Theme Committee and of its Gender and Diversity in Organizations Division, and a past President of the Interamerican Society of Psychology. Awards include the 1991 Gordon Allport Intergroup Relations Prize from the Society for the Psychological Study of Social Issues, the 2011 Trailblazer Award from the Ph.D. Project's Management Doctoral Student Association, and the 2014 Janet Chusmir Distinguished Service Award from the Gender and Diversity in Organizations Division Academy of Management. He earned a Ph.D. in Psychology at Yale University and an A.B. degree at Princeton University.

Website: <http://ferdmanconsulting.com>; <http://practiceofinclusion.com>.

Twitter: @bferdman

LinkedIn: www.linkedin.com/in/ferdman

PEGGY HAZARD

Peggy Hazard is a Managing Principal and co-head of the Advancing Women Worldwide Practice at Korn Ferry. She specializes in consulting, facilitation and coaching to help executives and top teams achieve business results through improved global talent strategies and more inclusive and agile leadership. A thought leader and problem-

solver who has worked with leaders from 80 countries, Ms. Hazard helped develop the Root Cause Funnel Analysis, CrossCultural Agility, Vectors™ and Accelerating Women in Leadership Programs, a 3-part Advancing Women Worldwide Webinar Series and was Managing Editor of an online Global Inclusion University serving 197,000 employees. She is a member of the Avon *Global Women's Think Tank*, the *Global Diversity Benchmarks* and facilitated *The Global Diversity Officer Competency Model*. She is author & contributor of *Career Playbook: Practical Tips for Women in Leadership*, *Best Practice Women in Leadership*, *Crosscultural Agility: The Global Talent Solution*, and *Developing a Global Mindset*. She was adjunct professor at Cornell's School of Labor & Industrial Relations, guest lecturer at Columbia and Rutgers Universities, India Institute of Management Ahmedabad, and the Mercedes Leadership Institute. Ms. Hazard has 30 years of experience, including positions at Polo Ralph Lauren and Warnaco. She has a BA The University of Pennsylvania, where she studied at The Wharton School. She is certified in ViaEdge, Voices, KFALP, Hogan and HBDI assessments.

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KELLI MCLLOUD-SCHINGEN

Kelli McCloud-Schingen specializes in Global Diversity and Inclusion, Storytelling, Cultural Competence, and Healing Racism. She has facilitated development workshops, trainings and storytelling presentations for educational, non-profit, government and corporate institutions in the USA and internationally since 1989. A certified professional mediator, she holds a Bachelor of Arts degree in Communication from Aurora University and a Master of Arts in Cross-Cultural Studies from the University of Houston-Clear Lake. Additionally, she is Co-Author of the Cultural Detective: African American®. She has extensive training and leadership experience in the Intercultural and Diversity fields. Kelli has recently joined the Diversity Collegium, A Think Tank of Diversity Practitioners and has served on the Board of Directors for the premier Intercultural organization, the Society for Intercultural Education, Training and Research (SIETAR USA), since 2002 as well as served on the organizing committee for the Global Community Dialogue on Leadership, Diversity and Change (GCD) since 2003. In the area of Race and Racism, Kelli trained with the Center for the Healing of Racism in Houston, TX and has provided workshops on healing and dismantling racism since 2000. Kelli has studied and researched the topic of racism in-depth and a major part of her research was an internal investigation of self with regard to how racism has impacted her life.

Twitter: KelliMSchingen

Skype: KMS131

LinkedIn: <http://www.linkedin.com/pub/kelli-mcloud-schingen/6/639/359/>

Facebook: <https://www.facebook.com/pages/KMS-Consulting/120818254676501>

Website: <http://www.treasureculture.biz>

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

EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

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

CALLS FOR PROPOSALS

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

SIETAR (Society for Intercultural Education Training and Research) BRASIL conference is October 20 & 21, 2016 in São Paulo. The proposal deadline has passed, but, if you are interested contact Sven Dinklage at sven@svendinkage.com and Mariana de Oliveira Barros at mariana@difference.com.br

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

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

Vancouver, 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

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>

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, 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://www.amma.org.au/awra-workshops/>

FORUM ON WORKPLACE INCLUSION

March 28 to 30, 2017

Minneapolis, Minneapolis USA

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 is 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.

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.

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