



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 2, 2014**

The GDIB—*Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*—helps organizations of all sizes around the world, in a variety of sectors, 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., with 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](http://www.diversitycollegium.org)

### NEWS AND IDEAS ABOUT USERS AND EXPERT PANELISTS

#### **THE WINTERS GROUP REPORT — THE GLOBAL D&I TIPPING POINT: 9 KEY TRENDS IN DIVERSITY & INCLUSION – IS BEING USED WITH GDIB ACTIVITY**

EP Mary-Frances Winters, author/researcher; Susan McCuiston, researcher; and Mareisha N. Reese, research & design, collaborated on a 70-page report that outlines nine global D&I trends. Julie O'Mara has designed an activity using the 9 trends for the GDIB session she's conducting for Central Florida Diversity Learning Series next week (see information on the session below). The report, written in 2013 is available for \$29 at [www.wintersgroup.com](http://www.wintersgroup.com). The activity comes half-way through the 3-hour session in Florida, after participants have received a grounding on the GDIB. They will be asked to tie the Winters Group trends to the GDIB categories and write actions for their organizations taking into consideration each of the trends. We'll describe the activity — hopefully even with pictures — and post it on The Diversity Collegium website for others to use. In the meantime, take a look at the trends report. Permission to use the trends report will be granted to those of you receiving this newsletter, but you need to ask Mary-Frances as it is copyrighted. Thank you Mary-Frances.

#### **EP STEVE HANAMURA MAKES HEADLINES – AGAIN!**

The most recent headline in the Portland Oregon paper: *Blind Runner, Steve Hanamura, Will Compete in 2014 Providence Hood to Coast Relay for the 23<sup>rd</sup> Year ...* Steve, who is co-founder of the relay team of 12 runners plus Steve's sighted guide, and uses a bungee cord to connect him with his guide, is quoted in the article as saying, "When I am running we both must pay attention to detail and timing of giving and receiving instructions. Once I receive those instructions I must do what I'm told, when I am told to do it ... 'step up, step down, single file," says Hanamura. "Running with a guide is about trust, leadership, followership and being part of something bigger than oneself." This year Steve is pleased that the team has runners from six decades. The youngest is 23 and the oldest is 72. Steve says that it's not only great fun to be part of a

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multigenerational effort, but a significant learning for all. “The differences can work for all when we all focus on the same goal and work together to achieve it,” Steve says. And the name of the team? I Hurt, You Hurt, We All Hurt. And they keep running. The Hood to Coast Relay draws about 20,000 runners and walkers from all 50 U.S. States and 35 countries. Time to run the race depends on runner capability and traffic patterns. This year it took Steve’s team 32 hours and they came in 870th place out of 1,050 teams. The legs run vary from 4 to 8 hours.

### **MANDATE MOLEFI NAMED A TOP GENDER EMPOWERED COMPANY IN SOUTH AFRICA**

Recently EP Nene Molefi’s firm was recognized by TOP WOMEN in Business & Government publication in South Africa. The recognition is the result of scores on a benchmarking and ranking report based on stringent criteria. Just over 25 percent of companies qualified. The recognition said in part: “Compelling research supports the idea that the employment and empowerment of women in any business is beneficial for that organization. However not everyone sees the value they offer; there is a stigma in some organizations that show a reluctance to promote women and offer lower wages than their male counterparts.” Congratulations, Nene.

Do you have news to announce? Please send and we’ll share it.

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

### **“BEST KEPT SECRET” -- HELP SPREAD THE WORD ABOUT THE GDIB**

Several GDIB EPs and users seem to be using the same phrase – “best kept secret” when referring to the GDIB. We’re also getting comments such as “can’t believe it’s free,” “amazing how great this is.” While we know it’s not a perfect document, we’re getting lots of encouragement. A secret to spreading the word about something is frequency. It’s pretty unique for something like GDIB to be free. Many people tell us that it is very helpful to them in their thinking and planning. We have limited funds, so please help us spread the word about its availability by continuously mentioning it on social media, in meetings and in presentations.

### **EXPERTISE NEEDED IN FUND RAISING – REQUEST OF THE GDIB COLLEGIUM PROJECTS AND FUNDRAISING COMMITTEE**

At its first meeting last week, the GDIB Collegium Projects and Fundraising Committee (Judy Greevy, Steve Hanamura, Kelli McCloud-Schingen, Nene Molefi, Julie O’Mara, Adam Travis) determined that it needs additional expertise in fund raising – from anything from a quick phone call to offer suggestions to actively seeking funds. Contact Julie, if you can help. The committee also focused on getting grounded with the plan and will be setting criteria for projects and putting out a Request for Proposals to everyone who receives this newsletter. The goal is to stimulate more user tools and research related to the GDIB. The Collegium is a nonprofit organization. The Committee will then seek funding to support those wanting to create user tools and conduct GDIB-related research. More information to come.

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## **BIOS OF EXPERT PANELISTS**

Each issue of this newsletter will contain two or three bios. In addition, all bios will soon appear on the Diversity Collegium website. If you are an Expert Panelist and haven’t yet sent us your bio, please do so soon. Include your website, LinkedIn URL and/or email address if you want us to publish that. We have a lot more to post here, so it will take a while before we’ve shared all.

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**PEGGY HAZARD, MANAGING PRINCIPAL IN LEADERSHIP CONSULTING, KORN FERRY, TEANECK, NEW JERSEY, USA**

Peggy specializes in strategic planning, facilitation, and coaching in Global Leadership, Cultural Dexterity, and Diversity and Inclusion. She has worked with leaders from more than 75 countries. She leads initiatives to advance women and other underrepresented talent worldwide and previously served as managing editor of a Global 100 Corporation's online Global Inclusion University serving 197,000 employees in more than 160 countries and global expert for The Conference Board's Chief Global Diversity Officer Competency Model. Peggy has served as an Adjunct Professor for Cornell University's Industrial and Labor Relations School, a Guest Lecturer at Columbia University, Rutgers University, India Institute of Management, and the Mercedes Leadership Institute. She serves as an Advisor for the Avon Global Women's Think Tank, the *Global Diversity & Inclusion Benchmarks* and is a published author, most recently of *Cultural Dexterity: The Global Talent Solution*, *Career Playbook: Practical Tips for Women in Leadership* and *Talent Management Best Practice Series: Women in Leadership*. She has presented at numerous conferences including Diversity in Asia, The Conference Board, Tripartite Fair Employment Singapore, Working Mothers, Global HR Forum, Executive Leadership Council, and SIETAR Europe. Peggy has 30 years experience, including management positions at Polo Ralph Lauren and Warnaco in which she managed international teams. Ms. Hazard is a graduate of The University of Pennsylvania, where she studied at The Wharton School.

<http://www.kornferry.com/consultants/peggyhazard/> LinkedIn - <https://www.linkedin.com/in/peggyhazard>  
Publication on the Korn Ferry Institute - <http://www.kornferryinstitute.com/reports-insights/cultural-dexterity-global-talent-solution> Website - <http://www.kornferry.com/solutions/build/workforce-performance-inclusion-and-diversity>

**LUCIE HOUDE, M.A., PRESIDENT & FOUNDER, ARCHETYPES-INTER, MONTREAL, CANADA**

With a master's degree in the field of intercultural training, Lucie founded Archetypes-Inter, a diversity consulting firm with a mission to optimize leadership and diversity in organizations, in 2001. Working with complementary specialists from around the world, Archetypes-Inter offers cross-cultural training, cross-cultural conflict management, global competencies assessments and coaching. As a HR senior consultant, she worked for close to 20 years at Hydro-Québec where she was first assigned to a major construction site in James Bay, then to Head Office as a training adviser for the Amerindian and Inuit Affairs Vice-Presidency. Giving awareness-training sessions on First Nations she took her passion for the subject further and extended cross-cultural training to prepare employees working with international partners. She was subsequently put in charge of the employment equity access program for the same utility comprising of 22,000 employees. She was part of the very first children of cooperants for Canadian International Development Agency, living in Senegal and Mauritania (1968 – 1979). She also experienced diversity while studying in England for 3 years in a boarding school living with 60 teenagers of which half were from Iran and half from 21 other countries. Lucie Houde is a Cultural Correspondent for various international partners and works both in French and English. She is accredited to administer valid psychometric tools so as to assess intercultural competencies and complementarities. Her concern: staying at the leading edge. Twitter: @archetypesInter  
LinkedIn: <https://www.linkedin.com/in/archetypesinter> Website : [www.archetypes-inter.net](http://www.archetypes-inter.net)

**PRASAD KAIPA, PH.D., CEO ADVISOR & COACH, KAIPA GROUP, CAMPBELL, CALIFORNIA, USA**

Prasad, an advisor and coach since 1990 for about 120 executives and entrepreneurs, is co-author of an international best-seller, *From Smart to Wise: Acting and Leading with Wisdom*. His focus is on igniting the genius within individuals and teams. He was the founding ED of the Center for Leadership, Innovation, and Change (CLIC), Indian School of Business (ISB); Richardson Fellow, Center for Creative Leadership; and advisor

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to Fetzter Institute. He taught executive education organized by INSEAD, LBS, USC, Dartmouth, IIM Bangalore and ISB and co-founded the Entrepreneur Institute for [TIE](#) in 2002 to assist entrepreneurs develop soft skills. Prasad is/was on the boards for International Leadership Association ([ILA](#)), [Marico Innovation Foundation](#), [Sanskrita Bharati USA](#), [Integral Leadership Review](#), [Lead India 2020](#), Society for Organizational Learning ([Sol](#)), [Aankhen](#), [Mentor Cloud](#), Intertec Communications, and Hindu University of North America. Prasad also worked as a consultant with 100+ companies in US, Europe and Asia. As a senior manager for Apple, Prasad created an educational menu for Apple engineers using innovative learning approaches. In 1999, as an Apple University research fellow, Prasad interviewed high achievers and exceptional people researching how they learn (and 'unlearn'), create, communicate, relate, and lead. Athena Interactive released three award winning CD-ROMs for leaders based on his learning interface concepts. He blogs on innovation and leadership in HBR.org and has published articles in Business Week, Forbes, Fortune, and the New York Times. Married to Dr. Vinoda and father of Pravin (28) and Vidya (24), he reinterprets ancient wisdom (and its application in developing highly effective and authentic leaders), and enjoys photography (<http://pkaipa.smugmug.com>), classical music, and tennis. Twitter handles: @pkaipa and @fromsmarttowitz Skype: pkaipa LinkedIn: [www.linkedin.com/in/prasadkaipa](http://www.linkedin.com/in/prasadkaipa) Website: [www.prasadkaipa.com/](http://www.prasadkaipa.com/)

## UPCOMING CONFERENCES WHERE GDIB IS INCLUDED

### September 9, 2014

#### Central Florida Diversity Learning Series, Orlando, Florida, USA

Julie O'Mara is facilitating a 3-hour workshop, *Using Global Diversity Benchmarks as an Inclusion Tool*.

Description: "We will explore and use the Global Diversity Benchmark study as a foundational tool and resource for rebuilding our understanding of Inclusion in our multicultural, globally-connected organizations. Using the data from this study, along with some futuring activities, we will create additional paths to be more inclusive to our marketplaces, workplaces and workforces. This will help us build a stronger infrastructure needed to support our expanding organizational reach – whether that be for our students, patients, staff, guests and others who may request or require our knowledge, skills or services. To register:

[http://cfdls.com/Pages/CFDLS/CFDLS\\_Home.html](http://cfdls.com/Pages/CFDLS/CFDLS_Home.html)

### September 19, 2014

#### 6th Global Organization for Leadership and Diversity (GOLD) Symposium, Tokyo, Japan

Organized by EP Hiroko Tatebe the theme is "The Power of Inclusion: Viewing Diversity Through Different Lenses." EP Kay Iwata, will present "Evolution of D&I Toward the Fourth Wave of Business in the 21st Century." Description: In their book, *The Fourth Wave: Business in the 21st Century*, authors Maynard and Mehrtens foresee a radically different future evolving for corporations. Values, personal integrity, business principles, concerns for the environment, a focus on the well-being of humankind both inside and outside of the organization, and a global citizenship mindset are key characteristics. The principles and values that underlie these characteristics are the same that provide the foundation for Diversity and Inclusion. In this presentation learn more about the what and why of this 4th wave of change and how Johnson & Johnson's Diversity & Inclusion Strategy is a key driver in their evolutionary process. To register:

[http://goldleaders.org/gold\\_uevents\\_2014\\_symp\\_about.htm](http://goldleaders.org/gold_uevents_2014_symp_about.htm)

### September 22 and 23, 2014

#### Talent Management Alliance Annual Inclusion Summit, Atlanta, Georgia, USA

GDIB user Pam Arnold, Kaiser Permanente, Atlanta, will present a session on Benchmarking for Success.

Description: Benchmarking allows you to assess the inclusion work your organization is doing against other

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organizations. It's a critical tool in progressing and working toward a truly inclusive culture and organization. In this session we learn how using the *Global Diversity & Inclusion Benchmarks: Strategies for Organizations Around the World* can transform your strategies and provide the groundwork for measuring effectiveness and contributing to our bottom line. Takeaways: Explanation of several ways to benchmark. A list of things to consider when benchmarking and a comprehensive look at the GDIB and how it can save you time and resources from other ways of benchmarking will be provided. Last year the event attracted over 100 Diversity & Inclusion executives and this year it is expected to attract more. The 2014 Inclusion Summit will feature practitioners and thought leaders sharing case studies, best practices and frameworks on measuring and assessing the inclusion journey and creating a strong business case for inclusion in organizations. To register: <https://www.regonline.com/Register/Checkin.aspx?EventID=1558209> Please note that there are some restrictions on who can attend. If you don't meet that specifications described on the website, contact the organizers and ask for consideration.

### September 25 & 26, 2014

#### Carrying The Fire Series: Organizational Development for Culture Change Agents, London, UK

EP Lisa Kepinski and Elaine Yarbrough are co-leading this course. D&I work *is* culture change work. It is driven formally by those in the role, plus formally and informally by key partners in HR, CSR, Communications, business managers, etc. Often change efforts often get stalled or fail due to reasons such as lack of leadership support, repetitive conflicts, and using the same methods which generate the same results. And the change leader experiences energy drain and frustration. While intentions are good, leaders tasked with driving a change initiative may not have the background nor the opportunity to fully develop skills necessary to lead sustainable cultural change toward healthy human and business outcomes. The goal of Organizational Development is to create a well-functioning organization in which people can contribute their best, and are satisfied and productive. To do so, Culture Change Managers & team members need to understand their system's culture, have the ability to diagnose both the obvious and hidden parts, and intervene to guide the organization to healthy outcomes. The course will be experiential, covering key topics and tools. The GDIB will be used as an example of a structured framework for guiding strategic actions and for key partners and stakeholders' engagement. To learn more and to sign up: <http://www.icongroupltd.com/services/carrying-the-fire-o-for-culture-change-agents/>

### October 22-25, 2014

#### SIETAR USA (Society for Intercultural Education, Training and Research) Portland, Oregon, USA

EP Donna Stringer and EP Lillian Tsai are co-chairs of the 2014 national conference for The Society for Intercultural Educators, Trainers & Researchers (SIETAR USA). Here's the description of a poster session on the GDIB: The *Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World* (GDIB) is a 46-page report and tool first published in 2006 and updated in 2011 and 2014. It is the collective opinion of 80 Expert Panelists around the world representing a variety of experiences, sectors and approaches. Several SIETAR members are Expert Panelists. Authored by Julie O'Mara and Alan Richter, Ph.D., GDIB is sponsored by [The Diversity Collegium](http://www.diversitycollegium.org), and can be downloaded at no charge from [www.diversitycollegium.org](http://www.diversitycollegium.org). A slide show, narrated by Expert Panelist Barbara Deane and Carmen M. Carter will cover the key features of this tool and be augmented with questions, answers, and discussion. **Carmen M. Carter**, President, Diversity on Demand, has over 20 years of professional experience that spans academia; nonprofit, and government organizations; as well as has having held leadership roles with Fortune 500 companies. She collaborates with leaders to "unleash the power of diversity on demand," which is her trademarked approach to diversity and inclusion work. **Barbara Deane**, Editor in Chief, DiversityCentral.com, is a writer, editor, consultant and speaker on diversity, inclusion and cross-cultural business issues. She has worked with organizations to change their cultures and with individuals to develop intercultural competency. She is the associate editor of *Diversity at Work: The Practice of Inclusion* (Jossey-Bass/Wiley, 2014). For more

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information: [www.sietarusaconference.com](http://www.sietarusaconference.com) <<http://www.sietarusaconference.com>> Please let us know if you plan to attend this conference as we want to acknowledge you and perhaps ask you to assist with the poster presentation.

### **November 11 & 12, 2014**

#### **Diversity & Inclusion in Asia 2014 Conference organised by Community Business, Hong Kong**

*Note: We have a special relationship with Community Business, having supported the development of their DIAN Strategy Frameworks, as assessment tool based on the principles of our GDIB and adapted for use by companies operating across the Asia Region. For more information see: [www.communitybusiness.org](http://www.communitybusiness.org) and <http://dfs.communitybusiness.org>*

EP Ralph deChabert and EP Mary-Frances Winters will represent the GDIB at a special Partners meeting on November 10. Thank you Ralph and Mary-Frances.

About the conference: With the theme Diversity & Inclusion – Driving Competitive Advantage, this year’s programme will take the discussion of diversity and inclusion to a new level. Looking beyond the workplace, we will explore tangible ways in which D&I drives competitive advantage – unleashing creativity and innovation, tapping new markets, winning new customers and ultimately increasing revenues. This year Community Business is excited to offer an extended programme, with sessions targeted for broader audiences from across Asia, including:

- HR and D&I Professionals (2-Day Conference)
- Senior Business Leaders (Senior Executive Roundtable)
- Global Heads of Diversity & Inclusion (Global Heads of D&I Networking Lunch)
- Representatives of Women’s Networks in Asia (Day 1 ‘The Female Advantage’ Programme and Women’s Networks in Asia Lunch)
- Representatives of LGBT Networks in Asia (Day 2 ‘Taking the Lead with LGBT’ Programme and LGBT Networking Reception)

To register, go to: <http://programme.communitybusiness.org/diasiaconf2014/>

Send us information if you are presenting on the GDIB (or including it in a presentation) at a conference or workshop that is open to the public and we’ll post it here and on the Diversity Collegium website.

### **PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB**

If you can, please contribute to funding the GDIB. 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](http://www.diversitycollegium.org).

### **CONNECT WITH US ON LINKED IN**

If we haven’t done so already, please invite us to connect. Please link with both of us.

Alan Richter: <http://www.linkedin.com/pub/alan-richter/0/229/6b1>

Julie O’Mara: <https://www.linkedin.com/pub/julie-o-mara/b/355/a47>

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## OFFERING SUPPORT

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

## NEWSLETTER CONTACT INFORMATION

Julie O'Mara • [Julie.Omara@diversitycollegium.org](mailto:Julie.Omara@diversitycollegium.org) • +702-541-8926 • North Las Vegas NV 89084, USA