



**Global
Diversity & Inclusion
Benchmarks
Newsletter**

Editor: GDIB Co-Author,

Julie O'Mara

for **Expert Panelists, Users, and Others Interested in the GDIB**
presented by



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 provided free of charge by The Centre for Global Inclusion, a nonprofit organization with a mission to serve as a resource for research and education for individuals and organizations in their quest to improve diversity and inclusion practices around the world. The GDIB may be downloaded at: <http://diversitycollegium.org/globalbenchmarks.php>.

Check regularly for more information and new User Tools.

Please pass this newsletter along to others.
We have a goal to increase the visibility of the GDIB.
Send us potential reader contact information and we will add them.
Thank you.

5 September 2017

ANNOUNCEMENTS

- ⇒ Please put these new emails into your email system to ensure that they are accepted. We will start sending from them soon:
 - TheCentre@centreforglobalinclusion.org
 - Julie.Omara@centreforglobalinclusion.org
 - Alan.Richter@centreforglobalinclusion.org
- ⇒ The Centre for Global Inclusion website will “go live” on September 12th. We will send you an email announcing this.
- ⇒ The 2017 GDIB (with The Centre identity on it and the updated website link) is ready.
- ⇒ Many user tools (especially slides and handouts) are updated.
- ⇒ We can create special versions with your logo on the GDIB cover – see article on sponsorships and donations below.

If you have urgent needs for the above items, contact Julie. Otherwise, they will be up on the new site on September 12.

EDITORIAL

Globalism? Nationalism? Where is D&I Headed?

There is every reason to talk about the future of our D&I field when so much is happening so fast in the world. The recent Brexit and Trump victories are now unfolding in interesting ways, and it may well be that the “populist” nationalism that they reflect is going to take a U-turn. At the heart of D&I is the concept of connectivity, the notion that as the world is “shrinking,” more and more

connections are possible today and will expand in the future. Global connectivity is at the heart of the diversity and inclusion challenge, as more and more connections will be across differences that we need to manage peacefully and effectively. This in essence reflects the current globalism versus nationalism clash in the world. Globalism embraces connectivity, while the more fundamentalist nationalism repudiates inclusive connectivity. My hunch is that the current resurgence of nationalism will be short-lived. The recent election of Macron in France is a healthy sign hopefully marking the beginning of the downward trend in exclusive nationalism.

However, the US has still to work through this nationalism. With Trump as president we are seeing a move inward – away from global leadership – and this is reflected in the Pew Research Center’s research showing favorability ratings for the United States having declined steeply this year in many nations. The rare country where confidence in the US has grown is Russia. Pulling out of the Trans Pacific Partnership and Paris Climate Accord, reflects an abdication of the US as a global leader. The reputation of the US in the world is currently in great peril -- to the extent that a narrow nationalism cannot come to terms with globalization.

And yet a country’s reputation cannot all be vested in the top leader. So much of American society is outward looking and embracing of globalization, and contradicting of Trump’s agenda. Many States and businesses are embracing the Paris climate accord, regardless. And attitudes around inclusion are changing very fast. A good example is attitudes to LGBTQ. According to the Pew Research Center in 2001, Americans supporting same-sex marriage was 35%, while in 2017 it had grown to a majority of 62%. The first national law providing for same sex marriage was in 2001 in the Netherlands. In 2017 same-sex marriage was legally recognized in 22 countries. Something to cheer about!

By Alan Richter, Ph.D., GDIB Co-Author and Founding Board member, The Centre for Global Inclusion

SPONSORSHIPS AND DONATIONS

We will be sending a more formal request within the next few weeks, but for those of you working on 2018 budgets, please consider:

+ + + ADD THE GDIB \$
THE CENTRE FOR GLOBAL INCLUSION
TO YOUR 2018 BUDGETS + + +
Or pay in advance from your 2017 budget!!!

Here is our “short list” of needs. It is our goal to continue to provide the GDIB and many D&I tools to all users at no cost. Therefore, funding is crucial. Please consider us. More specifics on our needs will be posted on the new site soon.

- Improving our user tools and website accessibility for people with disabilities.
- Research: Please offer suggestions for what type of research you are seeking. We will soon announce a partnership to create a D&I Research Agenda!
- Education: We have many ideas for webinars and other educational materials.
- Sponsoring our exhibit at The Forum on Workplace Inclusion conference, April 2018 in Minneapolis.
- Sponsoring upcoming events around the world. Several are in the works. One is being planned for mid-April in New York City. Another in Orange County, California. Others are under discussion. And we are open to scheduling other cities around the world.
- A Spanish language edition of the GDIB.
- A French language edition of the GDIB.
- Social Media Plan and Implementation.

+ + +GDIB Version Branded with Your Logo + + +

If your organization would like its logo on the GDIB cover, we are happy to provide that for a fee of \$500 USD (\$450 USD for Expert Panelists, Board and Council members, and Alliances). This fee covers the production costs and also provides some additional operational funds for The Centre. For an additional \$500 USD we can also easily insert two pages (front and back) before or after the Table of Contents if you want to provide a special message from you organization, its leaders and/or members of the diversity and inclusion team. Email your request to TheCentre@centreforglobalinclusion.org.

NEWS, REQUESTS, AND IDEAS

DRUM ROLL PLEASE: GREG JENKINS WINS THE TAGLINE CONTEST!

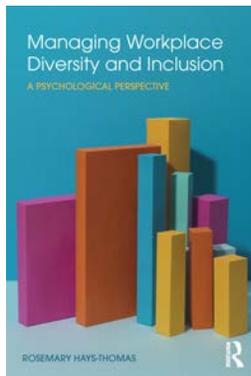
RESEARCH. EDUCATION. SOLUTIONS.

Greg Jenkins, Greg Jenkins Consulting, contributed numerous tagline ideas that led to the creation of the – Research. Education. Solutions. We love it. Thank you, Greg. Greg has a passion for D&I saying, "I am a Service Disabled Veteran who loves serving as a dedicated and passionate diversity & inclusion (D&I) consultant, trainer, facilitator and mentor. I'm a life-long learner of diversity, inclusion, leadership and culture, and I care about helping people and organizations learn and grow in order to become higher performing. I love what I do!" For more information about Greg: www.gregjenkinsconsulting.com

He gave us the ideas that eventually lead the judges (Shawndra Diaz, our Creative Director, Alan and Julie) to select the tagline. Thank you to all who contributed tagline suggestions -- we had a hard time deciding, but it was fun sorting through the choices. And thank you to the following authors who are sending Greg their signed books as his prizes:

- *Up is Not the Only Way: Rethinking Career Mobility* by Bev Kaye
- *We Can't Talk about That at Work!: How to Talk about Race, Religion, Politics, and Other Polarizing Topics*, by Mary-Frances Winters
- *Inclusive Leadership: The definitive guide to developing and executing an impactful diversity and inclusion strategy, locally and globally*, by Charlotte Sweeney and Fleur Bothwick
- *Communicating Possibilities: A Brief Introduction to the Coordinated Management of Meaning* by Ilene Wasserman and Beth Fisher-Yoshida

NEW BOOK – MANAGING WORKPLACE DIVERSITY AND INCLUSION: A PSYCHOLOGICAL PERSPECTIVE -- INCLUDES THE GDIB



Written by Rosemary (Lowe) Hays-Thomas, Professor Emerita, the University of West Florida, *Managing Workplace Diversity and Inclusion* applies social science theory and research to the practical concerns of those working in diversity and inclusion. Using foundational ideas in the field of D&I as well as concepts in the social sciences, this book provides context and techniques for the management of workplace diversity. It applies classic theories and new findings to topics including United States employment law, teamwork, gender, race and ethnicity, sexual orientation, religion, social class, ability, and appearance. Each chapter

includes engaging scenarios and real-world applications to stimulate learning and help readers conceptualize and contextualize diversity in the workplace. Intended for those who want to apply social science to work in this field, the book concludes with two chapters reviewing best practices for improving the management of diversity and inclusion through individual and organizational approaches. The concluding chapter includes discussion of the Global Diversity and Inclusion Benchmarks. The book is published by Routledge (2017). To order go to:

<https://www.routledge.com/Managing-Workplace-Diversity-and-Inclusion-A-Psychological-Perspective/Hays-Thomas/p/book/9781138794269>

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>

FROM AND ABOUT EXPERT PANELISTS

THE CANADIAN CERTIFIED INCLUSION PROFESSIONAL (CCIP™)

Expert Panelist, Cathy Gallagher-Louisy, and the CCIP Team at the Canadian Centre for Diversity and Inclusion (CCDI) are pleased to announce that registration is now open for the first exam, on November 21st, to become a Canadian Certified

Inclusion Professional (CCIP™). CCDI has for many years incorporated the GDIB into its assessment tools, programs, events, and publications, and was the Canadian partner for 2016 GDIB launch events.



After a long consultation involving more than 200 diversity and inclusion practitioners across Canada, CCDI has created a rigorous certification process to assess practitioners' experience, skills and knowledge, with a particular focus on the Canadian context and legislation. As a diversity and inclusion practitioner, this exciting opportunity offers formal recognition of your experience and will boost your career. To be eligible to enter the certification process, you must have at least three years of relevant diversity and inclusion work experience and at least two references who can attest to this work.

To become certified, first you will write a multiple-choice exam, which can be taken remotely. Then you will prepare and submit a Professional Experience Dossier. Once you've successfully completed these two steps, you will become a Canadian Certified Inclusion Professional: your name will be added to an online registry of CCIPs on the CCDI website and you will be able to add CCIP to your signature! If you sign up as part of the first group, you will enjoy unique advantages.

For more information, please visit the website at <http://ccdi.ca/products/diversity-leadership/professional-designation/> and download the CCIP Certification Handbook, or email us at ccip.certification@ccdi.ca. Hurry! Registration closes on October 9, 2017.

SOCIAL MEDIA TIPS FOR GDIB

Please Post Your News about the GDIB - Share news and promote D&I best practices by posting about the GDIB and your activities on your social media platforms. Thank you. Posting helps us meet our goals.



GDIB AND THE CENTRE EVENTS

GLOBAL GDIB EVENTS UNDERWAY!!!!

Webinar in Spanish – HELD

Edmonton – HELD

Johannesburg – TBD

Los Angeles – HELD

Melbourne – HELD

Montreal – HELD

New York City – **Likely in April, 2018**

Orange County – **Likely in Spring, 2018**

Philadelphia—TBD

Pittsburgh – TBD

Portland/Salem – HELD, POSSIBLY A SECOND TBD

San Diego – HELD

San Francisco/Oakland – HELD

São Paulo – HELD

Seattle – **September 27, 2017**

Sydney – TBD

Tokyo – HELD

Toronto – HELD

Vancouver – HELD

Washington,DC – ACPA – HELD

Washington, DC – Standard
Edition – HELD

Your city/region?????

EP and Users are planning. Let us know if you are interested in planning an event.

Article by Expert Panelist, Barbara Deane

SEATTLE GDIB LAUNCH – SOLD OUT!

When we said the Seattle GDIB Launch was hot in the last newsletter, we discovered it was “hotter” than we thought! Within in 2.5 days after the Promotional Sponsors sent the first round of invitations on August 15, the Seattle Launch “sold out”! That meant 200 people registered for the free event almost immediately and to date, 160 people have signed on to the wait list.

The Seattle GDIB Launch event is scheduled for Wednesday evening, September 27, 2017, 5:30 to 9:00 pm. The planning team is currently working with Google, the Venue and Platinum Sponsor, to expand the seating capacity, although space will continue to be limited due to the break out spaces available. Those on the wait list will be notified if there is space for them to attend. Therefore, please continue to register at <http://bit.ly/GDIBpromo>



outreach



In addition to Google, the Launch Event is sponsored by Outreach, the Gold Sponsor, Boeing Employees Credit Union, the Bronze Sponsor, and Zillow has signed on as the Silver Sponsor. All GDIB Launches are also sponsored by The Diversity Collegium and The Forum on Workplace Inclusion.

Promotional Sponsors include DiverseCityLLC, ReBoot Accel - Career Accelerator for Women, Executive Development Institute, Artemis Connection Strategists, CCDI, LinkedSeattle, Global Peaceful Paths, Uniquely HR, DiversityCentral.com, figure 8 CONSULTING, HR West 2018, Diversity, Equity and Inclusion, The Bright Group, adaQuest, Henderworks, Inc., Housing Development Consortium, Insperity, NW Diversity Learning Series, and Eastside Race & Leadership Coalition!

The planning team includes Steven Matly, SM Diversity, a leader in D&I staffing and recruitment and D&I events and workshops, including the well-attended D&I Hackathons in Seattle; Effenus Henderson and Barbara Deane (EP), co-directors of the Institute for Sustainable Diversity and Inclusion that presents the 19 year-long NW Diversity Learning Series; Donna Stringer (EP), Cross-Cultural Consultant, one of the top authors of intercultural training materials and a respected D&I consultant, and Terry Loving of Linked:Seattle, for executives and business owners, the largest Seattle group on LinkedIn.

The first hour of the event (the Program) includes an overview of the GDIB by Randall Lane, GDIB Expert Panelist (EP), Cisco (Ret.) and Barbara Deane, EP, followed by a panel representing four sectors: CORPORATE: Traci Fuller, Global D&I Manager, The Boeing Company; HIGHER ED: Michael Benitez, Jr., Ph.D., CDO and Dean of D&I, University of Puget Sound; NOT-FOR-PROFIT: Marty Kooistra, Exec. Director, Housing Development Consortium; GOVERNMENT: Ken Wong, Administrator, Teen Programs, City of Redmond (GDIB user)

The event's agenda has four parts:

5:30 pm to 6:00 pm	Registration, networking, & cool food
6:00 pm – 7:00 pm	The Program with speakers and sectors' panel
7:00 pm to 8:00 pm	15 Breakout Sessions (Captains share their stories of D&I work in organizations and facilitate lots of dialogue)

1. Inclusive Leadership in Disruptive Times, Effenus Henderson, ISDI
2. How to Craft a D&I Strategy, Venus Rekow, Neural Shifts
3. A Culture of Belonging: ERGs as Venues for Dialogue & Growth, Cindy Ogasawara, Gates Foundation
4. D&I in Workplace Planning and Performance, Tammy Pitre, WA State Office of Financial Management

5. Grassroots Diversity. The Art of Thinking Independently Together, Amanda Townsend & Kim Weed, Outreach
6. Leaders Have a Role in Women Leaders' Success, Mikaela Kiner, Uniqely HR
7. Changing Outcomes for Recruitment & Retention With Intention and Continuous Improvement, Carrie McNally, Seattle Police Dept
8. Recruiting for Diversity, Kyle Schnell & Jennifer Daniel, BECU
9. (Re)Imagining Race Based Conversations, Joy Wiggins, Global Peaceful Paths
Toi Sing Woo
10. The Pick and Roll to Change: Using Basketball as a Metaphor to Progress Diversity in the Workplace, Cindi Bright, The Bright Group
11. The D&I-Sustainability Bridge: How Can Effective D&I Advance Performance on Material Issues? Sun McElderry, Framework LLC
12. Ensuring D&I Success: Essential Elements Not To Overlook, Christy Johnson, Artemis
13. How National Coverage of the Hate Movement Affects Bigotry at Work, at Home, and in Communities, Lonnie Lusardo, The Diversity Collaborative
14. Title TBD, Michael Villanueva (waiting for affiliation)
15. TBD.

8:00 pm to 9:00 pm Attendee Feedback: what folks have learned, what they'll take back to their organizations, Q&A, and explore potential next steps

We will follow up in October and let you know how it all went!

ASK THE EXPERTS – A Q&A SECTION

Please ask questions about the GDIB or anything D&I and we'll answer them.

What cautions or limitations should we be concerned about when using the GDIB?

First, we recognize that conditions, needs, and perspectives vary greatly worldwide. Many differences need to be taken into consideration about how the GDIB is used, including: culture, country specifics, approaches to D&I, sector and type of organization, legal and compliance requirements, organization size, and diversity dimensions, to name a few.

Here are several cautions and limitations:

- As with all resources that help organizations improve operations, having leadership that understands the complexities of change management and the need for an appreciative mindset is critical. It is our recommendation that organizations should, if not experienced in working with D&I, hire a staff person and/or a consultant with significant experience to guide the D&I work.
- When using the GDIB to rate your organization's progress, remember that when you ask for opinions you are getting just that—opinions. Opinions are perceptions and reflect a point of view at a point in time. Some individuals

and cultures may tend to give higher ratings – the “benefit of the doubt” – and others may be more critical and rate lower. Keep in mind that the communication of opinions and feedback from staff will be influenced by culture-specific factors such as hierarchy, relationships, and locations.

- Whenever possible, provide objective and factual information. We suggest the use of quantitative data along with qualitative data to more accurately determine the actual current level in any category.
- Rating the effectiveness of an organization is challenging. We caution against making a blanket statement, such as “our organization is at level 3.” While that might be true generally, it is more likely that its departments and functions are at different levels across the GDIB categories.

BIOS OF EXPERT PANELISTS

Each issue of this newsletter contains four bios. Bios of the 95 GDIB Expert Panelists are also on our website.

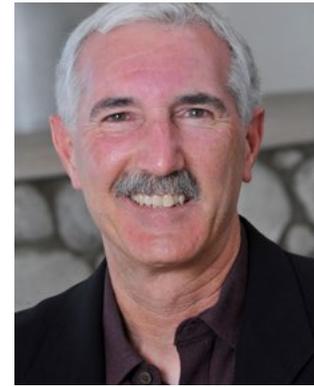
SIDALIA REEL, Ed.D.

Dr. Sidalia (Sid) G. Reel joined the University of California Equity & Inclusion Division in 2008 as the first incumbent in the Director of [Staff Diversity Initiatives](#) role. Reporting directly to the Vice Chancellor for Equity & Inclusion, Sid leads efforts to: engage staff and management in increasing staff diversity at all levels of employment; develop and launch a leadership development program for staff of color; continue to expand the campus-wide Multicultural Education Program (MEP); implement the Next Opportunity at Work (NOW) staff career development conference; develop staff programs and events to foster an inclusive workplace environment with a welcoming climate; implement action plans to address the recent staff campus climate survey results; sponsor staff organizations (employee resource groups); and link staff diversity efforts to the public mission of the university as part of the Strategic Plan for Equity, Inclusion and Diversity. Sid’s previous experience includes leading the Diversity & Inclusion organization at the Hewlett-Packard Company where she consulted with company leaders worldwide on developing and implementing diversity and inclusion strategies, programs and policies. Prior to joining HP, Sid was the Diversity Manager at Pacific Bell. Her background includes more than 25 years of corporate and consulting positions in human resources, instructional design, teaching, and management. She is a member of the [Diversity Collegium](#) think tank, Diversity 2000, and an Expert Panelist for the Global Diversity & Inclusion Benchmarks. Sid earned an Ed.D. in Human Performance from the University of Southern California, a Masters of Education Administration from [Harvard University](#) and a bachelor's degree in sociology from [Scripps College](#).
SKYPE: Sidalia Reel.
LinkedIn: www.linkedin.com/in/sidreel



KENNETH NOWACK, Ph.D.

Dr. Kenneth M. Nowack is a licensed psychologist (PSY 13758) and President/Chief Research Officer of Envisia Learning Inc. a leading international provider of leadership/talent assessments, training, and development tools to coaches and consultants and also serves as Chief Research Officer of Ofactor Inc., a leading neuroscience based company focusing on enhancing trust and habit/behavior change within organizations. Ken has conducted research and published extensively in the areas of 360° feedback, leadership, health psychology, survey research, assessment and coaching and serves as a member of the Consortium for Research on Emotional Intelligence. He is the author of several books including *Clueless: Coaching People Who Just Don't Get It* and his most recent book *From Insight to Improvement: Leveraging 360-Degree Feedback*. He is the author of the stress and health risk appraisal called *Stress Profile* published by Western Psychological Services (WPS) as well as personality, career and validated 360° feedback assessments. He received his B.S. and M.S. degrees at the University of California, Davis, and his Ph.D. in Counseling Psychology from the University of California, Los Angeles. Ken also serves as the Associate Editor for the American Psychological Association publication *Coaching Psychology Journal: Practice and Research*.



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DIANNE HOFNER SAPHIERE, M.S.

Dianne Hofner Saphiere is Founder and Director of *Cultural Detective*, a system for developing intercultural competence, where she leads a team of over 130 experts worldwide. She is an organizational development practitioner who has been active in the field of intercultural and global diversity consulting and training since 1979. Dianne has consulted at the executive levels of Fortune 200 firms; has conducted large-scale research projects; trained trainers; has served as a process consultant in a broad range of negotiations, and as a facilitator of long-term team development efforts. She spent twelve years working in Japan, has lived in Spain, and currently lives in Mexico. She speaks Japanese, Spanish and English, holds an M.S. in Organization and Human Resource Development, and a B.A. in International Studies. Dianne has been on the faculty of the Summer Institute for Intercultural Communication since 1990, of the Intercultural Development Research Academy in Milan since 2012, and of the Universität de Valencia Masters in International Business program since 2014. In 1994 she received the Interculturalist Award for Achievement from the International Society for Intercultural Education, Training and Research (SIETAR International). She is the author of several internationally acclaimed cross-cultural



simulations (*Ecotonos: A Multicultural Problem-Solving Simulation*, *Redundancia: A Foreign Language Simulation*, among others), a co-author of *Communication Highwire: Leveraging the Power of Diverse Communication Styles*, and has penned numerous book chapters, encyclopedia entries, published exercises and learning methodologies.

Website: <https://www.culturaldetective.com>

Blog: <http://blog.culturaldetective.com>

Twitter: @CulturalDetect

LinkedIn: https://www.linkedin.com/profile/preview?locale=en_US&trk=prof-0-sb-preview-primary-button

HIROKO TATEBE

In 2006, Hiroko founded Global Organization for Leadership and Diversity (GOLD), a non-profit organization based in Los Angeles, to advance the status of women in leadership across the Pacific by promoting diversity initiatives in the workplace and society to increase inclusion. GOLD is dedicated to develop global women leaders and build leadership bridges by providing educational, inspirational and motivational programs in the U.S. and Japan. Hiroko oversees program development and is responsible for all aspects of operating the organization. She has successfully orchestrated inspirational and motivational events both in the U.S. and Japan that continue to promote cross-continental exchanges. Hiroko is the former Director, Executive Vice President and Treasurer of Dai-Ichi Kangyo Bank of California (DKBCAL). During her tenure at DKBCAL, she was the first and only woman on the Board of Directors. Her extensive banking experience includes management in finance, investment, domestic and international operations, product development and compliance. Hiroko successfully led professional teams with diverse technical and cultural backgrounds. She is the recipient of many honors including the 2013 Legend of Diversity Award from the International Society of Diversity and Inclusion Professionals and the 2014 Legacy of Leadership Award from Spelman College. Hiroko is a founding member of and advisor to GEWEL (Global, Engagement, Wellbeing, Excellent, Leadership), a sister non-profit organization of GOLD, headquartered in Tokyo, Japan. She is a native of Tokyo and currently lives in Los Angeles, CA.



Email: htatebe@goldleaders.org

Website: www.goldleaders.org

QUOTES FROM USERS

Send quotes to Julie at Julie.omara@centreforglobalinclusion.org.

“ Diversity and inclusion are core values of the NBA. The Global Diversity & Inclusion Benchmarks have been an invaluable tool as we work to further integrate D&I into our efforts across all three of our leagues and at each of our teams. The GDIB provide a clear view for each enterprise to see where it is currently on the continuum and what to work on to improve and reach the next level. ”

Oris Stuart
Senior Vice President and Chief Diversity and Inclusion Officer
NBA
New York, NY, USA

“ As the concept of bottom line impact expands from 3P (People, Planet, Profit) to 5P (People, Planet, Prosperity, Peace and Partnership), organisations realise that inclusivity is the road to sustainable growth for greater good of society. The unique value proposition of GDIB is that it provides comprehensive check lists which promote line of sight between operational procedures and the organisation’s sustainability.”

Zahid Mubarik, SHRM-SCP, GPHR, SPHRi
CEO, HR Metrics
President, SHRM Forum Pakistan
Member ISO TC 260 HR Standards
Islamabad, Pakistan

“ We found the GDIB to be a strong learning tool that our organization has used to help us work towards our commitments around equity, diversity and inclusion.”

Sue Hildick
President of Foundations for a Better Oregon/Chalkboard Project
Portland, Oregon, USA

EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

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

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 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.

IODA (International Organization Development Association) 2017 FLOURISH!

6 to 8 September, 2017

Thriving Through Diversity

Sustainability Institute, Stellenbosch, Capetown, South Africa

(Apologies for the late post – but you can still register and attend.) GDIB Expert Panelist Nene Molefi will give the keynote address on September 6, *The Reality and The Hope of the World We Are Creating*. Following Nene’s presentation and in a plenary session, EP Tanya Cruz Teller will facilitate development of a social

matrix of the current reality using several categories of the GDIB. EP Mee-Yan Cheung-Judge will give the keynote address on September 7, *The Changing Context, the Evolving Field, and the Developing Practice – Our Role in Getting Ourselves Future-Ready?* In addition, Tanya and Nene will co-facilitate a 90-minute workshop on the GDIB, where they will

- Share a free benchmarking framework
- Co-create a picture of what is working with shared stories and
- Engage attendees in applying relevant benchmarking to their OD work.

This is the first time the international conference is back in South Africa after 24 years. The theme is: Thriving Through Diversity: the role and form of OD in embracing diversity in organisational, systemic and social change. There are about 72 speakers from around the world. There is still time to register: <http://www.iodaflourish.org.za>

SIETAR USA Conference: "Building Bridges with Intercultural Competence: Changing World, Changing People, Changing Times"
October 18-21, 2017
San Diego, California, USA

Several Expert Panelists are involved in the planning and presenting of this conference. EP Janet Bennett is co-chair. EP Kelli McLoud-Schingen, is the plenary speaker for the Healing the Divides Track and GDIB Co-Author Alan Richter is conducting a session on ethics.

In addition to sessions of general interest, there are three tracks for the 2017 conference:

- Healing the Divides: Race, Ethnic and National Origin, Gender, Sexual Orientation, Immigrants, and Refugees Face Challenges in our Changing Times
- Cultural Identity: Fresh Perspectives on Multicultural and Global Identity
- Assessing Intercultural Competence: Measuring Transformative Culture Learning.

More info coming soon. Check at this site: <http://www.sietarusa.org/Conference-Information>

SHRM's D&I Conference + Exposition: Build a Better Business
Society for Human Resource Management
OCTOBER 23-25, 2017
San Francisco, California, USA

Expert Panelist Lorelei Carobolante is speaking on "Religion, Beliefs and Culture: Elements of Diversity in the Workplace" and EP Howard Ross is speaking on "Our Search for Belonging: How A Desire to Connect Is Tearing Our Culture Apart" and colleague and former EP, Ed Hubbard is speaking on "How to Calculate Inclusion ROI With Evidence-Based Outcomes." Go to <https://conferences.shrm.org/diversity-conference>

Who Should Attend?

- HR generalists or managers who need to provide measurable results for their company's diversity & inclusion (D&I) programs or initiatives.
- Aspiring HR or business leaders tasked with implementing a D&I program or initiative.
- HR professionals responsible for recruiting and retaining a diverse and inclusive workforce.
- Directors of D&I and chief diversity officers seeking innovative, forward-thinking strategies.

Why Should You Attend?

- To learn how to incorporate D&I as a critical component of your organization's corporate culture.
- To ensure that your organization's D&I strategy aligns with its business objectives.
- To create a globally inclusive and culturally competent workforce for the modern workplace.
- To review measurement and accountability mechanisms for successful D&I initiatives.
- To exchange ideas and to learn best practices for the ever-changing landscape of D&I.

Go to <https://conferences.shrm.org/diversity-conference>

GDIB Workshops in Pakistan

8 November 2017 • Karachi, Pakistan

Presented by HR Metrics (SHRM partner in Pakistan)

Main aim of this initiative is to facilitate organizations in developing a D&I Champion, who can learn the Global Diversity & Inclusion Standards and implement them at the organization level. The D&I Champion will be provided coaching on understanding the process of D&I gap analysis, developing a business case, benchmarking and action planning for 14 key business processes. Focus of the intervention will be the organizations sustainability through social and financial impact. To execute the GDIB at the organisation level, D&I Resource Group (DIRG) has been formed. The main objective of DIRG is to groom professionals, DIRG members will be given the opportunity to share their insight on challenges and opportunities being faced in organisations. More details at <http://thehrmetrics.com/diversity-conference/>

Association for Talent Development (ATD) ASIA PACIFIC Conference & Exposition

November 8 to 10, 2017

Taipei, Taiwan

GDIB EP, Elisabeth Kelan, Professor of Leadership at Cranfield University in the UK will be a speaker at this conference. More information coming soon. Early Birds Registration ends July 31. Keep checking <https://www.td.org/APCConf> for more information. Over 1,000 participants are expected. From the website: The Association for Talent Development (ATD) has partnered with the Tze Chiang

Foundation of Science and Technology (TCFST) to bring you the ATD 2017 Asia Pacific Conference and Exhibition in Taipei, Taiwan. Asia's business landscape is dynamic and evolving, which makes attaining measurable outcomes one of the most essential goals. The ATD 2017 Asia Pacific Conference and Exhibition will address how developing talent within an organization achieves bottom line results. This premier event will focus on talent development in the Asia Pacific region and will feature relevant conference tracks including organizational effectiveness, leadership development, and learning measurement and analytics. Thought leaders and experts from around the world will share their insights. Attendees will gain insight and knowledge to help them achieve real impact in their organizations through effective talent development practices. Reasons to attend:

- Thought Leadership: APC will bring together the latest insights and best practices in training and development in Asia Pacific.
- Innovation on Display: APC will give attendees an insider's view into the latest tools and solutions available to advance global training and development, especially for Asia Pacific.
- Networking: APC attendees will have access to speakers, thought leaders, and their peers from countries all over the world who are working on the solutions and products that are shaping the leadership and development industry.

The Conference Board Canada Conference
"Diversity and Inclusion 2017: The Power of Inclusion"
December 11 to 12, 2017
Toronto, Ontario, CANADA

Walking toward our biases. Championing an inclusive and prosperous Canada.

Several GDIB Expert Panelists will be presenting. Co-Author Alan Richter and EP Lynda White will present on "How Do You Measure Up?" which will feature the GDIB; EP Mary-Frances Winters will speak on her new book: *We Can't Talk About That at Work!*; and EP Steve Hanamura will keynote the conference on a topic to be announced. From the website: "As Canada celebrates its 150th birthday, it is as important to build for an inclusive and prosperous future as it is to celebrate the past. Our places of work are a microcosm of society. Now more than ever, it is important for champions to step forward and lead the inclusion movement in our organizations. This premier forum is unparalleled in Canada, where executive champions and diversity professionals can learn from diverse perspectives, share great practices and network with D&I thought leaders from across the continent. Beyond the business case, this conference is designed for inclusion champions, executive sponsors, leaders of employee resource groups and talent management professionals who understand the inclusion imperative but want to expand their knowledge of the dimensions and intersections of diversity and unconscious bias so they can help lead the journey in their organization." For more information go to: <http://www.conferenceboard.ca/conf/diversity/default.aspx>

FORUM ON WORKPLACE INCLUSION
April 10 to 12, 2018
Minneapolis, Minnesota, USA

The GDIB has formed an alliance with the Forum. Sponsorships are now available for the Forum conference and the 2018 program will be posted soon. Go here <https://www.stthomas.edu/workplaceforum/>

CALLS FOR PROPOSALS

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

None open that we know of. Please send proposal opportunities and we will post.

NEW: PUBLIC COURSES/WEBINARS OFFERED BY GDIB EXPERT PANELISTS

Listed here are programs offered by Expert Panelists. Many are offered numerous times on an ongoing basis. While these courses may not be specifically about the GDIB, the content will be helpful in achieving many of the GDIB benchmarks. If you are an Expert Panelist and offer programs open to the public, please let us know and we will list here.

Unconscious Bias courses including Train the Trainer
Offered by Cook Ross
Silver Spring, Maryland • USA

Approximately once a month Cook Ross offers public courses to provide a robust understanding on the topics that importantly impact our society today. By taking a deep dive into conversations of Unconscious Bias, Women and Race, and the Mind of a Leader, participants return to their institutions with new perspectives that can serve in moving their work forward. Participants in Cook Ross courses take their learning back with them to lead change efforts from inside their organizations. Learn more: CookRoss.com.

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. Go to our site and explore. We've put a lot of effort into providing these resources. Please help by adding to what we offer.

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