

The GDIB Newsletter

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

Issue: 6 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 THESE D&I BENCHMARKS

☑ 7.4 (GDIB Category 7: D&I Learning and Education. LEVEL 5 BEST PRACTICES)
Challenging and sometimes controversial issues such as racism, sexism, ageism, classism, heterosexism, religious bias, stereotype threat, and unconscious bias are effectively addressed with sensitivity, fairness, conviction, and compassion.

NAVIGATING THROUGH TROUBLING TIMES – PUTTING “UNDISCUSSABLES” ON THE TABLE

“In light of recent horrific tragedies in the US in the past few months, we designed and facilitated a dialogue with about 100 employees attending,” GDIB user, Nancy J. Di Dia, Executive Director, Office of Diversity, Inclusion & Engagement, Boehringer Ingelheim USA, explains. Most were engaged virtually with approximately 20 in a conference room where we were projecting live Skype for Business. “Our goal was to break the silence around race and allow employees to share their impressions and experiences, without judgment. It was co-facilitated by our chief diversity and inclusion officer as well as our director of diversity and inclusion. It was a dialogue about race and the tensions in society with law enforcement officials. It was a respectful, somewhat emotional dialogue with different viewpoints on the topic,” adds Nancy. Participants were from all levels, backgrounds, race and ethnicity and many had personally experienced or had family members impacted by these challenges. Two C-suite executives participated and

shared their personal stories and how the events have impacted their families. The premise was to put the “undiscussables” on the table and allow groups the opportunity to share how this was playing out for them at home, in the workplace, in their communities, and so forth. The intent was to have a dialogue. About 20 minutes was spent setting up what this was to be about and articulating the difference between debate and dialogue. Ground rules were set and virtual white boards used so participants could share emotions, thoughts, and feelings without self-identifying. Many used the comments box to ask questions and several were emotional as they shared and learned what their colleagues were experiencing. Boehringer Ingelheim, headquartered in Ridgefield, CT, researches, develops, manufactures and markets novel treatments for human and veterinary medicine. For more information contact, Nancy J. Di Dia at nancy.di_dia@boehringer-ingelheim.com

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.

ANNOUNCING A PORTUGUESE LANGUAGE TRANSLATION OF THE GDIB

Go to http://www.diversitycollegium.org/lancamento_pt.php and see the GDIB in Portuguese. EP Maria Cristina (Cris) C. R. Carvalho, Partner of InterElo consultoria funded and managed the translation. See her bio below. InterElo is making it available for anyone who signs the special Permission Agreement also on this site. Like the English GDIB it follows the W3C Accessibility Guidelines. Cris and her team did a fantastic job and were wonderful to work with.

DEFINING DIVERSITY AND ADAPTING INCLUSION STRATEGIES ON A GLOBAL SCALE: LESSONS FROM THE FIELD, FOR THE FIELD

Expert Panelist Judith H. Katz and business partner Frederick A. Miller at the Kaleel Jamison Consulting Group have again published another milestone article for the D&I field. It's in the OD Practitioner Journal, Vol 48, No 3. Subheadings of the article are:

- Diversity: A Concept to Translate
 - Shifting from Diversity to “Differences that Make a Difference”
 - Gaining Context with One Up and One Down
- Laying the Groundwork for Conscious Inclusion Work
 - Creating a Safe Container for Conscious Inclusion Work
 - Using Oneself
- Inclusion as Strategic Culture Change
- Adapting Approaches and Models
 - Cultural Adaptation
- Conclusions

For more information, contact Judith at judithkatz@kjcjg.com

EP MARY-FRANCES WINTERS FEATURED IN JUNE 21 FORBES

Mary-Frances Winters and The Winters Group were featured along with some of the most powerful and influential women in America and the Washington, DC area. Mary-Frances discusses seeing differences as an asset, and not a barrier. Read the online profile. <http://custom.forbes.com/2016/06/01/the-winters-group/>

UPDATED EXPERT PANELISTS BIO ARE NOW ON THE WEBSITE ... CLARIFICATION ABOUT GDIB AND CONSULTING SERVICES – WE AREN'T A CONSULTING COMPANY

This list of short biographical sketches and contact information is provided in alphabetical order for those who want to contact an Expert Panelist, the co-authors, or the GDIB Managing Director. The GDIB is not an organization offering consulting services. The GDIB is free and provided for use by all those who sign the Permission Agreement. If additional information or assistance is desired, we suggest:

- Browse our website -- <http://diversitycollegium.org/globalbenchmarks.php> -- viewing the many pages that provide information on best practices, user tools (including a slide show), past editions of the newsletter and so forth.
- Contact GDIB@diversitycollegium.org and inquire about tutorial webinars that are available for a fee.
- Consider seeking consulting assistance from an experienced consultant who follows a model consistent with the GDIB. Not all of the Expert Panelists are available to provide consulting services, but some may be. Please contact them directly as we do not provide referrals.

ANNOUNCING AN ALLIANCE WITH THE FORUM ON WORKPLACE INCLUSION



We're delighted to announce an alliance with the Forum on Workplace Inclusion. In partnership with the University of St. Thomas in Minneapolis MN, USA, the Forum "facilitates connections, learning and progress for people seeking to grow their leadership and effectiveness in the field of diversity and inclusion by engaging people, advancing ideas, and igniting change." For the past several years The Diversity Collegium, the primary GDIB sponsor, and the GDIB have been supporting the Forum

and vice versa. We will be working with Executive Director, Steve Humerickhouse and the Forum team, supporting each other in many ways. You'll be seeing the Forum logo on GDIB materials, website, and at our launch events. The main event of the Forum is a 3-day conference held at the end of March each year in Minneapolis. Julie O'Mara now serves on the Forum Advisory Committee. Please see below in this newsletter's Upcoming Conferences section information about the March 2017 conference. It is designed for all interested in D&I (practitioners, leaders, and supporters) in all sectors around the world. Go to <https://www.stthomas.edu/workplaceforum/>

3 HANDOUTS FOR THE GDIB ARE NOW UPDATED AND ON THE SITE

- GDIB Overview. This is the "flyer" with the model and has all the essential elements. If you only use one handout... use this one.
- GDIB Benchmarks Sampler. This makes a good back page to the flyer or, of course, it can stand alone.
- GDIB Facts and Features. We originally did this to accompany the news release (you will note it doesn't have a copyright) and it can be useful too—it is also a good one to use for talking points.
- Go to <http://www.diversitycollegium.org/mediatipstools.php> for these and many more tools.

Personal note from Julie: I filled this out and found it thought provoking. It took me only 10 minutes. I encourage you to complete it. It would be great to have something like this for D&I. Julie

PLEASE HELP IN GETTING THE WORD OUT FOR A NEW RESEARCH PROJECT ON ETHICAL DECISION-MAKING THAT CO-AUTHOR ALAN RICHTER IS CONDUCTING IN PARTNERSHIP WITH THE PROJECT MANAGEMENT INSTITUTE (PMI)

The Project Management Institute (PMI) has partnered with QED Consulting to create a survey to explore global responses to ethical issues and dilemmas, and examine the influence of culture as well as gender, age, education, profession, etc., on ethical decision-making. The survey results will illuminate differences in ethical decision-making across diversity dimensions, specifically in the workplace. We wish to gather data from all around the world, so **please share this invitation and link to take the survey**. It will only take about 15-20 minutes to complete. We will post findings on the PMI website once we have sufficient data analyzed. To take the survey, please go to: www.research.net/r/globalethicsresearch Please only take it once, but share the link freely. The survey will stay open to the end of 2016.

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**

Brisbane

Edmonton – **Nov 28**

Johannesburg

Latin America - **Webinar Oct 4**

London

Los Angeles – **Sept 22**

Melbourne – **October TBD**

Mexico

Montreal – **Nov 21**

New York

Orange County

Perth

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
Sept 9**

Washington, DC - **Standard
Edition Dec 14**

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.

SEPTEMBER 9: UPCOMING WASHINGTON, DC LAUNCH UNVEILS ACPA HIGHER AND TERTIARY EDUCATION EDITION OF GDIB.



**GDIB 10th Anniversary
Launch Event**

Launch Event	ACPA Special Edition of the Global Diversity & Inclusion Benchmarks (GDIB) for Higher and Tertiary Education
Date, Time, Location	Friday, September 9, 3-5 pm The National Center for Higher Education One Dupont Circle NW Washington, DC
Event Description	Providing a Platform for Assessing and Achieving the Values of Equity and Inclusion in Campus Communities Speakers to be announced soon. <i>Hors d'oeuvres, Champagne & More</i>
Partners, Sponsors, Speakers	Sponsors: American College Personnel Association (ACPA)-College Student Educators International, The Forum on Workplace Inclusion Speakers: GDIB Expert Panelists: Cynthia Love, Ed.D.; Cristina ('Tina) Cruz-Hubbard, and Lobna "Luby" Ismail
Other	Admission is Free. Please RSVP to swalters@acpa.nche.edu
Event Contact Information	Cynthia Love clove@acpa.nche.edu

SEPT 22: UPCOMING LOS ANGELES LAUNCH. REGISTER ASAP AS SPACE IS LIMITED. – ASK US FOR THE SPECIAL INVITATION THAT YOU CAN FORWARD TO OTHERS.



**GDIB 10th Anniversary
Launch Event**

Lunch Event Name	"Identifying the Business Case for Diversity & Inclusion" Workshop and Networking
Date, Time & Location	Thursday, September 22, 2016: 6:00 pm – 8:30 pm (PST) Toyota Automobile Museum 19600 Van Ness Ave. • Torrance, CA 90501
Workshop Description & Presenters	Presenters will discuss an approach that led to alignment around the D&I business case for a specific client, including the use of the GDIB during the assessment & benchmarking phases of the process. Lori Heffelfinger, MSOD <i>Principal, The Heffelfinger Company</i> Denise Kirwan, MSOD, PCC <i>Vice-President, Los Angeles Diversity Council; Principal, TracksGlobal</i>
Speakers	Julie O'Mara <i>Co-Author, Global Diversity & Inclusion Benchmarks (GDIB)</i>

	Jennifer "Jae" Requiro <i>National Manager of Diversity and Inclusion, Toyota Financial Services; GDIB Expert Panelist</i> Hiroko Tatebe <i>Founder and Executive Director, Global Organization for Leadership and Diversity (GOLD); GDIB Expert Panelist</i>
Sponsors	Event Sponsor: Toyota Financial Services Collaborating Sponsors: (alpha order) California/Los Angeles Diversity Council The Diversity Collegium The Forum on Workplace Inclusion Global Organization for Leadership and Diversity (GOLD) Japan America Society of Southern California
Other	Admission Fee: Free. Please register online ASAP as space is limited. https://www.eventbrite.com/e/identifying-the-business-case-for-diversity-inclusion-tickets-26846344138
Contact	Hiroko Tatebe GDIBLA@goldleaders.org

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
Other	Language: Spanish Free
Contact Information	Shirley Saenz ssaenz@icebergci.com

OCTOBER 5: SAN DIEGO, CALIFORNIA, USA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Name	San Diego, California
Date, Time, & Location	October 5 TBD
Event Description	5-6 PM: Networking and Hors d'oeuvres Overview of D&I with value of GDIB – EP Bernardo Ferdman Review of the Benchmarks – EP Lorelei Carobolante Case Studies Panel with following Speakers <ul style="list-style-type: none"> • County of San Diego Practitioner utilizing the GDIB – EP Sondra Thiederman Other, TBD <ul style="list-style-type: none"> <input type="checkbox"/> Table Topic Round Table Discussions – led by D&I Experts and Speakers <input type="checkbox"/> Report Outs by Table and Closing – EP Bernardo Ferdman
Partners, Sponsors, Speakers	Sponsors: Alliant International University, G2nd Systems, The Forum on Workplace Inclusion Speakers: EP Sondra Thiederman
Other	Registration: https://gdib-sandiego.eventbrite.com
Contact Information	Bernardo Ferdman: bferdman@alliant.edu Joe Cordero: joe.cordero@sdcounty.ca.gov Lorelei Carobolante: loreleic@G2nd.com

OCTOBER 17: VANCOUVER, BRITISH COLUMBIA, CANADA LAUNCH



GDIB 10th Anniversary Launch Event

Launch Event Area	Vancouver, Canada
Date, Time, Location	Monday Evening, October 17 Time TBD Venue Location TBD
Event Description	GDIB Launch is a Cocktail Reception <i>the evening before</i> The D&I: The <i>Un</i> Conference 2016
Partners, Sponsors, Speakers	GDIB Launch Event Venue Sponsor & Speakers: TBD, The Forum on Workplace Inclusion GDIB Launch Event Registration: COMING SOON

Other	CCDI <i>Un</i> Conference October 18 Venue Sponsor: PwC Conference Registration Information: http://ccdi.ca/event/unconf2016-vancouver/
Event Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

OCTOBER 27: TORONTO, ONTARIO, CANADA LAUNCH



**GDIB 10th Anniversary
Launch Event**

Launch Event Area	Toronto, Canada
Date, Time, Location	Thursday Evening, October 27 Time TBD Venue Location TBD
Event Description	GDIB Launch is a Cocktail Reception <i>the evening before</i> The D&I: The <i>Un</i> Conference 2016
Partners, Sponsors, Speakers	GDIB Launch Event Venue Sponsor & Speakers: TBD, The Forum on Workplace Inclusion GDIB Launch Event Registration: COMING SOON
Other	CCDI <i>Un</i> Conference October 28 Venue Sponsor: CIBC Conference Registration Information: http://ccdi.ca/event/unconf2016-toronto/
Event Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

NOVEMBER 21: MONTREAL, QUEBEC, CANADA LAUNCH



**GDIB 10th Anniversary
Launch Event**

Launch Event Area	Montreal, Canada
Date, Time, Location	Monday, November 21 Time TBD Venue Location TBE

Event Description	GDIB Launch is a Cocktail Reception <i>the evening before</i> The D&I: The <i>Un</i> Conference 2016
Partners, Sponsors, Speakers	GDIB Launch Event Venue Sponsor: TBD GDIB Launch Event Registration: COMING SOON
Other	CCDI <i>Un</i> Conference November 22 Venue Sponsor: PwC Conference Registration Information: http://ccdi.ca/event/unconf2016-montreal/
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, Canada
Date, Time, Location	Monday Evening, November 28 Time TBD Venue Location TBD
Event Description	GDIB Launch is a Cocktail Reception <i>the evening before</i> The D&I: The <i>Un</i> Conference 2016
Partners, Sponsors, Speakers	GDIB Launch Event Venue Sponsor & Speakers: TBD, The Forum on Workplace Inclusion GDIB Launch Event Registration: COMING SOON
Other	CCDI <i>Un</i> Conference Nov 29 Venue Sponsor: Stantec Conference Registration Information: http://ccdi.ca/event/unconf2016-edmonton/
Event Contact Information	Cathy Gallagher-Louisy Cathy.GallagherLouisy@ccdi.ca

DATE TBD: MELBOURNE, AUSTRALIA LAUNCH**GDIB 10th Anniversary
Launch Event**

Launch Event Area	Melbourne, Australia
Date & Time Location	TBD, Potentially October, but not confirmed.
Event Description	TBD
Partners, Sponsors, Speakers	Sponsors: TBD, The Forum on Workplace Inclusion
Other	TBD
Event Contact Information	Duncan Smith dsmith@adc-assoc.com +61 419 329 539

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.** There will be 3 launch events in Australian cities in October and November. And others likely in Washington DC (December) in 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:

"We've Learned What Works:" Diversity Collegium Sponsors Inclusion Benchmarks
<http://www.prweb.com/releases/2016/03/prweb13274061.htm>

How does an organization know if its D&I program will show results in today's sometimes contentious multicultural climate? Ninety-seven experts from organizations of all sizes, types, industries, sectors, and locations have reached agreement on what makes for success in Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World (GDIB), and offer it at no cost.



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.

MARIA CRISTINA (Cris) DA COSTA RODRIGUES DE CARVALHO

Maria Cristina (Cris) da Costa Rodrigues de Carvalho is consultant, mediator, coach and an executive with solid experience in Companies in the Financial, Pension Funds and Technology sectors based in LATAM. She has a BS in Social Service by PUC/SP and Master Degree in Human Resources Management by FOC/SP. She is a coach trained by the Instituto EcoSocial and by The Inner Game International School of Coaching (Tim Gallwey) - California/USA. Associate Certified Coach (ACC) certified by the ICF, Management Councilor by IBGC, and Organizational Mediator by Trigon Entwicklungsberatung. She started professional life as a Technology Trainee. Transferred to the Human Resources Area, where worked for over 25 years in several processes for organization change in multicultural environments. She led programs for M&A and due-diligence in several Banks and Brazilian Companies focusing on equalization of cultures and Benefits/Compensation, Expatriate, Health, Diversity&Inclusion, Mentoring, Work Life Balance and Human Rights policies. For several years, she participated as the Coordinator of the Diversity Subcommittee at the Febraban (Brazilian Bank Federation). She received "Destaque RH" awards in 2007, from "Gestao&RH Magazine" related to the D&I Program. Was a member of the Sustainability Councils of ABN AMRO Real bank and led the Diversity and Social Action

Committee at Banco Santander. In that capacity was responsible for implement several Affirmative Actions in the Financial sector. She participated in several international platforms in Europe, The USA and Brazil in Human Resources, D&I themes and diverse cultural environments. She was employer representative in Tripartite Commissions at Febraban, CNF and ILO (International Labour Organization) conferences in Geneva/Switzerland. Has been mentoring and coaching for young executives and diverse audiences in the process for development of competences and career and life transition through her own consulting company and as Partner at InterElo Consultoria. Experienced in facilitation of group dialogue, being an speaker on diversity, HR issues, work life balance, corporate governance, social investment and conflict mediation. Current 2nd VP at BPW(Business and Professional Women)-SP. She lives in Sao Paulo, Brazil with her husband, a son and a daughter.

Website: www.ccoachdec.com; <https://www.intereloconsultoria.com.br>

LinkedIn: <https://www.linkedin.com/profile/view?id=73822376>

Email: cristinacarvalho@ccoachdec.com

RALPH DE CHABERT

Currently, Ralph de Chabert is Senior Vice-President, Global Chief Diversity Officer for Brown-Forman, Corporation. Prior to Brown-Forman, he has held successive positions in Northern California as Chief Diversity Officer, Vice-President of Employee Relations & Diversity and Head of Executive Development and Diversity for Safeway, Corp; McKesson, Corp; and American President Lines respectively. He also worked for Pope & Associates, a diversity consulting firm out of Cincinnati, OH where he served as the Operations Manager and external diversity consultant in a myriad of organizations ranging from global, Fortune 50 companies to local non-profit organizations. Ralph has also been a nuclear insurance underwriter, a partner in a men's clothing store and a teacher and basketball coach in the Cleveland, Ohio school systems. He also serves on the boards of Wednesday's Child, Sacred Heart Academy High School and Walden School. Additionally, he is the Board Chair elect for Jefferson Community and Technical College, and currently is Board Chair of the Muhammad Ali Center, where he also served as interim Director. Ralph has done graduate work at Middlebury College in Middlebury, Vermont and holds Masters Degrees in Education and Human Resources and Organizational Development from John Carroll University and the University of San Francisco, respectively. Ralph is married with a daughter, son and a nephew and when he is not spending time at work or with the family, he can be found reading and enjoying music.

Email: Ralph.dechabert@b-f.com; redeschabert@aol.com

Phone: 502-774-6883 (office); 502-593-4562 (mobile)

LISA KEPINSKI

Lisa brings over 20 years' experience working in diverse, global environments in Diversity & Inclusion (D&I), Staffing, Learning & Development, and PR/Communications. Lisa has been a senior Global Diversity & Inclusion executive with AXA, Microsoft, & Hewlett-Packard setting strategic direction internationally. In 2013, Lisa founded, and is the CEO of, the **Inclusion Institute** focused on consultancy, training, coaching & research. Her special expertise in organizational development integrated with inclusive culture make her a unique resource for change at all levels,

from the individual to the systems level. She now partners with organizations on how to successfully achieve their goals for creating a more inclusive culture for sustainable business growth. Lisa has been for years on the advisory boards of Catalyst Europe and WIN, was a founding member of a European-based Global D&I Network (now at 60+ D&I heads from multinationals), and has been a faculty member for the Conference Board's D&I Academy. Lisa is currently co-authoring (with Tinna Nielsen) a book on 'Inclusion Nudges', writing culture change articles, teaching a course on OD skills for culture change, and conducting a study of D&I practitioners' change strategies and a study on effective external events engagement strategies. Lisa has lived in 5 countries and travelled extensively in her global roles. She was born and educated in the US (with degrees in Social Psychology and Socio-Linguistics), has worked in Europe for nearly 15 years, and lives in Germany and the US.

Skype: Ikepinski

LinkedIn: <http://www.linkedin.com/in/lisakepinski>

ANN SADO

Ann Sado, a third generation Japanese-American residing in Japan, is current advisor and former vice president/co-founder of NPO GEWEL (Global Enhancement of Women's Executive Leadership), one of the first non-profits spearheading Diversity & Inclusion in Japan from 2004. Now D&I has become a household word for all major Japanese organizations and companies. Clients for training, workshops, panels, roundtables, and keynote speeches include Accenture, GE, Nissan, HP, Fujitsu, TEPCO, Shinsei Bank, Cisco Systems, Novartis Pharma, Deutsche Bank, Rikkyo University, Showa Women's College, EFAP Japon, and SMEs. Ms. Sado has moderated panels for the Global Summit of Women (2001 to 2011), made keynote address at Asian Women Entrepreneurs Conference 2009, and was the key panelist for the 4th Korea-China-Japan Women's Forum & Cultural Exchange Conference 2011 discussing the importance of competent D&I leadership. From 2013 at the Sasakawa Peace Foundation, she does executive coaching to Executive Directors and all directors/program officers under A TO Z Sado Enterprises Ltd. (consultancy in PR/communications/marketing/D&I/public speaking) for success principles as D&I leaders/managers. She has been awarded the Outstanding Service Award 2011 Community/Organizations from the Women's Information Network and has been appointed the PR Goodwill Ambassador of CID-UNESCO World Dance Congress in May this year, a multi-cultural D&I event in the medium of dance to be staged in 2014 for the first time in Japan and Asia with 26 nations' representatives performing, lecturing, or giving workshops. She has served as an Expert Panelist for the Global Diversity & Inclusion Benchmarks since 2006.

Website: www.gewel.org JP

Website: www.atoz-sado.com (mainly in Japanese)

LinkedIn: linkedin.com/in/annsado2010//

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.

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.***

USBLN: The US Business Leadership Network Annual Conference “Disability Inclusion: The Future Redefined”

September 19 to 22, 2016

Orlando, Florida, USA

Expert Panelist Yves Veulliet, Global Disability & Inclusion Manager, IBM, Brussels, will be presenting on two separate panels. One panel is “How Technology is Transforming Business Results” and the other is “Moving Beyond Diversity to Active Inclusion.” This is USBLN’s 19th Annual Conference and it has four separate tracks: Marketplace, Workplace, Supply Chain, and Professional Development. USBLN is one of the largest conferences for disability inclusion in the world. Its mission is: Driving Success Through Disability Inclusion. Yves says: “This conference is the most visible disability-related event for the business community in the US.” Go to

<http://conference.usbln.org/exhibitors.html>

CENTRAL COAST HUMAN RESOURCE ASSOCIATION (SHRM AFFILIATE)

Annual HR Summit Conference: Inclusion--Together We're Better!

8:00 am to 1:00 pm, September 21, 2016

Monterey, California, USA

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 a featured workshop speaker on “How to Create an Inclusive Environment.” She will use the GDIB as she leads an interactive workshop that “will explore and define the dynamics of the multi-cultural workplace and how to create inclusion across cultures, generations, and various types of work environments.” To register:

<http://cchra.shrm.org/events/2016/09/annual-summit-conference-inclusion-together-were-better>

SAN DIEGO SHRM (SOCIETY FOR HUMAN RESOURCE MANGEMENT) Workplace Strategies Conference
September 21, 2016
San Diego, California, USA

Expert Panelist Bernardo Ferdman will speak at this conference on "Global Diversity and Inclusion Standards: What Are They and How Can I Use Them?" To learn more and register go to <http://www.sdshrm.org/mpage/WPSHome2>

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) 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/>

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 in ALL IN!!!

<https://www.stthomas.edu/workplaceforum/>

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.

NEWSLETTER CONTACT INFORMATION

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