

The GDIB Newsletter

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

Issue: SPECIAL EDITION ON THE FORUM ON WORKPLACE INCLUSION CONFERENCE



March 28 to 30, 2017
Minneapolis, Minnesota, USA

REGISTRATION

<http://forumworkplaceinclusion.org>

WHY ATTEND?

Editorial by Julie O'Mara

It's simple. I believe that this is the best diversity and inclusion conference I am aware of. Why?

- It is inclusive of many approaches, sectors, and regions and appeals to the same audience as the GDIB.
- Care is taken to vet the presenters and topics.
- Sessions are selected with integrity. It is not "pay to play."
- It is topical and current.
- It is global in mindset with an intention to grow globally in attendance... with a fair number of presenters and attendees from outside the US.

- It is reasonably priced.
- The conference organizers listen to feedback from attendees.
- There are numerous choices for a variety of learning styles and preferences.
- There are sessions for introductory, intermediate, and advanced attendees.
- Inclusion is practiced in many ways.
- Speakers are well supported and treated with respect.
- The musical and artistic events are additive in meaning, not only enjoyable... but they certainly are that.
- It is accessible.

Please join us. The GDIB is a sponsor of the conference... and The Forum is a sponsor of the GDIB.

EXPERT PANELISTS OR GDIB USERS/COLLEAGUES WHO ARE PRESENTING

Please tell us if you are presenting... or planning to attend. The focus on what we are listing in this newsletter is on our GDIB Expert Panelists, users and several strong GDIB supporters ... as well as mentioning all the keynoters. Apologies, if we've missed anyone. There are many excellent presenters...we are choosing to highlight those who are engaged in the GDIB.

Go here <http://www.diversitycollegium.org/expertpanelists.php> to see bios of the Expert Panelists and GDIB co-authors.

KEYNOTE SESSIONS

There are four keynote presentations:

Day 2 Opening General Session: VAN JONES, Civil Rights leader, former Obama White House Advisor, and CNN political correspondent. Expert Panelist, Howard Ross is joined by 4 additional panelists in dialogue with Van Jones, following his presentation on "Leading in a Time of Fear and Polarization."

Day 2 Lunch General Session: TIFFANY JANA, Coauthor of *Overcoming Bias*, published 2016 by Berrett-Koehler, on "Bias, Privilege, and the Power of a Personal Narrative."

Day 3 Morning General Session: SUBHA V. BARRY, VP and General Manager Working Mother Media on "What C-Suite Attributes REALLY Make a Difference?" CEO and CDO pairs from multiple organizations are featured; Jones Lange LaSalle and Unilever are confirmed.

Day 3 Closing General Session: ADMIRAL JOHN C. HARVEY, JR., U.S. Navy (ret.). Day 3 Closing General Session on "Preparing for the Unpredictable: Resourceful Readiness."

INVITATION-ONLY DIVERSITY EXECUTIVE FORUM

This all-day session is on Day 1. "Doing More with Less – Inclusion Nudges and Intersections" will be facilitated by Expert Panelist Lisa Kepinski and her colleagues

Tinna Nielsen and Steve Frost. This requires a special invitation by the conference organizers and is an additional fee. You must have final authority for budget and strategy. If you qualify, contact Steve Humerickhouse, sehumerickho@stthomas.edu or +1 651-962-4018, describing your qualifications and requesting a special invitation. Information about this session is not on the Forum website.

3.5 HOUR SEMINARS

Day 1: 3.5-hour seminars in the afternoon. Requires an extra fee. You can attend only one and advance registration is required.

- “Building Your D&I Toolkit: A Beginners Practicum” facilitated by three GDIB Expert Panelists and GDIB co-author: EPs Mary-Frances Winters, Margaret Regan, Michael Wheeler, and GDIB Co-Author Julie O’Mara
- “A Solution for Disruptive Times: Connecting D&I and Sustainability” by Expert Panelist Lynda White. Several more presenters to be announced soon.
- “Not in My Workplace! How White Supremacy, White Privilege, and Other Forms of Oppression Undermine Best Intentions” by EP Eddie Moore, Jr.
- “Eliminating the ‘Fit’ Factor: Ending the Era of Assimilation by GDIB user Riikka Salonen and her colleague Ashlie Grundy.
- Co-creating a Diversity Strategy Map for Workplace Inclusion: Converting Intangible Assets into Tangible Outcomes by EP (2006 to 2014) Ed Hubbard and colleague Myra Hubbard.
- All In: A Process for Creating Shared Language for Inclusive Leadership by EP Ilene Wasserman and colleague Bjørn Z. Ekelund

90-MINUTE WORKSHOPS

Day 2:

- “We’ve Learned What Works: Antidote To Negative Press On Why Diversity Programs Fail” by EP Ralph de Chabert, EP Barbara Deane, Paula Caffer and Cynthia Williams at Brown Forman.
- “Lessons Learned from Implementing Unconscious Bias in a Large University System” by Leslie Traub and Dominic Perri, Cook Ross
- “Stepping Out Smartly--The Department of Defense's Long March Towards Inclusion” by EP A. Renée Yuengling, Ph.D, and Bea Bernfeld, Director of Equal Employment Opportunity and Civil Rights for the Department of Defense.
- “Speak Up and Speak Out: Leadership Courage, Social Responsibility, and Taking a Stand” by EP Mary-Frances Winters
- “Doing D&I Intergenerational: A Focus on Building a Sustainable D&I Strategy and Talent Pipeline.” by Minjon Tholen, Cook Ross
- “Applying Proven Inclusion and Diversity Discipline Competencies to Drive Innovation and Transformation” by EP (2006 to 2014) Ed Hubbard and colleague Myra Hubbard.
- “JBC's Progressing Towards Success: Maximize Your ERG for Business Impact”,

Day 3:

- “Psychological Safety: A Critical Ingredient for Innovation” by EP Heather Price
- “Workplace 2026: See the Future to Be the Future of D&I” by Margaret Regan
- “JBC's Progressing Towards Success: Maximize Your ERG for Business Impact”, by EP Joe Requirio, and colleagues Jennifer Brown, Kevin England, and Jeffrey Smith.

Morning Stretch Sessions (60-minute sessions designed to stretch your personal or professional skills)

- "The Impact of Diversity on Ethical Decision Making" by GDIB co-Author Alan Richter

SPOTLIGHT SESSIONS (20-minute talks in the Marketplace)

- "Addressing the Issue of Race at Work" by Alison Manswell, Cook Ross

BOLD(ER) CONVERSATIONS

Sponsored by The Winters Group, Mary-Frances Winters, CEO and GDIB Expert Panelist.

There are three.

- "Race and Trauma in the Age of #BlackLivesMatter" by Travis Jones and Loretta Van Pelt.
- "Disability: Inspiration Porn or Invisible—Is there a Third Option?" By GDIB colleague Deb Dagit and EP Steve Hanamura
- "A World Divided: Where Do We Go From Here?" By EP Mary-Frances Winters and GDIB coauthor Alan Richter

The *** FREE *** FORUM WEBINAR SERIES

These are held throughout the year. There are more than listed here. Go to http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV_24XC5hO3i3LOe5n for more information and to register. Mentioned below are webinars offered by GDIB Expert Panelists and GDIB colleagues.

January 19, 2017 at 1:00 pm CST (We communicated this earlier, but in case you missed it, here it is hopefully in time for you to still register).

"Walking the D&I Talk: Helping Busy Leaders and Resistant Managers Implement Policy and Behave Inclusively Every Day"

By GDIB EP Jeremy Solomons

February 23, 2017 at 1:00 pm CST

"Unpacking The Reasonable Accommodations Conversation: Achieving Win/Win Outcomes" by Lou Orslene, Job Accommodation Network & Deborah Dagit, Deb Dagit Diversity LLC, President

June 22, 2017 at 1:00 pm CST

"The Boss is Dead: Leveraging Inclusion to Move Beyond the Limits of Hierarchy" by GDIB EP Judith H. Katz, The Kaleel Jamison Consulting Group, Inc. EVP and Client Brand Lead & Michael Ali, recently with W.W. Grainger, Inc., SVP and CIO

PLEASE SPONSOR THE GDIB EXHIBIT AND SUITE PARTY AT THE FORUM

Thank you to the sponsors of the GDIB exhibit and suite party for the 2016 Forum. We plan to have a GDIB exhibit as well as an open house suite party from 5:30 to 10:00 pm on Day 2, March 29, of the 2017 conference. You all are invited.

Forum on Workplace Inclusion GDIB, March, 2016

Exhibit and Suite Party Sponsors



We have opportunities for exhibit and suite party sponsors of the GDIB at the Forum. We appreciate your help with this sponsorship and will be sending you a special request with details soon. Your sponsorship helps us keep the GDIB free. Please let us know if you are interested in sponsoring and we'll send you details. Contact Julie – Julie.omara@diversitycollegium.org or +1 702-541-8920.

FORUM SCHOLARSHIPS ARE AVAILABLE

Thanks to a generous sponsorship by Bremer Bank, scholarships are available for individuals to attend one day of the conference at no charge. If you are a student, unemployed individual, or an employee of a nonprofit or for-profit organization with a budget of \$5 million or less, you may apply for a scholarship to attend the Annual Conference, March 28-30, 2017. Verification is required. Scholarships are awarded in the order they are received by the Forum office. Reduced rate scholarships are also available as well as volunteer opportunities. Go to <http://forumworkplaceinclusion.org/the-forum-conference/scholarships>

ABOUT THE FREE GDIB AND THIS NEWSLETTER

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 and 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.**

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.

NEWSLETTER CONTACT INFORMATION

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