

## So Where Are We?

### Global Diversity & Inclusion Benchmarks Activity

The purposes of this activity are to (1) help you become familiar with GDIB, *Global Diversity and Inclusion Benchmarks*, (2) demonstrate one way you can use GDIB in your organization, and (3) help us determine the challenges you face in doing D&I work so we can focus on those challenges in the session.

Instructions:

1. Please read *Global Diversity & Inclusion Benchmarks*. Select which categories you will evaluate – you can do all 14 or any subset.
2. To the best of your knowledge, circle all of the Benchmarks in each of the categories that you believe your organization (or client) has achieved.
3. Then, looking carefully at the pattern of circles, or checkmarks, determine which one level (levels 1 to 5) for each selected category your organization or client primarily falls into. Indicate that in the chart below.
4. Then decide which category or categories are the most challenging for your organization/client to address. Indicate that in the chart below in the last column.
5. Use the benchmarks at higher levels in those challenging categories to determine a strategy for improvement.

CATEGORY	LEVEL 1 INACTIVE	LEVEL 2 REACTIVE	LEVEL 3 PROACTIVE	LEVEL 4 PROGRESSIVE	LEVEL 5 BEST PRACTICE	MOST CHALLENGING.
1. D&I Vision, Strategy, and Business Case						
2. Leadership and Accountability						
3. D&I Structure and Implementation						
4. Recruitment, Retention, Development, and Advancement						
5. Benefits, Work-Life Integration, and Flexibility						
6. Job Design, Classification, and Compensation						
7. D&I Learning and Education						
8. Assessment, Measurement, and Research						
9. D&I Communications						
10. Connection D&I and Sustainability						
11. Community, Government Relations, and Social Responsibility						
12. Products and Services Development						
13. Marketing and Customer Service						
14. Supplier Diversity						

