

The GDIB Newsletter

For: *Expert Panelists, Users, and Others Interested in the GDIB*

Editor: *GDIB Co-author Julie O'Mara*

Issue: 25 April 2017

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.**

EDITORIAL

Our Belonging Needs

REFLECTIONS ON BEING FACE-TO-FACE WITH D&I ADVOCATES

"When are you doing this again?" "Wow. The energy here is astounding." "Thank you so much for making this event happen ... oh, and for the GDIB, too." "It's wonderful to be with so many thoughtful, dedicated, like-minded people." These are just a few of the comments voiced at the April 12th GDIB launch event held in San Francisco (see links to video and photos below, page 6). We've heard similar comments at the Forum on Workplace Inclusion Conference (see page 5) and other GDIB launch events. Yes – we do need to *keep meeting like this!!!!* Planning face-to-face events is hard work. It's expensive. Time-consuming. Did we say it's expensive, hard work, time-consuming? But the contagious atmosphere, the live, in-person social interactions that foster the strong feeling of belonging, and acknowledgement of the challenges for inclusion around the world are enormous right now. We need the face-to-face opportunities to share our spirit and energies, not to mention share all that we are learning. We need to work across the many approaches to our work: compliance, competence, dignity, organization development, social justice. We need to leverage the intersections across our diversity dimensions and borders. To all of you who can: please reach out, convene events, bring us all together --
- By GDIB Expert Panelist, Sidalia (Sid) G. Reel and GDIB Co-Author Julie O'Mara.

STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE GLOBAL D&I BENCHMARKS

☑ **3.3** (GDIB CATEGORY 3: D&I STRUCTURE AND IMPLEMENTATION, LEVEL 5 BEST PRACTICE) Diversity Networks serve as partners and advise on recruitment, communications, risk management, product and service development, community engagement, and other organizational issues.

☑ **3.8** (GDIB CATEGORY 3: D&I STRUCTURE AND IMPLEMENTATION, LEVEL 4 PROGRESSIVE) Diversity Networks are recognized as credible, valued resources to the organization.

ERGs at Clorox Are a Valued Source of Business Ideas

Erby L. Foster, Jr., Director, Diversity & Inclusion, The Clorox Company, headquartered in Oakland, California, was a keynote speaker at the GDIB San Francisco Bay Area Launch event on April 12. He focused on "The Power of ERGs" emphasizing how valuable the ERGs (Employee Resource Groups, also called Networks in many organizations) are to the Clorox brand. He described the four ERG Phases, which he called a journey: Cultural Awareness, Talent Development, Trusted Advisors and Business Advocates. In the Spring 2017 issue of Savoy, he said: "I'm also proud to say Clorox has a rich variety of diversity-based groups and programs. Not only are they a way for employees to meet and socialize, but we also look to our employee resource groups (ERGs) to sustain our inclusion and diversity efforts while also being a valued source of business ideas. ERGs helped Clorox reach diverse consumers through their cultural insights. Latino was instrumental in the acquisition of NuevaCocina® and launch of Clorox Fraganzia™. Asian expanded our portfolio with acquisition of Soy Vay®, Brita® marketing campaign in Canada, and launch of our Glad MatchWare™. LGBT developed unique marketing campaigns for Burt's Bees® and Fresh Step®. Black partnered Ebony Magazine with Kingsford® charcoal for a summer grilling campaign." For additional information, contact Erby at <https://www.linkedin.com/in/erby-foster-bb754/>

ACTIONS TO HELP ACHIEVE GLOBAL D&I BENCHMARKS

☑ **11.5** (GDIB CATEGORY 11: COMMUNITY, GOVERNMENT RELATIONS, AND SOCIAL RESPONSIBILITY, LEVEL 5 BEST PRACTICE) The Organization's D&I initiatives in the community are treated as more than philanthropy. They are perceived as a core function mainstreamed into organizational strategy.

☑ **11.10** (GDIB CATEGORY 11: COMMUNITY, GOVERNMENT RELATIONS, AND SOCIAL RESPONSIBILITY, LEVEL 4 PROGRESSIVE) The organization connects D&I goals with ethics and integrity initiatives, and supports social justice, social cohesion, and economic development.

Unilever Empowers Rural Women in India – Driving Inclusive Growth and Tapping New Markets

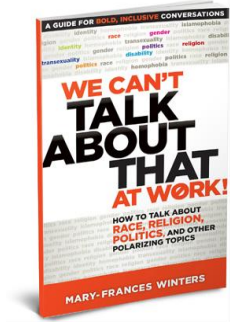
Note: The following is summarized from Diversity & Inclusion: Building the Business Case: Stories from India by DIAN India (Diversity & Inclusion in India Network) and Community Business. The GDIB has an alliance with Community Business.

With one in eight people on the planet living in an Indian village, Hindustan Unilever Limited (HUL), enacted a pioneering programme, Project Shakti, which leverages the power of local Indian women to create a new distribution channel for its products. In so doing, it is not only contributing to inclusive growth in India by enhancing opportunities for rural women, but also has built a new rural consumer base. Driven by the philosophy of 'doing well by doing good,' HUL gave the women a source of sustainable income as direct-to-consumer retailers. The program was piloted in 2000, enrolling a handful of locale women as "Shakti Ammas." HUL products include many well-known brands such as Lux and Lifebuoy and essential household products such as washing-up liquids, soaps, and toothpastes. In selecting women to be Shakti Ammas, they worked closely with local NGOs and consciously chose not to recruit women with large landholdings. They educated the women in concepts of business, including how to keep stock and basic finances. "It has been a long, slow process and has taken many years to establish and build the trust of local communities. However, through continued commitment and investment, the contribution to the sales channel has consistently grown as part of our overall business and by 2013 represented as much as 20 percent of our rural sales. Project Shakti has grown to a network of 48,000 women, with a stated target of 75,000 women by 2015." Quote from Sanjiv Mehta, CEO & MD, HUL: "Our Project Shakti combines social responsibility, sustainability and business strategy. It is the best way we can give back to society -- supporting our cause of 'empowering underprivileged rural women' along with making business sense."

SUPPORTING AND REQUESTING YOUR SUPPORT

HELP PROMOTE BOOKS BY OUR COLLEAGUES BY WRITING AMAZON (AND OTHER) REVIEWS

Book reviews on Amazon and elsewhere are more than just a nice thing for you to do if you like a book and can see how it can be useful and impactful for others. Spreading the word on good resources in the D&I field are extremely helpful in creating a better world. Here are two recent reviews posted by GDIB Co-author, Alan Richter:



We Can't Talk about That at Work!: How to Talk about Race, Religion, Politics, and Other Polarizing Topics, by Mary-Frances Winters, Berrett-Koehler, 2017

"This is an effective how-to book. About how to talk about polarizing issues at work, where the topics of politics, race, religion, etc., should be dealt with in a civil and respectful manner. Using the Intercultural Development Continuum model and other models, Winters provides much needed direction on how we can listen to one another, find common

ground, and build inclusive habits to make this a better world. So timely, given the current challenges to global sustainable development.”

Inclusive Leadership: The definitive guide to developing and executing an impactful diversity and inclusion strategy, locally and globally, by Charlotte Sweeney and Fleur Bothwick, FT Publishing, 2016.



“The full title of this new book – Inclusive Leadership: The definitive guide to developing and executing an impactful diversity and inclusion strategy, locally and globally – may be long but it is important because it provides a much-needed systemic and sustainable approach to the topic, covering workforce, workplace, marketplace and community.

The experienced authors take one on a journey using their STAR model – Starting out, Taking the leap, Achieving change, and Reaping the rewards. And along the journey they provide many useful examples taken from across sectors and industries. The importance of diversity and inclusion will simply become more and more critical as the world deals with massive demographic, cultural and technological change, and will be crucial if we all wish to prosper in peace. Each chapter has good short summaries and the authors provide sources for all the research quoted.”

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

EXPERT PANELIST SIDALIA (SID) G. REEL, Ed.D. TO RECEIVE THE (UC BERKELEY) CHANCELLOR’S OUTSTANDING STAFF AWARD ON APRIL 27

Well deserved!!!! Here is what Sid’s boss, Dr. Na’ilah Suad Nasir, Vice Chancellor, Equity & Inclusion Division, said in the nomination submittal: “Sid is a tireless change agent, working to address issues with campus climate and make UC Berkeley a more equitable and inclusive workplace. Sid is recognized for creating the annual NOW conference, which each year gives hundreds of staff a forum to focus on their career growth. Additionally, last year she established and co-facilitated the “Whiteness, Power and Privilege” study groups, where staff gather monthly to learn more about white identity and its impact on campus and beyond. Recently Sid helped these study groups translate learning to action, crafting a letter of inquiry to UCPD which resulted in study-group members being invited to a swearing-in of officers, and leading to conversations around police training initiatives. Sid was invited to serve on a police hiring committee. While police killings of African Americans have been drawing national outrage, Sid and her study groups have opened new communication channels that will bear fruit for a long time to come. Sid is commended for leveraging limited resources by building collaborative partnerships, recruiting volunteers, and mentoring colleagues. Sid’s efforts have been instrumental in building campus commitment to equity and inclusion, and growing the cohort who contribute to this vitally

important work. Her leadership is making UC Berkeley a more welcoming, inclusive and supportive environment. Sid is Director of Staff Diversity at UC Berkeley. Go here <http://www.diversitycollegium.org/expertpanelists.php> to read her bio.

NEWS, REQUESTS, AND IDEAS

FIVE P SUSTAINABILITY ICONS FOR YOUR USE IN TAKING ABOUT GDIB CATEGORY 10: CONNECTING D&I AND SUSTAINABILITY



Planet • Peace • Partnership • People • Prosperity

Our GDIB graphic designer, Shawndra Diaz, created these icons for a 3.5-hour presentation, *A Solution for Disruptive Times: Connecting D&I and Sustainability*, at the Forum on Workplace Inclusion Conference presented by Expert Panelist Lynda White, McLeod White and Associates; Lauren Gula, Senior Manager Sustainability and Gender Equality, United Nations; Expert Panelist Sidalia Reel, Director Staff Diversity Initiatives, UC Berkeley; and Alisha Perdue, Community Engagement, Iron Mountain, Inc. You are welcome to use these icons. Just please mention the GDIB category. For additional information see Category 10 of the GDIB and the report: <https://sustainabledevelopment.un.org/post2015/transformingourworld>

CONGRATULATIONS TO THE FORUM ON WORKPLACE INCLUSION FOR A WONDERFUL CONFERENCE MARCH 28 TO 30, 2017



Plans are underway for the 30th Anniversary Conference April 10 to 12, 2018 in Minneapolis. Mark your calendars. A call for proposals and more information coming in the next newsletter. More about the GDIB experience there in the next issue.

TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

GLOBAL GDIB 10TH ANNIVERSITY LAUNCH EVENTS UNDERWAY!!!!

Webinar in Spanish – HELD

Edmonton – HELD

Johannesburg – TBD

Los Angeles – HELD

Melbourne – HELD

Montreal – HELD

New York City – TBD

Orange County – TBD

Philadelphia – TBD

Pittsburgh – TBD

Portland/Salem – HELD, POSSIBLY A SECOND TBD

San Diego – HELD

San Francisco/Oakland – HELD

São Paulo – HELD

Seattle – TBD

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 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.

Apologies – we are behind writing the successes of the last several Launch events... read more in the next newsletter.

VIDEO OF THE SAN FRANCISCO GDIB LAUNCH EVENT, APRIL 12, 2017

Use this link [vimeo](#) to view a 2:26 minute video of the GDIB launch event, April 12, 2017 in San Francisco. It was sponsored by the Equity & Inclusion Division of UC Berkeley and LinkedIn and held at LinkedIn headquarters. Berrett-Koehler Publishing, Inc. was a Contributing Sponsor and there were 19 Promotional Sponsors. See the attached program booklet for links to all. And many thanks to all our speakers -- see links to each of them also in the program booklet. AND many, many thank you's to our GDIB brand specialist, graphic designer, and videographer, Shawndra Diaz. She is wonderful to work with and very talented. Please use her services. www.1bigopps.com

PHOTOS TAKEN AT THE GDIB LAUNCH EVENT IN SAN FRANCISCO, APRIL 12, 2017

Click on the Shutterfly link below (View Album) to download have access to the 399 photos. If you want to download one or more photos, just click on the photo desired -- it will appear larger on your screen. Notice a download icon in the lower right corner, click on that, and it will download that photo to wherever you have photos downloaded on your computer. There is no charge. Please do this soon as we are not sure how long the photos will remain up on the Shutterfly site. AND please, if you have a need for photography services, please consider using our photographer, Vanessa Williams. She donated her services for this project. You will notice a statement in the program book about her work. vwMemories • Vanessa.Williams20@gmail.com • 408-421-2755. Photography and book design. Thank you, Vanessa. Beautiful work.

[View Album](#)

SOCIAL MEDIA TIPS FOR GDIB

Please Post Now - Share our news and promote D&I best practices by posting the below on your social media platforms:

NEW ACTIVITY POSTED ON GDIB USER TOOLS SITE: D&I APPROACHES INSIGHT AND IMPACT ACTIVITY

A one-page, 20 to 30-minute activity worksheet is now available. The activity is designed to (1) educate participants on the GDIB's Five Approaches to Diversity & Inclusion and (2) help gain insight into the impact of the similarities and differences between participants' personal approach to D&I and their organization's approach. Download now at <http://www.diversitycollegium.org/usertools.php>.



ASK THE EXPERTS – A Q&A SECTION

Please ask questions you have about the GDIB or anything D&I and we'll ask answer it for you.

From one of our users: Are we to infer that the numbering of the benchmarks in each category level is a statement of importance? For example, in Category 8: Assessment, Measurement, and Research, is 8.1 considered more important than 8.2 or 8.3 or 8.4?

No – we numbered the benchmarks purely for convenience of talking about them. All the benchmarks in each level (Best Practice, Progressive, Proactive, Reactive, and Inactive) of each category are equal in importance for our purposes. However, in specific organizations

you may have reason to consider a certain benchmark more impactful on your organization mission than another.

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.

HELEN JACKSON

Helen is a Senior Executive with a strong commercial perspective. She has extensive Organisational Development experience, including transformational cultural change (including diversity and inclusiveness), Organisation Development, Leadership development, and talent and succession management. Her role scopes include contributions at a Global, Regional, National, and State level. Helen holds an Executive MBA (Australian Graduate School of Management), a Bachelor of Commerce (U of Qld), Bachelor of Economics (U of Qld), and a Graduate Diploma in Industrial Relations (QUT). Helen started in Labour Relations in Queensland, as an associate to the Industrial Commission and Court, moving to the retail industry as an industrial advocate, before taking the role of Manager of Industrial Relations for Queensland Rail. When Helen moved to Sydney with her family in the late 90s, she worked as a consultant in organisational change before moving to Westpac Bank where she held organisational change, executive development, succession management and culture roles. From 2006 Helen moved to Ernst & Young, where she led the Organisational Development and Learning team for Oceania and the Diversity and Inclusiveness and Organisational Change team for the then newly formed Asia Pacific Area. Since 2013, Helen has contributed to a number of New South Wales Government transformation projects to deliver the Premier's key priorities.



LinkedIn: au.linkedin.com/pub/dir/Helen/Jackson

LOBNA "LUBY" ISMAIL

Lobna "Luby" Ismail, president of Connecting Cultures, LLC, is dedicated to building cultural competence in diverse and global settings. She is an inspirational public speaker and powerful trainer and coach with over twenty years of experience. Luby's reputation and strong experience is in communication across cultures, Arab cultures, engaging with U.S. Americans, Islamic awareness and Diversity & Inclusion. Luby has published articles and books on Arab Cultures, Islam and American Muslims. Selected as a Peace Fellow for Seeds of Peace and a Malone Fellow in Middle East and Islamic Studies by the National Council for U.S. and Arab Relations, Luby participated in a study visit to Saudi Arabia. She is a keynote speaker and presenter at conferences around the world including Human Capital Forum in South America, the Arabian Society for Human Resource Management Conference and the Society for Human Resources. Luby assisted in the development of My Fellow American, America's Unofficial Ambassadors and 20,000 Dialogues to stimulate dialogue across faiths. She holds a Master's degree in Intercultural Relations from Lesley College and a B.A. in International Service from The American University. She has traveled extensively throughout Europe, including Bosnia and Croatia, and Egypt, Saudi Arabia, Bahrain, UAE, Jordan, Palestine, Israel and Peru, Singapore,



Colombia, and Mexico. Luby's clients include Federal and State agencies, educational institutions, nonprofit organizations and private corporations including Microsoft, Walt Disney World, U.S. Departments of Justice and State, CVS, Darden Restaurants, King Abdullah University for Science and Technology, Foreign Service Institute, NIKE. Luby received the 2012 Arab American Anti-Discrimination Honoring the Achievements of Extraordinary Arab-American Women Award.

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Website: www.connecting-cultures.net

HANS W. JABLONSKI

Hans W. Jablonski is an expert on Diversity & Inclusion, Leadership, and Change Management. With more than 20 years practical experience in organisational change as both an internal and external consultant he is committed to working systemically to enable sustainable success. In the course of his career Hans Jablonski has worked with companies of various sectors as automotive, chemical and finance. He was one of the first Diversity Managers in Germany after he had been responsible for the European Leadership Development at a global car company. He also worked on a global diversity team in London leading Diversity Management in Europe for a global energy company. About seven years ago he founded his company *jbd consulting*. Since then he has consulted with companies worldwide in introducing and conducting Change & Diversity Management. About 30% of the German DAX30 companies are working with him. Hans is co-initiator of the Diversity Charter of companies in Germany and other European countries and an active member of various diversity, change and OD organisations. Hans is a much-in-demand keynote speaker on his subjects. He regularly publishes articles in books and journals. Hans has a first degree in economics and is qualified as an OD consultant, Change Agent and Coach. He is based in Cologne, Germany. .

Website: www.business-diversity.biz

LinkedIn: <http://www.linkedin.com/pub/dir/Hans/Jablonski>



JENNIFER "JAE" PI'ILANI REQUIRO

Jennifer "Jae" Pi'ilani Requiró is the National Manager of Diversity and Inclusion at Toyota Financial Services. Her responsibilities focus on diversity and inclusion education, executive accountability, mentoring and employee resource groups. In addition, Jae develops North American strategies to enhance Toyota's reputation around diversity and inclusion and increase partnerships with certified diverse suppliers. Jae also leads Toyota's North American Diversity and Inclusion Communication Strategy, in support of One Toyota. Her work at Toyota has resulted in invitations to present at numerous conferences, workshops and educational forums. In addition, she has been invited to speak at large corporations to provide guidance in launching large-scale diversity and inclusion change initiatives. She has participated on multiple panels at diversity conferences to discuss insights on employee resource groups and generational diversity. In May 2014, Jae was awarded a "California Multicultural



Leadership” Award from the National Diversity Council. Jae earned a bachelor’s degree in sociology with a specialization in stratification, race, and ethnicity and an emphasis in business administration from UCLA. Jae also served on the board of Kaulana Ka Hale Kula O’ Na Pua O’ Ka `Aina, a school whose purpose is to instill in the hearts of youth the special heritage and traditions of the Hawaiian people, to be perpetuated and preserved for future generations. In her spare time, Jae performs hula; paddles outrigger canoes; kicks and punches on the dojo floor; and is a single mother to a teen-aged daughter, her source of inspiration and perspiration.

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

Twitter: @JPRequiro

EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

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



JOE-JOE MCMANUS, Ph.D.

An innovative educator and diversity professional, Dr. Joe-Joe McManus serves as Chief Diversity Officer and Associate Vice President for Diversity, Educational Equity & Inclusion at California State University San Marcos (CSUSM). He is also a Senior Associate with the Kingston Bay Group consulting firm. Dr. McManus' experience includes faculty positions at an HBCU and an international university, curriculum development roles at an Ivy League institution and a nonprofit organization, and as a senior university system administrator at the largest urban public university system in the U.S. McManus has had the opportunity to keynote, present and guest lecture widely. Among the many educational institutions where McManus has been a featured speaker are the University of Cambridge (UK), Moscow State University, the University of Malaŵi, Syracuse University, and the Defense Equal Opportunity Management Institute. Dr. McManus previously served on the National Board of Directors for the National Associate for Multicultural Education (NAME), and currently serves on the Board of Directors of Rootstrong and the Board of Advisors for E3: Education Excellence & Equity. The first in his family, McManus earned a B.S. in psychology and an M.A. in Multicultural Education. In 2000, he completed his Ph.D. in Educational Leadership at Florida A&M University.

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CALLS FOR PROPOSALS

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

SIETAR USA Conference • October 18 to 21, 2017 in San Diego, California, USA

• PROPOSAL DEADLINE MAY 15, 2017 • For more information go to:

<http://www.sietarusa.org/2017CFP>

Forum on Workplace Inclusion • April 10 to 12, 2018. • Call for proposals anticipated late May.

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.**

GLOBAL DIVERSITY & INCLUSION BENCHMARKS CONFERENCE

27 APRIL 2017

KARACHI, PAKISTAN

This day-long conference focuses on the GDIB with co-author Julie O'Mara speaking via webinar. The conference is sponsored by many organizations including HR Metrics www.thehrmetrics.com, the (Society for Human Resource Management) SHRM Forum Pakistan www.shrm.org, and The Karachi School of Business & Leadership (KSBL) www.ksbl.edu.pk. The program includes a presentation by Zahid Mubarik, CEO HR Metrics, President SHRM Forum Pakistan, who is chairing the conference; a panel discussion on D&I Challenges, Opportunities and Best Practices; and a Workshop on How to Do DI Gap Analysis. It is also a goal of this conference to "Provide a perpetual platform to share local success stories and hurdles in implementing D&I initiatives. For additional information go here <http://thehrmetrics.com/diversity-conference/>

THE WHITE PRIVILEGE CONFERENCE (#KCWPC18)

APRIL 27-30, 2017

Kansas City, Missouri, USA

Expert Panelist Eddie Moore, Conference Chair, has been the driving force behind this conference, now in its 18th year. This year's theme: Organizing. Strategizing. Taking-Action. Deconstructing the Culture of White Supremacy and Privilege: Creating Peace, Equity and Opportunity in the Heartland. The WPC includes national/internationally recognized experts, a Youth Leadership Program, a Film Series, over 125 workshops, Caucuses for People of Color, White Anti-Racist Activists and Youth, a Meet the Speakers & Book Signing Reception, a Community Dinner and Moore. GDIB Expert Panelist Dr. Eddie Moore Jr. is the Founder/Program Director for the WPC. Go to <http://www.whiteprivilegeconference.com/>.

ATD (Association for Talent Development, formerly ASTD)

May 21 to 24, 2017

Atlanta, Georgia, USA

On May 21 (Sunday) Expert Panelist Kenneth Nowack will present on Sleep, Performance and Interpersonal Effectiveness: Natural Bedfellows (*Personal note from newsletter editor Julie O'Mara: I plan to attend Ken's session after taking the redeye to get to this conference arriving 7:00am that morning!!!*). And on May 22 (Monday) he will be speaking with colleagues on The Science of Learning. On May 22 (Monday) Expert Panelist, Beverly Kaye, will present on "Up is Not the Only Way: Mobility Matters! And on May 23rd (Tuesday) she will present with colleagues on "Career Development." On May 23 (Tuesday) Expert Panelist Judith Katz, Ed.D. and GDIB Co-Author Julie O'Mara are presenting on the GDIB, "More Than a Numbers Game: Integrating Diversity, Inclusion, Talent Development." And on May 24th (Wednesday) GDIB Co-Author Alan Richter together with Carla Messikomer, Manager, Academic Resources, Project Management Institute (PMI) will run a session on

“Teaching Global Ethics.” It will be based on recent research hosted by PMI that explores how ethical decision-making is impacted by diversity dimensions such as culture, gender, age, and so forth. And on May 24th (Wednesday) EP Judith Katz and business partner Frederick Miller of The Kaleel Jamison Consulting Group, Inc. will speak on: From My Turf to One Team: Developing Global Leadership Mindsets. Go here to register: <http://www.atdconference.org>

FORUM ON WORKPLACE INCLUSION

***** FREE *** WEBINAR SERIES**

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

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.

THE SUMMER INSTITUTE FOR INTERCULTURAL COMMUNICATION (ICI) 2017 JULY, 2017

REED COLLEGE

PORTLAND, OREGON, USA

Expert Panelist Janet Bennett is co-founder of ICI—The Intercultural Communication Institute. ICI sponsors this conference every summer with a variety of sessions and certifications over a three-week period. This year’s conference features the following Expert Panelists, among many outstanding professionals in intercultural communication. The presenters and topics below represent only a small sample of the many programs offered.

- By EP Donna Stringer and colleague Andy Reynolds: Why Do You Say That?! How Identity Impacts Perceptions of Current Events.
- By EP Janet Bennett and EP Robert Hayles: Detoxifying Our Work: Fusion, Simplicity, and Grace.
- By EP Dianne Hofner Saphiere: Cultural Detective® Facilitator Certification Workshop
- By EP Donna Stringer and colleague Anita Rowe: Defining, Developing, and Defusing Difficult Dialogues.
- By EP Dianne Hofner Saphiere and colleague Daniel Cantor Yalowitz: Gaining Gaming Competence: The Meaning Is in the Debriefing
- By EP Janet Bennett and R. Michael Paige: Training Design for Intercultural Learning.
- By EP Donna Stringer and colleague Anita Rowe: From Unconscious Bias to Emotional Intelligence: Personal and Organizational Transitions.
- By EP Janet Bennett and colleague R. Michael Paige: Using a Developmental Perspective in Training Design.
- By EP Kelli McCloud-Schingen: Generational Identities: An Intersection of Here and Now (or Then).

Go here www.intercultural.org for more information and to register.

SIETAR USA Conference: "Building Bridges with Intercultural Competence: Changing World, Changing People, Changing Times"

October 18-21, 2017

San Diego, California, USA

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.

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.

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 corporate 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 corporate 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.

Our Program Architect, global sage and Canadian treasure, Laraine Kaminsky, together with the Conference Board's Director of Inclusive Talent Management Strategies, Ruth Wright, have once again brought together thought leaders and champions from across country and the continent to ensure every dimension of diversity is represented and discussed. Several EPs will be presenting. Presenter announcements coming soon. 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

Consider budgeting for this conference. The GDIB has formed an alliance with the Forum. 2018 info posted soon. Go here <https://www.stthomas.edu/workplaceforum/>

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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