

The GDIB Newsletter

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

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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, achieve high-quality D&I outcomes. First published in 2006, the 2016 edition is authored by Julie O'Mara and 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 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.

Click [here](#) to see selected photos from the Forum on Workplace Inclusion GDIB 2016 Launch in Minneapolis MN, March 29 to 31, 2016. Navigate to "Forum on Workplace Inclusion Photo Slide Show Loop" and then "Download FWI Photo Loop 042516".

NEWS, STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE BEST PRACTICES

☑ 9.3 D&I Communication is frequent, ongoing, innovative, and contributes to an enhanced reputation for the organization.

GDIB user, Bryce Tache, Manager Inclusion and Diversity, at Iron Mountain, Inc. sent us this 1:19 video (posted on YouTube) they use for D&I at Iron Mountain... their emphasis is on Our Mountain. Clever. From Bryce: "Thought I'd share Iron Mountain's new [Inclusion & Diversity video](#) – well, our first such video, actually. Feel free to share with your colleagues. We'd also be interested in hearing how other organizations are using video to tell stories. Thanks for all your support and all the great resources this year."

A HUGE REQUEST FROM YOU AND TO YOU FOR BEST PRACTICES ARTICLES AND INFORMATION

It's pretty clear that one of the best things we can do is to share stories of best practices. So now that the 2016 GDIB is released and we are in the process of launching it... we STRONGLY emphasize the need to share stories of best practices... this is Level 5 (and to a certain extent Level 4) of each of the 14 GDIB categories. This morning (April 27) we just completed the first of two GoToMeeting planning calls for local launch events around the world. In this call there was again the request for stories of best practices... not only about how GDIB is being used...but what people are doing to achieve best practices as identified in the GDIB...whether or not someone has heard of the GDIB.

We've collected some...but really need to collect a lot more. *Please contribute.* Go to The Diversity Collegium website, Global D&I Benchmarks, Best Practices and Applications, and see the download: GDIB Best Practices Examples. We'll publish your stories in this newsletter and add to the download. We are especially interested in stories where you identify one or two benchmarks (from the 131 total benchmarks at Levels 4: Progressive or 5: Best Practice).

Please send us your stories of best practices. Below is a repeat from the 23 June 2015 newsletter that is an excellent example of what we are looking for.

ACTIONS TO HELP ACHIEVE THE FOLLOWING BENCHMARKS: "In addition to general D&I training, employees receive training specific to their level and areas of responsibility." ... and ... "A variety of learning methods are used, including classroom, self-study, experiential, eLearning, assessment, videos, and case studies." Both these benchmarks are at the 75 percent level of Category 7: D&I Education and Training. EP Tom Verghese (Cultural Synergies headquartered in Melbourne, Australia) has been consulting with Autoliv, the world's largest manufacturer of automotive safety systems such as airbags and seat belts for the past 11 years. Autoliv manufactures for all the major automotive makers in the world, is publicly listed on both the Swedish and American stock exchanges, and has 60,000 employees in 28 countries. Specific D&I training and education programs facilitated by both internal and external providers in multiple languages are provided for specific levels in the organisation - lower, middle and senior. The programs utilise a variety of blended methodologies - both online, face-to-face classroom as well as multi-day residential with coaching for senior levels to reinforce learning. The curriculum includes specific diversity topics such as Working with Diversity (half day) for all staff, Leading Diverse Teams (2 days) to Developing Cultural Intelligence for global leaders (2 days). All leaders are required to deliver different modules to their teams ranging from teamwork to working virtually across distance, culture and time. Autoliv moves its leaders around the world to provide exposure to different cultures and styles of leadership. D&I has been part of the organisational development agenda for the last 11 years.

NEWS AND IDEAS ABOUT & 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.

STUDY EXAMINES D&I FROM AN ASIAN PERSPECTIVE – D&I is not inherently Western

GDIB user DIAN – the Diversity & Inclusion Asia Network -- part of Community Business (and a Forum exhibit and suite party sponsor) recently published an insightful study titled: "Examining Diversity & Inclusion from an Asian Perspective." The study finds that the underlying concepts of D&I are not inherently Western, even if perceived to be so. Diversity dimensions promoted at a global level – such as gender, LGBT and disability – had a limited resonance in Asia. Some of the most common D&I themes across Asia were: language and dialect and/or accent, overseas exposure, local versus non-local or national versus international, and educational background. The study covered China, Hong Kong, India, Japan and Singapore. The survey underlying the study showed that in all of these countries, except India, the majority saw D&I as a Western concept. The term Diversity is challenging, as it suggests individuality, which is at odds with Asian cultural values, and the term Inclusion, though more in tune with Asian values, can challenge the notions of hierarchy in Asian society. The study found that in Asia there was greater resonance in talking about insider-outsider groups, because of the importance of group identity, and the concept of unconscious bias has gained ground in Asia, allowing people to talk more openly about the assumptions people make about others, and the impact that has in the workplace.

The study is available for purchase at:

http://www.communitybusiness.org/focus_areas/D&I.htm#publications

NEWS, REQUESTS, AND IDEAS FROM JULIE, ALAN, AND THE DIVERSITY COLLEGIUM

GLOBAL 2016 GDIB 10TH ANNIVERSITY LAUNCH EVENT PLANNING UNDERWAY!!!!!!

- Shanghai
 - Washington, DC
 - London
 - Sydney
 - Pittsburg
 - Melbourne
 - Johannesburg
 - San Francisco/Oakland
 - New York
 - Toronto
 - The Hague
 - Seattle
 - Tokyo
 - San Diego
 - São Paulo
 - *Your city/region?????*

Above are the cities where EP & Users are starting to plan [GDIB launch events](#). Connect online to see Launch Event Guidelines, a list of EP and Users who are interested, and the slides we will use in the GoToMeeting.

If you (EP and GDIB users) are interested in planning a launch event, please contact us and we will send you the information for a GoToMeeting: Monday, May 2, 2016 at 11:00 PM UTC (Coordinated Universal Time) which is 4:00 pm San Francisco; 7:00 pm Washington, DC; 8:00 pm São Paulo; midnight in London; 9:00 am on Tuesday May 3 in Sydney.

WOULD YOU LIKE YOUR LOGO ON THE GDIB COVER?

We have an opportunity for EP and users to Co-Brand the GDIB. Contact Julie if you are interested in learning more.

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 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.

SOCIAL MEDIA TIPS FOR GDIB



Social Media Tips and Tricks



[As provided by Slippery Rock University's [Rock PRoductions](#)]

Slippery Rock (Slippery Rock, PA, USA) University's Student-Run PR Firm, Rock PRoductions, created, developed, and continues to guide the GDIB in our social media platforms. The students and their faculty advisor have done an amazing job for us!!!! We will share more about their program in future newsletters. Utilizing the tips they provided – sharing them below – we post, like, tweet, and retweet. How do you think we are doing? Do you have other suggestions? Will you promote your D&I and GDIB

work on our Facebook and Twitter accounts also? Click on the [Facebook and Twitter live links above](#) to check us out. Tips:

1. Be professional, but not boring. You want to be appealing.
2. Utilize tips straight out of the GDIB. For instance, post, "Here's how the GDIB will help you with..." and "Quick tip: _____." Also, inform interested stakeholders that the GDIB is free and it is a non-profit organization.
3. Hype up the launch! Announce it regularly on various social media platforms. Do not be overbearing, but be consistent. Also, tweet a statement specifying the day, time, and location of the book launch. I can always pin the tweet for you or show you how.
4. BE ACTIVE. If your page is dead or dry, people will not care about it and will not visit your social media pages. People often check accounts that inform and are updated regularly.
5. Make sure that people understand what the GDIB is and what the organization's mission comprises of. Find ways to intrigue them about the organization's cause.
6. Amenities GDIB provides are great to post. You already have a document listing all of the great features. You could copy and paste them. Information about the GDIB is also good to use for posts.
7. Posting something about the authors and the expert panelists once in a while is good because your audience will know who wrote the book and why it is a good resource. However, do not focus too much on them. Do not forget to tag them in the post, as well.

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.

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

MARGARET REGAN

Margaret Regan is a futurist and global diversity consultant with over 25-years' experience. She is the President and CEO of The FutureWork Institute, a global consulting firm that translates future trends to transform organizations. Her focus is on helping clients achieve a MindShift, HeartShift and SkillShift in creating a more future-focused, inclusive and flexible work environment. Margaret has studied HR practices in Japan, keynoted generational conferences in Asia and North America, worked on European-American mergers and global diversity summits, educated executive teams on cross-cultural differences, and conducted women's studies on four continents. Margaret is also Chair of the International MultiCultural Institute (iMCI), a 30-year-old D&I consulting organization with a focus on diversity and inclusion in the not-for-profit sector. Margaret was formerly a Partner at Towers Perrin, where she founded and led the Global Diversity Practice. In her earlier career, she was the first woman executive at two organizations. She has appeared on NBC's Today Show, CBS This Morning, NBC Nightly News, and CNN, to comment on emerging workforce trends. Currently, she is featured on Close-Up TV as the CEO of "one of the most innovative businesses in the US," in Diversity Journal as a pioneer of the profession, in CNN/Money Magazine as the expert on future workplace trends and in Business Week for FWI's creative approach to "my-job my-way", "my-business our way" and "my perks my-way." She was awarded the Diversity Innovation Award by AIMD for these innovative approaches to work and for her ground-breaking work on diversity education in the virtual world.

Website: <http://www.futureworkinstitute.com>

Twitter: <https://twitter.com/fwi2020>

LinkedIn: www.linkedin.com/pub/margaret-regan/5/71/398

Website: www.imciglobal.org

TATIANA REVILLA SOLÍS, Ph.D.

Tatiana Revilla, Ph.D. in public policy with specialization in gender equality public policy. Graduated with honors and she was within five finalists of the thesis gender issues contest in Mexico (2014), by the National Institute of Women. Is founder of *Aequalitas Politika SC* (Gender equality policy society) in Mexico, and has over 10 years of experience in Gender Consulting, Gender Mainstreaming, and Gender Institutionalization in public organizations. Tatiana was the designer and developer of the Gender Equality Plan for the City of Aguascalientes in 2012, designer of the Methodology Guide for gender mainstreaming into the institutional culture programs, that was published and edited by the Morelos Women Institute, in the Governmental Public Administration of Morelos state. Tatiana has served as a consultant in local and federal government to certificated organizations by the Mexican standard for equality and legislative homologation with equality principles. She also served as teacher at the *Instituto Tecnológico de Monterrey* in courses and diplomas for government officials of

how to develop the gender issues at the Public Administration. Tatiana has participated as a speaker at the International Congress for Public Administration and Public Policy GIGGAP, with the theme: "Public Policies from a gender perspective" in Madrid, Spain. Also at the International Congress for Local Agendas with gender perspective with the theme: "Public Policies from a gender perspective" at Aguascalientes, Mexico. She was Member of the Jury for the Thesis Contest Dictamination of the Mexican Youth Institute, and also was member of Citizenship, Education, and Equity Chair at ITESM- CEM University and collaborator in the nationwide Project *CONACYT- ITESM*: Public Health Policies mainstreaming with gender perspective. The most important challenge for her is to operationalize the gender mainstreaming in Mexico and have some influence with the decision makers to design public policies that do not reinforce gender stereotypes.

LinkedIn: <https://www.linkedin.com/profile/view?id=7193364>

Email: tatianar29@hotmail.com

Twitter: @tatianarevilla

CATHERINE WONG

Catherine Wong joined the Lynch School of Education at Boston College in 2007. As Director of Urban Outreach Initiatives, Catherine oversees the Donovan Urban Teaching Scholars' Program, an intensive one year master's degree cohort program in teacher preparation for urban schools, the College Bound Program, a pre collegiate youth centered out of school time program that uses scientific inquiry to address social and environmental justice issues, as well as facilitates a series of cross university, school and community collaborations. Catherine leads teams of faculty, college students, community activists, K-12th grade students and their families to build innovative partnerships addressing urban issues in their schools and communities. Catherine is a cross-cultural consultant bringing together interdisciplinary teams to enhance their capacity to lead from a culturally competent, social justice and equity stance.

Highlighted consultancies have included; academic director, Teacher Education Institute-University of the Middle East Project, visiting professor, School of Education-Queen's University, Belfast, Northern Ireland, the Domestic Violence Unit-Massachusetts Department of Social Services, WGBH-PBS Television, and the Human and Civil Rights Division-National Education Association. Prior, Catherine was a public school counselor and director, School Counseling Program at the University of Massachusetts, Boston. Catherine earned her graduate degree in Counseling Psychology with a specialization in Cross Cultural Counseling from Boston University. Catherine was raised on the island of Oah'u, Hawai'i and grew up with the dramatic storytelling of her great grandmothers and extended family. Their stories of bringing disparate groups together despite prejudice and stereotypes instilled in her the desire to become a cultural bridge builder.

Email: catherine.wong.2@bc.edu

UPCOMING CONFERENCES, WEBINARS, ARTICLES 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 and we'll post it here and on the Diversity Collegium website. 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.

**Forum on Workplace Inclusion
March 28 to 30, 2017
Minneapolis, Minneapolis.**

Mark your calendars and stay tuned for the call for proposals. This conference has grown over the years to have an international audience. In 2016 28 GDIB EP and users were presenters.

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 thank you's 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. We'll soon have a donation button on 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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