



Global Diversity and
Inclusion Benchmarks

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 around the world, in a variety of sectors, using a variety of approaches to D&I work, achieve high-quality D&I outcomes. First published in 2006, the 2014 edition is authored by Julie O'Mara and Alan Richter, Ph.D., and 80 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.

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.

IN JAN/FEB HR MAGAZINE EP HOWARD ROSS PREDICTS "CULTURE, DIVERSITY, ENGAGEMENT AND RETENTION WILL BE FRONT BURNER ISSUES"

EP Howard Ross, in the HR Magazine January/February 2015 cover story: "What's in Store for HR in 2015?" (a Trends and Trendsetters feature), makes the #1 prediction – "Culture, diversity, engagement and retention will be front burner issues." There are eight others: "#2 Performance management will continue to be redesigned • #3 More companies will deal with overwhelmed employees • #4 Corporate learning will be transformed and will take on more importance • #5 Companies will redesign talent acquisition, leveraging network recruiting, brand reach and new technologies • #6 Talent mobility and career management strategies will become necessary to compete • #7 Leadership will invest in talent analytics and workforce planning • #8 Companies will take advantage of new tools in HR technology, and • #9 HR teams will get a new design and a new focus on professional development." Many of these trends are relevant to D&I as well. HR Magazine is published by SHRM: The Society for Human Resource Management.

EP PRICE COBBS, M.D. QUOTED IN USA TODAY

EP Price Cobbs, M.D. was quoted in an article regarding diversity issues in Silicon Valley (USA Today has heavy coverage on diversity in Silicon Valley). It's a positive, forward thinking article. The story is about Ken Coleman "Tech Pioneer on Racism, prejudice." Quote from Ken on the front page says "Diversity doesn't happen naturally," says Ken Coleman. Price is quoted later in the article. "Ken has been a pioneering figure in Silicon Valley but what most don't realize is how many careers he has helped, pulling people up even if they never knew it," says Price Cobbs, a long time Coleman friend and corporate consultant who wrote *Black*

Rage, a seminal 1960's text. "What Ferguson (the August fury over the death of black teen Michael Brown) reawakened particularly in Ken and my generation is a desire to reconnect with communities we're no longer in," says Cobbs. For more info <http://www.usatoday.com/story/tech/2014/10/26/ken-coleman-african-american-tech-pioneer-talks-about-diversity/17747925/> interview with Ken Coleman online.

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

NEW LIST OF 97 EXPERT PANELISTS NOW UP ON DIVERSITY COLLEGIUM WEBSITE

In preparation for the 2015 research for the 2016 GDIB Edition we have been adding to the list of Expert Panelists. A few more may yet be added. When they are we'll announce it with a news release. View the ones we've added so far at <http://diversitycollegium.org/expertpanelists.php>

RESEARCH FOR 2016 GDIB EDITION BEGAN FEBRUARY 1, 2015 – SUGGESTIONS WELCOMED

The Expert Panelists -- guided in a research process by Julie & Alan, GDIB authors -- will embark on a 4 Step Research process that started February 1 and ends November 30, 2015. The goal is to review all aspects of the GDIB and make improvements that help achieve the three GDIB goals: increasing usability, visibility and relevance. **If you have suggestions**, ideas, complaints, issues -- whatever -- about the GDIB, please tell Julie & Alan now and we will incorporate that into the research process. Thank you.

WHAT DO YOU THINK OF THE TERM BEST PRACTICES?

We use it to describe the 100 percent level in the GDIB. We're hearing from some people that they don't like that term. No specifics as to why. Let us know what you think.

INTERESTED IN AN ONLINE GDIB ASSESSMENT TOOL?

Many people have expressed interest in having an online assessment tool based on the GDIB. We are interested in creating one. Of course, we want it to be psychometrically sound and user-friendly. We want something more robust and accurate than a checklist. We're talking with several people about how to make this happen. Significant funding to create the tool, test it, market it, and support it will be needed. Let us know if you would be interested in an assessment tool and whether or not you might be interested in joining a consortium to make this happen.

FREE FEBRUARY MULTICULTURAL CALENDAR – IT'S GLOBAL

EP Barbara Deanne 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 will contain four bios. Bios of GDIB Expert Panelists are also on www.diversitycollegium.org, navigate to Global D&I Benchmarks, and scroll down to Expert Panelists.

JANET BENNETT

After serving as a Peace Corps volunteer in Micronesia, Janet Bennett, Ph.D., has devoted her career to developing theory and training design in intercultural competence. As an educator, Janet created and chaired the liberal arts division at Marylhurst College, creating award-winning interdisciplinary programs for adult learners. She provides consultation in intercultural relations in both the global and domestic arenas, where she designs programs for universities, multinational companies, government agencies, healthcare providers, legal professionals, and international relief organizations. She conducts graduate seminars in Asia and Europe and is a sought-after speaker on intercultural topics at both academic and professional conferences. Since

1987, Janet has been the executive director of *The Intercultural Communication Institute (ICI)*, a private, nonprofit, foundation designed to foster intercultural competence in both the international and domestic arenas. ICI maintains an extensive library, an assessment center, and sponsors the annual *Summer Institute for Intercultural Communication*, which draws participants from throughout the world to two weeks of intensive professional development workshops. Janet is the director of the *Master of Arts in Intercultural Relations*, a limited residency graduate program for professionals and other non-traditional students. She also teaches training and organization development as an adjunct faculty member of the Portland State University Department of Education. Most recently, she has written “Intercultural Competence: Vital Perspectives for Diversity and Inclusion.” She edited the *Handbook of Intercultural Training* (3rd ed.) with Dan Landis and Milton Bennett, and she is currently editing *the SAGE Encyclopedia of Intercultural Competence*. Email: jbennett@intercultural.org Web: www.intercultural.org

JOEL A. BROWN

As a cultural competency guru and organizational mastermind, Joel A. Brown, Esq., CLC, works with Fortune 500 companies, governmental agencies, NGOs, and institutions of higher learning to build consciousness, capacity, community, and collective esteem. Through the company he founded, Pneumos, Joel consults with clients in the areas of 1) organizational sustainability, 2) leadership development, 3) cultural intelligence, diversity, and inclusion, 4) conflict resolution, and 5) executive coaching. Joel believes in being a multi-dimensional resource for his clients. Joel is best known for his critical analysis, creativity, humor, and his ability to build consensus. Joel is viewed as a master communicator and disarming mediator, and is skilled in the “Diversity, Difference & Dialogue” process©, which is designed to maximize cross-cultural communication at all levels throughout an organization. Joel approaches people with great conversational dexterity, and is able to reduce complex social and organizational issues to their simplest form. He has written multiple articles, including the widely circulated piece “Black and Gays: Bridging the Cultural Divide.” A University of Virginia School of Law graduate, Joel worked six years as a labor and employment litigator focusing on wage and hour disputes, discrimination matters, and sexual harassment cases. He is still licensed with the Minnesota Bar. Joel is a poetic speaker best known for his critical analysis, creativity, humor, and his ability to build consensus. Joel is an Executive Coach who works with emerging leaders, visionaries, senior executives, and “cultural creatives.” He is a member of two diversity think tanks, the Diversity Collegium and D2K. joel@pneumos.com 415.624.5426 (o) www.pneumos.com. Twitter: [joelabrown7](https://twitter.com/joelabrown7) Facebook: www.facebook.com/Pneumos LinkedIn: www.linkedin.com/in/joelanthonybrown

MARY FARMER

Former Global Director of Diversity and Inclusion for Philips CHRM in Amsterdam, Mary is on the Advisory Board of Executive Networks, where she connects the enterprise heads of talent, diversity and inclusion from the largest corporations in the world, including Walmart, UPS, Macy’s, 3M, American Airlines and Intercontinental Hotel Group. Mary has long experience as a consultant, executive and thought leader in global business. Her passion is around leadership, communication, people and talent development. She specializes in workplace innovation, creating high performing teams and inclusive working environments, maximizing organizational effectiveness, organizational learning and development and succession and workforce planning design. She began her studies in Journalism and went on to study Cultural Anthropology and Traditional Law and Classical Thai studies, holds an MBA in International Management from Leiden University and is adjunct research fellow in Organizational Behaviour at the University of Amsterdam where she is completing her doctorate in Implicit Bias. She presently serves on the Executive Committee of one of the world’s premier hospitality management universities, Glion Institute of Higher Education in Switzerland and London, as Director Online Programs. She has many years of online teaching and curriculum design experience with universities around the globe, including the University of British Columbia. She frequently guest lectures at Business Schools in Europe and North America, anchoring Copenhagen Business School’s annual Leading Women program. Holding dual Canadian and Dutch nationality and resident in Switzerland, she has lived and worked globally for most of her career and speaks English, Dutch, French, Thai, Lao, Bahasa Indonesia, Malay and a smattering of Mandarin, German and Spanish. LinkedIn: ch.linkedin.com/in/maryvanderboon/

SRIMATHI SHIVASKANAR

Srimathi Shivashankar is one among the Future Leaders' Team set up by the World Business Council for Sustainability Development. She was a member of the advisory council of the Global Reporting Initiative (GRI), a working committee member of the Global Gender Parity Group of the World Economic Forum, and continues to be an active member of the Diversity & Inclusion core committee of NASSCOM - India. Srimathi is also on the Women Empowerment task force of Confederation of Indian Industry. She assisted in preparing the first Affirmative Action Council report lead by the Confederation of Indian Industry-India and has served as an advisory member for various councils to establish CSR guidelines. She has also published and presented papers in international forums on diversity and sustainability and has been a panel speaker at the World Investment Conference 2012. A Computer Science engineer, Srimathi holds an MBA in International Business. At HCL, she heads the global Diversity and Inclusion practice, employee engagement, and partner programs. She leads CSR activities of HCL Technologies Foundation and oversees all Sustainability audits and reporting requirements of HCL. LinkedIn: <https://www.linkedin.com/profile/view?id=74131043>

UPCOMING CONFERENCES WHERE GDIB IS INCLUDED

Send us information if you are presenting on the GDIB (or including it in a presentation) at a conference or workshop that is open to the public and we'll post it here and on the Diversity Collegium website. **Please let us know if you are attending any of these conferences so we can make connections.**

February 26 & 27, 2015

8th Annual Global D&I Inclusion Seminar, Barcelona, Spain

Theme: Driving the Momentum on D&I

EP Lisa Kepinski is chairing the conference and 2 other Expert Panelists – Ralph de Chabert and Ursula Wynhoven – are speaking

The Diversity Collegium is pleased to announce that it is a media sponsor this year. From the brochure: "We invite you to celebrate the 8th annual edition of the international Global Diversity & Inclusion Seminar in Barcelona. To mark this edition we are bringing together many of the world's leading minds and experts in the area of diversity and HR. Key to this year's seminar will be connecting everyday practitioners, C-level, Board level representatives along with authors and professors from some of the world's most recognized companies and institutions in driving momentum, innovation and effective thinking. This year's seminar will undoubtedly boast one of our most comprehensive agendas yet. This year's theme is Driving the Momentum on D&I and we're introducing a two track format which will be interwoven throughout the two days providing a balance of "Skills for Success", what's needed as a foundation to get the work going and in the right direction for success, and "The Bigger Picture", sources of inspiration and exploration for new thinking and best practices. For more information: <http://www.icongroupltd.com/services/8th-diversity-inclusion-2015/> We launched the 2014 edition of the GDIB at this conference last year!

March 11 to 14, 2015, Louisville, Kentucky, USA

The 16th Annual White Privilege Conference

Resistance, Action, Courage, & Equity: The South Leading the Way

Four Expert Panelists are presenters at this conference.

Eddie Moore, Jr. is Founder and Program Director

JuanCarlos Aruza, Joe-Joe McMannus and Cathy Wong are presenting (sorry as we went to press we didn't know topics of their presentations).

This conference is highly interactive with many features: Full-day institutes, keynote presentations, concurrent sessions, a film festival, a black-male think tank, a special performance by Jasiri X, YAP Poetry

Slam, caucuses, and a marketplace and exhibits. Participants from all sectors will attend including middle and high-school students as well as individuals in the workforce. Registration is on a sliding scale and is very reasonable. Anticipated attendance is 2,000.

To register: <http://www.whiteprivilegeconference.com/registration.html>

March 17 to 19, 2015

The 27th Forum for Workplace Inclusion®; University of St. Thomas, Minneapolis, Minnesota, USA Six Expert Panelists are speakers at this conference.

Three days of facilitated dialogue, structured networking and experiential learning that will inspire new ideas and change in the diversity and inclusion space. By registering for The Forum you will hear from some of the brightest minds and wave-makers in the important work of engaging people, advancing ideas and igniting change.

Reasons why you should register for the 2015 conference:

- General Sessions with top rated Keynote Speakers
- 6 Seminars for in-depth learning
- 50 stimulating Concurrent Sessions led by leaders in D&I
- Receptions & Networking opportunities
- Career Fair & Career Services Center

NEW opportunities for engagement & networking will be introduced in 2015:

- The Intersections Symposium
- D&I Coaching Services
- The Forum Marketplace, which includes the Forum Spotlight Series; Exhibitor Learning Lounge and Visual Forum.

TO REGISTER: http://www.stthomas.edu/workplaceforum/?WT.ac=ocb20-jan-2015.banner&utm_source=omaraassoc.com&utm_medium=WebNews&utm_campaign=ConferenceWebNews

GDIB Expert Panelists Speaking at the Forum for Workplace Inclusion Conference:

Janet Bennett: Intercultural Competence: Building Intercultural Inclusion

Bernardo Ferdman: How Can I Be Fully Authentic When I'm So Different?

Howard Ross: Everyday Bias: Identifying and Navigating Our Unintentional Blind Spots

Luby Ismail: ¡Yo hablo ingles también! How to Benefit your Organization and Increase Inclusion Among non-native English Speakers

Julie O'Mara (with Dave Jamieson): D&I Leading Systemic Culture Change: How Do We Make That Happen?

Mary-Frances Winters: Getting Unstuck: Making Waves with a Sustainable, Business Integrated D&I Strategy

May 17 to 20, 2015

Association for Talent Development (ATD--formerly ASTD), Orlando, Florida, USA

EP Judith Katz along with Frederick Miller will conduct a 75-minute concurrent session, The Boss is Dead: How New Leadership Models Are changing Talent Development ...and ... GDIB Author Julie O'Mara along with Dave Jamieson will present a 90-minute session on Influencing Organization-wide Change Management: Getting a Seat at the Table. It will be an advanced discussion with senior-level practitioners. GDIB will be used as an example of a systemic approach. For info go to: <http://www.atdconference.org/> Over 10,500 attendees are expected.

August 7 to 11, 2015

2015 Academy of Management (AOM) Conference, Vancouver B.C., Canada

Alan Richter will co-present a Professional Development Workshop. The workshop will use live polling of two GDIB categories to explore D&I Governance and Accountability in the AOM. More details to follow.

JOB POSTINGS

We're trying a new feature in this newsletter – Job Postings. If any reader has a job you want to post, please send to Julie. Please make it as short as possible. The newsletter has a global audience. Most readers are in the D&I profession.

Associate Provost for Diversity I& nclusion • Northwestern University • Chicago & Evanston, Illinois, USA

A national search for the Associate Provost for Diversity & Inclusion is underway and search committee members, along with representatives from the executive search firm chosen to assist with the search, Witt/Kieffer, will be present at both fora to seek your perspective on the leadership skills, expertise, and experiences that candidates should possess, as well as the greatest opportunities and challenges that Northwestern University may face with regard to diversity and inclusion. If you are unable to attend either fora, an online comment form will be made available and circulated in a future announcement. Additional questions, comments and candidate nominations can be sent to DiversityAndInclusion@northwestern.edu Please see the website for the Associate Provost for Diversity & Inclusion search for more information: <http://www.northwestern.edu/provost/committees/apdi-search.html>

PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB

If you can, please contribute to funding the GDIB. 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 yous 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

Julie O'Mara • Julie.Omara@diversitycollegium.org • +702-541-8926 • North Las Vegas NV 89084, USA