



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*

**Issue: January 20, 2015**

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](http://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. Just send us potential reader contact information and we will add them. Thank you.

### OUR WISHES FOR WORLD PEACE

With the New Year we wish for all a WORLD of PEACE. Let's commit to considering how our work of developing D&I global best practices can contribute in some real way to making world peace a reality in our lifetime.

### 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.

### TEXAS HISTORICAL COMMISSION USES VISUALIZATION EXERCISE WITH GDIB TO SHOW RESULTS

From 2007-2012 EP Kelli McLoud-Schingen worked with the Texas Historical Commission to assist them with developing a more inclusive agency. Central to the curriculum was the use of the *Global Diversity and Inclusion Benchmarks*. She facilitated an Inclusive Leadership session for the Executive Director, Deputy Director and each Department Director. During this Inclusive Leadership Session she asked the participants to envision, with regard to Diversity and Inclusion efforts, who they wanted to Be, Become, and Be Known for. After the visualization exercise she asked the participants to write down 3 goals for their specific area.

Kelli walked them through the GDIB in small groups. They rated where they felt the agency fell in each of the categories. It was revealed that the Agency overall was operating at lower than desired levels on most of the 14 benchmarked categories while the results of the specific departments varied. They were surprised, yet motivated to move into the higher levels. At the end of the session the participants wrote letters to themselves with their personal and professional commitments to the benchmarked categories, sealed them and self-addressed them and these letters were mailed back to the participants exactly one year later so they could measure their success. In a message from the Executive Director following the session he said, "the GDIB is an excellent resource to discuss tangible ways the organization can challenge itself to do better." And a year later, there were very clear results from the use of the GDIB.

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## **EP MARY-FRANCES WINTERS IS FEATURING GDIB – A 4-Part Series -- IN INCLUSION SOLUTION BLOG IN THE MONTH OF JANUARY**

Thank you Mary-Frances. You can subscribe to her blog at <http://www.theinclusionsolution.me/subscribe/> It's free. It contains points of view about current events, feature stories helpful to anyone doing D&I work, a Factoid of the week, listings of news and events including webinars and seminars and more. Interesting and very professionally done. Here's the link to the GDIB series.

<http://www.theinclusionsolution.me/category/global-diversity-and-inclusion-benchmarks-gdib/>

## **EP LUCIE HOUE AUTHORS ARTICLE ON D&I BENCHMARKING IN FRENCH PROFESSIONAL HR JOURNAL**

Here is the article on Lucie's website: <http://www.archetypes-inter.net/prendre-le-virage-diversite-13-categories-pour-vous-positionner-comme-employeur-de-choix/>

The title, Prendre le virage diversité, translates to "making an important strategic shift towards diversity." She took the angle of what best employers do to position themselves as such with regards to diversity and inclusion. (Employeur de choix). Also as a conclusion, she wrote some clues to motivate managers to take the Diversity turn (Virage diversité). Great article, Lucie. TIP: Use Google Translate if you need a free translation service to read the article.

## **REQUEST FOR EXAMPLES FROM EP LUBY ISMAIL**

Luby is speaking at the Forum for Workplace Inclusion (see conference description below), March 17 to 19 in Minneapolis on "Language Diversity dealing with how organizations are building a work environment that looks at language and accent diversity as an asset." She's looking for examples of organizations that do that. And "with the latest incidents between law enforcement and communities, particularly the African American communities, I am discussing strategies to engage with police and build their cultural competence. Are there examples of best practices and how benchmarks in the GDIB work for police departments?" Contact Luby at: [luby@connecting-cultures.net](mailto:luby@connecting-cultures.net) Thank you.

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

### **RESEARCH FOR 2016 GDIB EDITION BEGINS 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 starting February 1 and ending 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 design process. Thank you.

### **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.

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## BIOS OF EXPERT PANELISTS

Each issue of this newsletter will contain four bios. Bios of GDIB Expert Panelists are on [www.diversitycollegium.org](http://www.diversitycollegium.org), navigate to Global D&I Benchmarks, and scroll down to Expert Panelists.

### **BERNARDO FERDMAN**

Bernardo is Distinguished Professor of Organizational Psychology, California School of Professional Psychology, Alliant International University, where he has worked since 1993; and a leadership and organization development consultant. Bernardo serves on the faculty for Ascent-Leading Multicultural Women to the Top, UCLA Anderson School of Management's Executive Education programs, and UCSD Rady School of Management's Center for Executive Development. Bernardo consults, writes, speaks, teaches, coaches, and conducts research on D&I, multicultural leadership, Latinos/Latinas in the workplace, and bringing one's whole self to work. He has worked in the U.S., Europe, and Latin America. Bernardo's book, *Diversity at Work: The Practice of Inclusion* (Wiley/Jossey-Bass, 2014), co-edited with Barbara Deane, provides a research-based understanding of inclusion. He has written dozens of articles and chapters, made over 300 presentations, and conducted research with the Workgroup Inclusion Scale he developed with his students. A member of The Diversity Collegium and a Fellow of the American Psychological Association as well as the International Academy for Intercultural Research, Bernardo is past Chair Academy of Management's Diversity and Inclusion Theme Committee and of its Gender and Diversity in Organizations Division, and a past President of the Interamerican Society of Psychology. Awards include the 1991 Gordon Allport Intergroup Relations Prize from the Society for the Psychological Study of Social Issues, the 2011 Trailblazer Award from the Ph.D. Project's Management Doctoral Student Association, and the 2014 Janet Chusmir Distinguished Service Award from the Gender and Diversity in Organizations Division Academy of Management. He earned a Ph.D. in Psychology at Yale University and an A.B. degree at Princeton University. Website: <http://ferdmanconsulting.com>; <http://practiceofinclusion.com>. Twitter: @bferdman LinkedIn: [www.linkedin.com/in/ferdman](http://www.linkedin.com/in/ferdman)

### **LISA KEPINSKI**

Lisa brings over 20 years' experience working in diverse, global environments in Diversity & Inclusion (D&I), Staffing, Learning & Development, and PR/Communications. Lisa has been a senior Global Diversity & Inclusion executive with AXA, Microsoft, & Hewlett-Packard setting strategic direction internationally. In 2013, Lisa founded, and is the CEO of, the ***Inclusion Institute*** focused on consultancy, training, coaching & research. Her special expertise in organizational development integrated with inclusive culture make her a unique resource for change at all levels, from the individual to the systems level. She now partners with organizations on how to successfully achieve their goals for creating a more inclusive culture for sustainable business growth. Lisa has been for years on the advisory boards of Catalyst Europe and WIN, was a founding member of a European-based Global D&I Network (now at 60+ D&I heads from multinationals), and has been a faculty member for the Conference Board's D&I Academy. Lisa is currently co-authoring (with Tinna Nielsen) a book on 'Inclusion Nudges', writing culture change articles, teaching a course on OD skills for culture change, and conducting a study of D&I practitioners' change strategies and a study on effective external events engagement strategies. Lisa has lived in 5 countries and travelled extensively in her global roles. She was born and educated in the US (with degrees in Social Psychology and Socio-Linguistics), has worked in Europe for nearly 15 years, and lives in Germany and the US.

Skype: Ikepinski

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

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## **EDDIE MOORE, JR.**

Dr. Eddie Moore, Jr. has pursued and achieved success in academia, business, diversity, leadership and community service. In 1996, he started America & MOORE, LLC [[www.eddiemoorej.com](http://www.eddiemoorej.com)] to provide comprehensive diversity, privilege and leadership trainings/workshops. The list of workshops includes, The N!gga(er) Word; 21st Century Workplace Issues; Race Relations; The Opportunity/Achievement Gap, Black History; Drugs/Alcohol Recovery and Success; Diversity, Power, Leadership & Moore; and White Privilege 101. Dr. Moore is recognized as one of the nation's top motivational speakers/educators especially for his work with students K-16. Dr. Moore is the Founder/Program Director for the White Privilege Conference (WPC), [[www.whiteprivilegeconference.com](http://www.whiteprivilegeconference.com)]. Under the direction of Dr. Moore and his inclusive relationship model the WPC has become one of the top national and international conferences for participants who want to move beyond dialogue and into action around issues of diversity, power, privilege, and leadership. In 2014 Dr. Moore founded The Privilege Institute, which engages people in research, education, action and leadership through workshops, conferences, publications and strategic partnerships and relationships. Dr. Moore is co-founder of the on-line journal *Understanding and Dismantling Privilege*, co-editor of *Everyday White People Confront Racial and Social Injustice: 15 Stories* and the forthcoming on-line workbook, *The White Women's Guide to Teaching Black Males*. Over the last 10-years, Dr. Moore has served as Director of Diversity at Brooklyn Friends School in Brooklyn, NY and The Bush School in Seattle, Washington. Dr. Moore received his Ph.D. from the University of Iowa in Education Leadership. His PhD research is on Black Football Players at Division III Schools in the Midwest.

Twitter: @eddieknowsmoore [www.linkedin.com/in/eddiemoorej](http://www.linkedin.com/in/eddiemoorej)

## **ANN SADO**

Ann Sado, a third generation Japanese-American residing in Japan, is current advisor and former vice president/co-founder of NPO GEWEL (Global Enhancement of Women's Executive Leadership), one of the first non-profits spearheading Diversity & Inclusion in Japan from 2004. Now D&I has become a household word for all major Japanese organizations and companies. Clients for training, workshops, panels, roundtables, and keynote speeches include Accenture, GE, Nissan, HP, Fujitsu, TEPCO, Shinsei Bank, Cisco Systems, Novartis Pharma, Deutsche Bank, Rikkyo University, Showa Women's College, EFAP Japon, and SMEs. Ms. Sado has moderated panels for the Global Summit of Women (2001 to 2011), made keynote address at Asian Women Entrepreneurs Conference 2009, and was the key panelist for the 4th Korea-China-Japan Women's Forum & Cultural Exchange Conference 2011 discussing the importance of competent D&I leadership. From 2013 at the Sasakawa Peace Foundation, she does executive coaching to Executive Directors and all directors/program officers under A TO Z Sado Enterprises Ltd. (consultancy in PR/communications/marketing/D&I/public speaking) for success principles as D&I leaders/managers. She has been awarded the Outstanding Service Award 2011 Community/Organizations from the Women's Information Network and has been appointed the PR Goodwill Ambassador of CID-UNESCO World Dance Congress in May this year, a multi-cultural D&I event in the medium of dance to be staged in 2014 for the first time in Japan and Asia with 26 nations' representatives performing, lecturing, or giving workshops. She has served as an Expert Panelist for the Global Diversity & Inclusion Benchmarks since 2006.

[www.gewel.org.jp](http://www.gewel.org.jp)

LinkedIn: [linkedin.com/in/annsado2010//](http://linkedin.com/in/annsado2010//)

[www.atoz-sado.com](http://www.atoz-sado.com) (mainly in Japanese)

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## 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

#### 8<sup>th</sup> 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 17 to 19, 2015

#### The 27<sup>th</sup> 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](http://www.stthomas.edu/workplaceforum/?WT.ac=ocb20-jan-2015.banner&utm_source=omaraassoc.com&utm_medium=WebNews&utm_campaign=ConferenceWebNews)

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***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 inglés 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**

Julie O'Mara and 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.

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**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.

**MOZILLA:**

Link: <http://careers.mozilla.org/en-US/position/oe590fwc>

This is a [lead developer](#) job opening with a new code-focused journalism and community project. It's called [The Coral Project](#) and is a collaboration between Mozilla, The Washington Post, and The New York Times to create a new, humane community platform for news organizations and their readers. The Coral Project team is looking for applicants who can demonstrate a history of working in the open--whether that be open source code or openly discussing projects and questions. You should apply even if you don't feel that your credentials are a 100% match with the position description. The project is looking for relevant skills and experience, not a checklist that exactly matches the position itself. Contact: Ryan Pitts, [ryanp@mozillafoundation.org](mailto:ryanp@mozillafoundation.org). Posted by GDIB user, Dino Anderson at Mozilla.

**BERRETT-KOEHLER PUBLISHERS:****Link:**

<http://www.bkconnection.com/system/resources/W1siZiIsIjIwMTUvMDEvMDgvMTVfNDRfMjJfMTM3X1N1YnNjcmIwdGlvbl9NYW5hZ2VyX0pvYl9Qb3N0aW5nLmRvYyJdXQ/Subscription-Manager-Job-Posting.doc>

This position is Executive Manager, Digital Subscription and Corporate Sales for Berrett-Koehler Publishers. [www.bkconnection.com](http://www.bkconnection.com) The person who accepts this position will help launch and grow a new digital subscription business that will offer access to curated collections of digital content to academic libraries, corporations, government institutions, and other organizations, as well as to individual trainers and consultants. The position is located in Oakland, California. Posted by Julie O'Mara, member Berrett-Koehler Board of Directors.

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### 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](http://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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