



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, 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 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. Research on a 2016 edition with 98 Expert Panelists (see Diversity Collegium website for bios on the EP) is in process.

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.

TIPS ON HOW TO ACHIEVE SPECIFIC BENCHMARKS

Please offer examples of strategies and activities you are using to achieve specific benchmarks. We will also provide some from the D&I literature. You don't have to be "using" the GDIB to provide an example.

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.

MASS MUTUAL FINANCIAL GROUP ANNOUNCES LATINO WEBSITE

"This is not just a translated version of the English language website," says EP Chris Mendoza, Vice President Multicultural Market Development, Mass Mutual, he adds: "It has been trans-created. We evolved the content, imagery, tools and resources from our current English site to ensure that it was culturally relevant for our audience. Standing up the website was no easy feat. It was the great work of a large cross functional team of cultural marketers, systems professionals, members from the company's Hispanic ERG, and Hispanic ad agencies that specialize in reaching the Hispanic consumer." Chris edited the website's content, imagery, and positioning to ensure cultural relevancy. To view the site, go to <https://www.massmutual.com/es/latino>.

EP LISA KEPINSKI AND CO-AUTHOR TINNA C. NIELSEN RELEASE BOOK -- INCLUSION NUDGES GUIDEBOOK: PRACTICAL TECHNIQUES FOR CHANGING BEHAVIOURS, CULTURES & SYSTEMS TO MITIGATE UNCONSCIOUS BIAS AND CREATE INCLUSIVE ORGANIZATIONS

The guidebook contains over 50 techniques from the authors and D&I practitioners from around the world. You can order it at <http://inclusion-nudges.org> for € 14,99. Guidebook income will be used for The Inclusion Nudges Global Movement of Sharing. You can download the e:book in several formats for most e:readers & PCs. A paperback printed version will be available in late summer 2015. In 2013, Tinna and Lisa started work on this effort because they felt there was "an impasse in the approaches being used to leverage the diversity of talent, to create inclusive cultures, and to foster greater innovation in organisations. With the emergence of new findings in neuroscience and the growth of behavioral economics, we were inspired to apply this to the practice of Inclusion & Diversity to foster systemic, cultural, and behavioural change in organisations. Essentially, the work on Inclusion & Diversity is culture change work, with initiatives often focusing on mindset. While many organisations have launched training programs on unconscious bias (something that we absolutely agree is a needed step), there was also a strongly emerging question from our colleagues and business leaders asking, "What next?" after these trainings. We attended many professional meetings with I&D practitioners from around the world and repeatedly kept hearing this sentiment being expressed, along with growing frustration. There was little being offered on how to apply this knowledge to actually change behavior for inclusiveness. Awareness alone is not the answer." Based on their shared interest in behavioural economics, their experience as Inclusion & Diversity leaders in multinationals, and their backgrounds (Tinna in anthropology and Lisa in social psychology), they created the approach that they call "Inclusion Nudges". The guidebook introduces the concept, explains the three types, offers over 50 proven examples, and addresses how to design Inclusion Nudges. Lisa and Tinna invite you to learn more about this concept and apply it to your Inclusion & Diversity work. They would also like you to share your examples to inspire others. Their contact details are: Lisa (lisa.kepinski@inclusion-institute.com) and Tinna (info@movetheelephant.org). Six EP are contributors: Charlotte Sweeney, Howard Ross, Julie O'Mara, Nia Joynson-Romanzina, Ursula Wynhoven, and Yves Veulliet. Other GDIB users and friends who are also contributors: Josefine van Zanten and Verna Myers. Tinna and Lisa referenced the GDIB in their Guidebook, and said, "we are very appreciative of the advise and insights that Julie O'Mara shared with us in the early stages of this project. Her encouragement was incredibly motivating. We share with Julie and Alan a desire to contribute to the practice of Inclusion & Diversity."

GDIB BEING USED AT THE BEST PRACTICES INSTITUTE SENIOR EXECUTIVE BOARD MEETING AT THE UNITED NATIONS, JUNE 28-29

While this is a closed meeting, we thought GDIB readers would be interested in knowing about it as it shows how the GDIB can be included in events such as this and it states the case for linking D&I work with sustainability. The Best Practices Institute will run their Board Meeting at the UN focusing on: The Global leader, talent and HR organization of the future; and How to Achieve Goals 8 and 12 of the Sustainable Development Goals (SDGs):

- Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; and
- Goal 12: Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Provocateurs for the meeting will be:

- EP Ursula Wynhoven, the UN Host, Chief, Governance and Social Sustainability, and General Counsel at the UN Global Compact.
- Marshall Goldsmith, recognized as one of the top ten Most-Influential Business Thinkers in the World and the top-ranked executive coach at the 2013 biennial Thinkers50 ceremony in London
- Alan Richter, co-author of both the GDIB and the Global Ethics & Integrity Benchmarks, and President of QED Consulting.

TWO GDIB EXPERT PANELISTS ANNOUNCE A STRATEGIC ALLIANCE – CONGRATULATIONS!!!

EP Howard Ross and EP Margaret Regan made this announcement June 18, 2015:

Cook Ross (CR) and The FutureWork Institute (FWI) have entered into a strategic alliance in service of expanding their transformative work. As pioneers in the fields of diversity, inclusion, and innovation, Cook Ross and The FutureWork Institute are excited to announce that working together will increase their capacity for consulting and in-person and virtual learning solutions. Cook Ross and The FutureWork Institute share the same philosophy and vision for the future of Diversity & Inclusion as a transformational, whole systems change driver for inclusion and innovation,” said Margaret Regan, President & CEO of FWI. “Given the global reach of both firms, we are convinced that the time is now for us to come together to accelerate this transformation for our clients and our profession,” she added. The possibilities are endless,” said Howard Ross, Founder and Chief Learning Officer of Cook Ross. “By working together, Cook Ross and The FutureWork Institute can leverage their unique specialties and resources to bring transformation to a multitude of organizations around the world.” Cook Ross and The FutureWork Institute have outlined five goals for their work together:

- Collaborating to exponentially increase the pace of transformation for our clients;
- Leveraging our respective services, products, and intellectual capital;
- Providing a larger pool of geographically dispersed consultants to bring increased diversity and innovation to client work;
- Expanding the use of technology platforms; and
- Expanding beyond Diversity & Inclusion to the roots of both firms in Organization Development, Human Resources, and Change Management.

Between the two companies, the alliance has offices in New York, Washington, D.C., Miami, and Los Angeles, with consultants stationed on five continents.

EP GEORGE SIMONS CO-AUTHORS BOOK WITH WALT HOPKINS – THE BUCKET BOOK: 7 WAYS TO LIGHTEN YOUR LIFE BEFORE YOU KICK THE BUCKET

Here is a quote from George (George Simons International, headquartered in France): “I’m not sure this is on target as oldies are rarely seen as a cultural group, but our new book is out in e-book, flip book format. I’m proud to share with you all, at last, the product of decades of friendship between Walt Hopkins and myself, two guys who met by attending each other’s workshops in our now distant native hometown, in a different century, before some of you were even the sparkle in your daddy’s eye. We aim to encourage a richer culture of aging, a lightened and enlightening lifestyle for a coeval compatriots and those who are part of their lives or their progeny or what’ve sort. We wish all dads and grandpas, as well as those who have fathered creative ideas, those who have nurtured and mentored the best of now and who provide for future generations, “Happy Fathers’ Day!” Go to:

<https://cloud.3dissue.com/87267/87618/103375/TheBucketBook/index.html>

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

FOR YOUR USE -- THREE NEW GDIB USER TOOLS NOW AVAILABLE ON DIVERSITY COLLEGIUM SITE

Go to www.diversitycollegium.org and navigate to Global D&I Benchmarks; scroll to User Tools:

1. A one-page information flyer/handout on the GDIB. This color flyer shows the model, names the 13 categories, mentions several features, clearly notes that the GDIB is free, and says how to download it. It is ideal to distribute in presentations or to attach to emails sharing the GDIB with others. Note that you can put #2 below on the reverse side to make a two-sided handout.
2. GDIB: A Sampler of Best Practices. This one-page color handout shows two benchmarks in each of the 13 categories. It is divided into the Four groups – Foundation, Bridging, Internal and External. Co-authors, Julie O’Mara and Alan Richter, selected the two best practices (each at the 100 percent level) of each category as those representative of the category. It isn’t meant to infer that those are the most significant. If you put #1 above on the other side, you have a very complete description of the GDIB.
3. GDIB: Do the Checklist: How Many Best Practice Benchmarks Does Your Organization Meet? Essentially this is the same list as #2 above, but it is meant to be interactive, by inviting others to “do the checklist.” However, use it cautiously as it isn’t a complete listing of the best practices and if the audience isn’t well-grounded in the GDIB then they could get a false impression of the strength of their organization’s D&I program. But it does indicate how the full GDIB could be used in their organization.

FREE JUNE 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 99 GDIB Expert Panelists are also on www.diversitycollegium.org, navigate to Global D&I Benchmarks, and scroll to Expert Panelists.

DONNA MCNAMARA

Donna McNamara, Ph.D. consults with organizations to help them achieve improved results through learning, leadership and organization development. Formerly the vice president of global education and training for Colgate-Palmolive Company, she developed and implemented Colgate's world-wide learning strategy, designed the company's business goal alignment process, and built leadership capability in accelerating effective change. Prior to Colgate, she was an executive with AT&T in human resources, education, and strategic planning. Donna is a past national president of the American Society for Training and Development (ASTD), a recipient of the Gordon M. Bliss Award for distinguished contribution, a former member of the Society's Board of Directors and Board of Governors, and past Chairperson of ASTD's Editorial Advisory Board. She is a member of the International Adult and Continuing Education Hall of Fame and for many years served on the National Nuclear Training Accreditation Board for INPO (Institute of Nuclear Power Operations). Currently, Donna is a Senior Fellow, Human Capital, with The Conference Board, a Senior Consultant with the National Executive Service Corps, and an Advisory Board Member for the Chief Learning Officer graduate program at the University of Pennsylvania. She is a Trustee at the College of St. Elizabeth and a Board Member with Cornerstone Family Programs. Donna received her doctorate in education and human resources from Peabody College of Vanderbilt University.

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KENNETH NOWACK

Dr. Kenneth M. Nowack is a licensed psychologist (PSY 13758) and President/Chief Research Officer of Envisia Learning Inc. (www.envisialearning.com), a leading international provider of leadership/talent assessment, training and development tools to coaches and consultants and President of LifeHub Inc.

(www.getlifehub.com) a corporate health and wellness provider. Ken has conducted research and published extensively in the areas of 360° feedback, leadership, health psychology, survey research, assessment and coaching and serves as a member of the Consortium for Research on Emotional Intelligence

(<http://www.eiconsortium.org/members/nowack.htm>). He is co-author of the new book *Clueless: Coaching People Who Just Don't Get It* (http://www.envisialearning.com/clueless_book). He received his B.S. and M.S. degrees at the University of California, Davis, and his Ph.D. in Counseling Psychology from the University of California, Los Angeles where he serves as a guest lecturer in the Anderson School of Management. Ken also serves as the Associate Editor for the American Psychological Association publication *Coaching Psychology Journal: Practice and Research*.

Twitter: <http://twitter.com/envisia>

Blog on leadership: <http://blog.envisialearning.com/>

FARRAH QURESHI

Farrah Qureshi is the CEO of Global Diversity Practice Ltd. She is recognised as one of the foremost experts on Global Diversity and Inclusion Consultancy and Training. She has successfully delivered award-winning D&I interventions for an impressive portfolio of clients spanning both corporate and public sectors around the world. Farrah pioneered global diversity training and has delivered in 102 countries worldwide, although her work has been experienced in well over 120. She brings together 25 years of experience in D&I, aligning her outputs to Organisational Transformation, Leadership Behaviours, Culture Change and Behavioural Economics, combining each with a strategic business focus. Farrah specializes in working at Board, CEO and Leadership Levels. She recently led a consultancy team to design the Diversity Strategy and deliver all the Diversity training, which ensured that Diversity and Inclusion were embedded at the heart of the Olympic

Games in 2012. She is a regular global keynote speaker on topics such as D&I Leadership, Gender Intelligence, Effective Cross-Cultural Collaboration and Unconscious Bias. She has received accolades for her presentations to the World Bank during their World Diversity Celebrations in Washington DC, and has presented to the European Union on International Best Practice in D&I as well as on Women in Leadership for Erasmus University Business School. Farrah pioneered the first diversity learning module delivered to International MBA students representing over 70 nationalities at Warwick Business School for five years. She is the author of 'Understanding Diversity – An Organisational Guide' and has also contributed to 'Understanding Dignity @ Work'.

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HIROKO TATEBE

In 2006, Hiroko founded Global Organization for Leadership and Diversity (GOLD), a non-profit organization based in Los Angeles, to advance the status of women in leadership across the Pacific by promoting diversity initiatives in the workplace and society to increase inclusion. GOLD is dedicated to develop global women leaders and build leadership bridges by providing educational, inspirational and motivational programs in the U.S. and Japan. Hiroko oversees program development and is responsible for all aspects of operating the organization. She has successfully orchestrated inspirational and motivational events both in the U.S. and Japan that continue to promote cross-continental exchanges. Hiroko is the former Director, Executive Vice President and Treasurer of Dai-Ichi Kangyo Bank of California (DKBCAL). During her tenure at DKBCAL, she was the first and only woman on the Board of Directors. Her extensive banking experience includes management in finance, investment, domestic and international operations, product development and compliance. Hiroko successfully led professional teams with diverse technical and cultural backgrounds. She is the recipient of many honors including the 2013 Legend of Diversity Award from the International Society of Diversity and Inclusion Professionals and the 2014 Legacy of Leadership Award from Spelman College. Hiroko is a founding member of and advisor to GEWEL (Global, Engagement, Wellbeing, Excellent, Leadership), a sister non-profit organization of GOLD, headquartered in Tokyo, Japan. She is a native of Tokyo and currently lives in Los Angeles, CA.

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CALL FOR PROPOSALS FOR D&I CONFERENCES

Please think about how you can incorporate the GDIB into your presentations or make a presentation on all or part of the GDIB. If you want to present on the GDIB or include a mention of it in your presentation, we will assist you with slides and other materials.

PROPOSAL DEADLINE IS JULY 10: FORUM FOR WORKPLACE INCLUSION • St. Thomas University, Minneapolis, Minnesota, USA • March 29 to 31, 2016.

This conference will have 56 concurrent sessions, keynote sessions, a Forum Marketplace and Career Fair, plus networking with 1,200 + participants. The conference themes are Making Connections ... Creating Momentum And Leading Meaningful Change. Go to for the Call for Proposals:

<https://www.stthomas.edu/workplaceforum/> There is a significant emphasis on presentations that are global and encouraging presenters from outside the United States. Seven Expert Panelists presented at the 2015 Forum.

UPCOMING CONFERENCES, WEBINARS, ARTICLES 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 the conferences so we can make connections.**

WEBINAR • 2:30 to 3:30 pm EDT (US) • July 30, 2015

“Measuring the ROI of Corporate Diversity” • Sponsored by LRP Publications

EP David Tulin will discuss the GDIB as part of the presentation. As this newsletter goes to press, details regarding cost and registration are not known. The LRP website is www.lrp.com but it isn't known if that is the site to go to for registration. More information will be posted in the next newsletter on or about July 14.

August 7 to 11, 2015 • Vancouver B.C., Canada **2015 Academy of Management (AOM) Conference**

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.

This workshop explores opening governance within the Academy of Management in the context of creating a more diverse and inclusive organization to assist the AOM in achieving its mission “To build a vibrant and supportive community of scholars.” Further, it aligns with the AOM’s stated values of providing “a dynamic and supportive community for all of our members, embracing the full diversity of our backgrounds and experiences” and “respect[ing] each of our members' voices and seek to amplify their ideas” The workshop goals are to: (1) examine the leadership, governance, and infrastructure within the AOM; (2) provide a forum for AOM members to generate ideas and propositions on creating a more inclusive AOM at various levels of the AOM leadership (e.g., Board, Division, Committee) in the spirit of opening governance; and (3) enhance trust and transparency between the AOM leadership and its members by providing AOM members with an insight into the inner workings and governance of the AOM.

For more details on this session go to:

<http://program.aom.org/2015/submission.asp?mode=ShowSession&SessionID=292>

[For details on the conference go to: http://aom.org/annualmeeting/](http://aom.org/annualmeeting/)

October 5 to 7, 2015 • Portland, Oregon, USA **Northwest Human Resource Management Association (NHRMA), 77th Annual Conference & Tradeshow**

EP Barbara Deane is presenting with Joseph Marth, Vice President, Business Solutions, Archbright, Seattle Washington. The session is titled: Assessing the Success of D&I Initiatives using D&I Benchmarks “How do you know you are doing high-quality Diversity and Inclusion (D&I) work? Not an easy question to answer because no industry standards have existed. Now this void has been filled through the recently updated Global Diversity and Inclusion Benchmarks (GDIB). The tool addresses 13 categories of D&I work with five levels of benchmarks. This session offers participants hands-on learning methods to become familiar with the GDIB, interactive dialogue with their colleagues about how to apply the tool in their organizations.”

For more information: <http://www.nhrmaconference.org/2015/agenda>

October 14 to 17, 2015 • Orlando, Florida, USA **SIETAR-USA's Historic 15th Anniversary Conference**

This year's theme is Expanding Intercultural Horizons: Competencies for a Global and Diverse Workforce. conferenceproposals@sietarusa.org More information coming. Please let us know if you are presenting.

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.

No job postings this issue.

PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB

If you can, please contribute to funding the GDIB. You will notice the DONATE 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 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

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