

The GDIB Newsletter

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

Issue: 28 June 2016

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 of charge and may be downloaded at www.diversitycollegium.org 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.

NEWS, STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE THESE D&I BENCHMARKS

☑ 1.1 (GDIB Category 1: D&I Vision, Strategy, and Business Case). Benchmark at Level 5 Best Practice – D&I is embedded in organizational culture and is not seen as an isolated program but rather as a core value, a source of innovation, and a means to growth and success.

and

☑ 9.9 (GDIB Category 9: D&I communications). Benchmark at Level 3 Proactive – The organization encourages employees to discuss D&I and provide input to the organization.

THE IMF—INTERNATIONAL MONETARY FUND—HOLDS INCLUSION INNOVATION LABS THAT ARE FUN AND INTERACTIVE AND ... THEY HAVE AN ELEPHANT IN THE ROOM!

GDIB Expert Panelist Nadia Younes, Diversity Advisor at the IMF, says these events were “fun, interactive, and energizing and that attendees opened up, spoke up, and proposed actionable steps in areas that matter most to employees to drive greater inclusion across the Fund. We staged a very ‘Un-Fund’ space with a sort of World Café meets spa vibe--complete with a literal elephant in the room to remind staff that discussing the figurative elephants in the room would be a welcomed part of the ideation process. The idea was to crowdsource big and bold ideas to drive greater inclusion and collaboration across the Fund.” Employees were advised to expect the

unexpected and were engaged in a variety of creative ideation techniques designed by Rebekah Steele | *Diversity Breakthroughs* and co-facilitated with Nadia Younes. Managing Director, Christine Lagarde supported the inclusion innovation sessions at an all-staff reception and spoke about the importance of inclusion and the link between an inclusive and collaborative workplace and ensuring that the IMF is agile and able to tap into its collective intelligence to best serve its 189 member countries. Contact Rebekah Steele at rebekahjsteele@gmail.com or Nadia Younes at nyounes@imf.org for more information.

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.

HOW TO MORE EFFECTIVELY ENGAGE A LARGER NUMBER OF MALE LEADERS FOR GENDER EQUITY

Expert Panelist Lisa Kepinski, Founder & Director at Inclusion Institute, and Tinna C. Nielsen, Move The Elephant For Inclusiveness, have posted an article on LinkedIn "On Their Daughter's Shoulders: Men Stepping up to Lead for Greater Gender Inclusion." Here are a few proven ways to use Inclusion Nudges to engage more men in gender parity and inclusion:

- Trigger empathy by using real life stories from your organization
- Leverage our fear of losses more than gains
- Use 'Follow the Herd' dynamics
- Opt In /Opt Out
- Make it about all of us

For more ideas, read the full article at <https://www.linkedin.com/pulse/daughters-shoulders-men-stepping-up-lead-greater-gender-lisa-kepinski?trk=hp-feed-article-title-share>

CONSCIOUS ACTS FOR INCLUSION: 4 KEYS THAT CHANGE EVERYTHING

Expert Panelist Judith H. Katz and her business partner, Frederick A. Miller, The Kaleel Jamison Consulting Group, have an article in the June 2016 issue of Diversity Central. Titled *Inclusion---What it IS and IS NOT*, it contains two helpful models with many useful tips. One model focuses on Conscious Actions for Inclusion. The 4 keys are:

1. Lean into Discomfort
2. Listen as an Ally
3. State Your Intent and Intensity
4. Share Street Corners

These 4 keys are followed by 8 Sustaining Behaviors. Another model identifies 6 elements of what Inclusion IS and 6 that Inclusion IS NOT. To read the article go to http://www.diversitycentral.com/tools_and_resources/inclusion.php. The editor of Diversity Central is GDIB Expert Panelist, Barbara Deane, who in each issue of the GDIB newsletter provides all readers a link (see below) to a free global multicultural calendar. Thank you Judith, Fred, and Barbara.

THE MATURATION OF A WHITE ALLY

The Maturation of a White Ally by GDIB Expert Panelist Mushim Ikeda (www.mushimikeda.com), was published on the White Awake website, May 16, 2016. Eleanor Hancock, co-founder of the White Awake website writes: "White people on an anti-racist path need allies of color who can support our journey – people who will talk to us honestly, just tell us like it is, while also encouraging us and believing in us. Mushim Ikeda is one of these people. As an American of Japanese descent growing up in rural Ohio, the threads of oppression, assimilation, and resistance are intertwined in Mushim's life history. A Buddhist teacher, writer, and multicultural community activist, Mushim is widely known for her down-to-earth, humorous, and penetrating approach to Dharma and social transformation. In this piece, created explicitly for White Awake, Mushim points out that while our anti-racist intentions might feel good, how we relate to our privileged status is where the rubber meets the road. It's risky, yet rewarding, this commitment to true racial equity, and collective liberation." Go to this link or if you have problems with the link, just search the Internet for The Maturation of a White Ally and you'll find it easily. <https://whiteawake.org/2016/05/16/the-maturation-of-a-white-ally/> Note from Julie O'Mara, GDIB Editor: Please take the time to read this. it's on point and very helpful. Thank you, Mushim.

CREATING AN INCLUSIVE, DIVERSE, AND EQUITABLE ENVIRONMENT: FOUR STRATEGIES

In light of the recent shootings in Orlando and the political atmosphere of this year's campaign, Ann Lehman, JD, principal at Zimmerman Lehman and friend of the GDIB for many years, thought it timely to revisit an earlier article about creating an inclusive environment for nonprofits. Inclusivity is critical to the success of nonprofits. Here are her four best strategies from her work with government, for and nonprofit organizations creating a gender equality workplace audit.

1. Make inclusivity and diversity a top priority
2. Create a pipeline
3. Recognize and take concrete steps to mitigate unconscious bias
4. Be transparent and hold management accountable

Ann mentions the GDIB and also *Inclusion Nudges*, co-authored by Expert Panelist Lisa Kepinski and colleague Tinna Nielsen, in the article. Go to <http://www.zimmerman-lehman.com/Inclusive.htm> to read the article.

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

ARE YOU INTERESTED IN HAVING A GDIB IN SPANISH?

One of our Expert Panelists, Tatiana Revilla Solís, Ph.D., is interested in translating the GDIB into Spanish. If you are interested in helping, sponsoring development, or using this translation, please let us know.

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 on 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

Tag, Like, Tweet, and Share with the GDIB. Remember to connect your diversity and inclusion activities daily to our GDIB social media platforms. As a Level 5 Best Practice, D&I communication should be frequent, ongoing, and innovative – contributing to our enhanced reputations.

Connect with us on LinkedIn now! All icon links below are live. Please consider posting the revised statement below as part of your signature block and on your website to help us spread the word about the GDIB.

[Learn more on GDIB/](#) [Like us on Facebook/](#) [Follow on Twitter/](#) [Connect on LinkedIn](#)

Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World (GDIB) is a free guidebook helping organizations in determining strategy and measuring progress for managing diversity and fostering inclusion. It is universal in scope, designed for all organizational types and sizes, sectors, industries, world regions, cultures, or approaches to diversity.



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>

TENTH ANNIVERSARY EDITION LAUNCH EVENTS

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

Argentina
Boston
Brisbane
Edmonton
India
Johannesburg
Latin America
London
Los Angeles
Melbourne
Mexico
Montreal
New York
Orange County
Perth
Philadelphia
Pittsburgh
Portland
San Diego
San Francisco/Oakland
São Paulo
Seattle
Shanghai
Sydney
The Hague
Tokyo
Toronto
Vancouver
Washington, DC
Your city/region/event?????

There are also webinars and events at conferences being planned.

EP and Users are starting to plan 2016 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 regularly.

**LAUNCH EVENT IN TOKYO, JAPAN COMING SOON – JULY 20 –
PLEASE SPREAD THE WORD TO YOUR COLLEAGUES**



**GDIB 10th Anniversary
Launch Event**

| | |
|-------------------------------------|---|
| Launch Event Name | Tokyo Olympics and Paralympics 2020: A Game Changer for Diversity & Inclusion in Japanese Business & Society |
| Date, Time, Location | Wednesday, July 20, 2016: 4pm-6:30 pm JST Ernst & Young: Kasumigaseki Building, 33 rd Floor, 3-2-5 Kasumigaseki, Chiyoda-ku, Tokyo, Japan |
| Event Description | Panel and Roundtable Presented by the Diversity and Inclusion in Asia Network (DIAN) <i>Preparations for the 2020 Olympics and the Paralympics are well underway. As Japan steps into the world spotlight and plays host to one of the most diverse gatherings of humankind, embracing the principles of diversity and inclusion is becoming a national priority that has implications for all sectors of society – including the corporate sector. Speakers: To be announced soon. The GDIB launch will be introduced in the opening presentation as valuable to help measure D&I strategies in the Japan workplace.</i> |
| Partners, Sponsors, Speakers | Partners: Ernst & Young, a long-term DIAN member and partner of Community Business Speakers: To Be Announced Soon |
| Other | Fee: None, Free. English and Japanese Language |
| Contact Information | Janelle Sasaki Janelle.sasaki@jp.ey.com |

**LAUNCH EVENT IN SÃO PAULO, BRAZIL COMING SOON – AUGUST 3 –
PLEASE SPREAD THE WORD TO YOUR COLLEAGUES**



**GDIB 10th Anniversary
Launch Event**

| | |
|-------------------------------------|--|
| Launch Event Area | São Paulo, Brazil |
| Date, Time, Location | August 3, 2-3 hours TRYP, Higienópolis Hotel |
| Event Description | Talk Show with several panelists and a special speaker |
| Partners, Sponsors, Speakers | Host/Sponsor: InterElo Consultoria Partners: Business Professional Women-SP Main Sponsor: Sodexo |
| Other | Unveiling a new GDIB Portuguese Translation |
| Contact Information | Cris Carvalho cristinacarvalho@ccoachdec.com |

OTHER (Just a few listed here) EXCITING LAUNCH UPDATES – CHECK WEBSITE FOR MORE INFORMATION. Planning for almost 30 events underway.

Here are a few events that have specific information to share. Most are in the early stages of planning.

→ **Cocktail Reception-Connecting to Other Events**

EP Cathy Gallaher-Louisy, from the Canadian Centre for Diversity and Inclusion (CCDI), will host four GDIB launch events in Canada. These will be cocktail receptions with a speaker and will be held the night before each of CCDI's four conferences, "D&I: The *Un*Conference." The conference theme for this year is measurement and it will include info on the GDIB. *Un*Conferences and GDIB launch events will be held in Vancouver & Toronto in October and Edmonton & Montreal in November. Current sponsors include Pricewaterhouse Coopers and Stantec, with others being sought.

→ **Connection with 9-11 Events in Washington DC**

EP Dr. Cindi Love is leading a planning team for a September 9th event with a high-powered speaker at ACPA, College Student Educators International offices at One Dupont Circle. EP Mary-Frances Winters, the Winters Group is a sponsor.

→ **Webinar for Latin America**

A GDIB Launch and Introduction via a webinar is planned in Latin America by EP Shirley J. Saenz Andrade, ICEBERG Inteligencia Cultural. Additionally, Shirley is tentatively planning another GDIB launch – via a face-to-face presentation in Argentina.

More plans underway. Check: <http://diversitycollegium.org/launch.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.

CATHY GALLAGHER-LOUISY

Cathy Gallagher-Louisy is a Canadian diversity and inclusion ("D&I") and Corporate Social Responsibility ("CSR") professional with over 20 years' experience in learning & development, human resources, D&I and CSR roles within corporate, government, and non-profit organizations. She is a co-founder of the non-profit Canadian Centre for Diversity and Inclusion ("CCDI")—the only national organization dedicated to D&I in Canada—where she leads the research and knowledge services portfolio and provides consulting and training services to clients. Cathy is the author of CCDI's ground-breaking report on diversity measurement in Canadian organizations, and co-author of *Supplier Diversity in Canada*, the only national benchmarking study on supplier diversity. She is also the curator of CCDI's toolkits (available free from CCDI's website) and her work has been published in multiple trade magazines including *HR Professional*, *PeopleTalk*, *HR UpDate*, *HUMANCapital*, *HR Saskatchewan*, *Municipal World*, *Supply*

Chain Canada, and the UK's *Equal Opportunities Review*. Prior to joining the CCDI, Cathy was the Canadian leader for D&I and CSR at Hewitt Associates. She has developed and delivered D&I and cultural competence courses and curricula for multiple private and public-sector organizations and she is a qualified administrator of the Intercultural Development Inventory®. Cathy is the lead developer for the Centennial College Certificate in Leadership and Inclusion and a faculty member at the University of Toronto's Certificate in CSR. She has lectured at the University of Toronto, the Ontario Police College, Georgian College, Humber College, the University of Lethbridge, and the Canadian Centre for Ethics and Corporate Policy as well as multiple conferences and corporate events.

LinkedIn: www.linkedin.com/in/cathygl

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

Website: www.ccdi.ca

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: @JPRequiró

ZAIDA MORALES TORRES

Maria Zaida Morales Torres, is Project Consultant, United Nations Womens Guild, Peru; President of the Standing Committee Women in Engineering and Technology in Peru-WIE; involved in the World Federation of Engineering Organizations; an Accredited Educational Agency in Peru; and a Member of Educational Agents of English UK, ICEF and Alphe Director's Club. A Peruvian citizen with a degree in Industrial Engineering from the University of Lima-Peru and a Masters Degree in Research & Development Projects from the Tokyo International Centre, she is proficient in Spanish, English, and French. With more than 20 years experience leading international development projects throughout Peru, her main areas of expertise include Training Programmes, Business

Process Re-engineering, Total Quality, Environmental Awareness and Strategic Change. She has led Development Programmes sponsored by NGO's, PNUD, USAID, ONU, BID, AECI, Swiss Co-operation & Development Agency and local financial institutions. Since 1994, her main focus has been performance improvement projects within small and medium enterprises guided by an adequate training with specialized workshops improving working practices, productivity, and performance that have resulted in reduced operational costs and increased profits. She was in charge of tailoring special courses for the small and medium enterprises with its respective monitoring in order to get the correct feedback of the target market. She says: " I think the best way to eradicate poverty here in countries like mine is creating micro enterprises managed by people who have been educated not only in the technical field, but also in financial awareness. Therefore, I made changes in our educational system to educate our population in technical careers that they can apply in our market, not traditional careers."

LinkedIn: <https://www.linkedin.com/in/zaida-morales-513b6225?trk=hp-identity-name>

ILENE WASSERMAN, Ph.D.

Dr. Wasserman, President of ICW Consulting Group, works with leaders and teams to enhance communication and collaboration by leveraging multiple dimensions of domestic and global diversity. She takes a whole systems narrative approach based on the principle that we transform organizational cultures through engaging the whole system, and the stories people tell, live and perpetuate through organizational structures and processes. Dr. Wasserman has worked with health care systems, Fortune 100 companies, financial institutions, institutions of higher education, and community-based groups, working closely with, and providing coaching to, senior executives and boards of directors. In addition to consulting and coaching Ilene has taught at the graduate level. Dr. Wasserman received her Ph.D. from the Fielding Graduate University. She continues to build on her dissertation research: Discursive processes that foster transformative learning in the engagement of diversity. She holds Masters Degrees in both Counseling Psychology and Social Work from Washington University, and a Bachelors from Cornell University. Dr. Wasserman has conducted foundational and advanced workshops in Appreciative Inquiry, is certified in the Organization Workshop, and other coaching assessments and is the former Chair of the Research, Innovation and Program Development Committee for the Board of Governors of CCL. She currently is a Fellow of both the Taos Institute and The Lewin Center, serves on the Boards of the CMM Institute and the Public Dialogue Consortium and is a Member of NTL. Dr. Wasserman is active in her community, serving as Chair of the Lower Merion Township Human Relations Commission, and other board.

Twitter: [IleneCWasserman](#)

Website: www.icwconsulting.com

LinkedIn: www.linkedin.com/in/ilenewasserman

CALLS FOR PROPOSALS

FORUM ON WORKPLACE INCLUSION

March 28 to 30, 2017 • Minneapolis MN USA

DUE July 11, 2016

Go to <https://www.stthomas.edu/workplaceforum/> for the Call for Proposals. Please read the proposal submission carefully. I — Julie — believe this conference to be among the best in the world that is focused on the breadth of the D&I profession... if not *the best*. It is well managed and has a lot of integrity in how it is run. This is my personal opinion. The conference planning team has put a lot of thought into the theme and design... and the guidelines will be followed closely in the selection process. Our experience is that it takes a lot of time to write the proposal so please avoid doing it at the last minute. Please let us know if you decide to submit.

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.**

CCDI: Canadian Centre for Diversity and Inclusion

The UNConference. 2016 Topic is Measurement

October & November, 2016. See website for specific dates and registration.

Vancouver, Edmonton, Toronto, Montreal, CANADA

GDIB Expert Panelist Cathy Gallagher-Louisy is conference co-chair. The GDIB will be covered in the morning plenary at each event. Here are the conference objectives:

- Learn about the latest research and most innovative approaches to measuring and analyzing the impact of diversity and inclusion within all types of organizations;
- Explore different frameworks / strategic approaches to measurement; and
- Develop a measurement plan for your own organization.

Go to: www.ccdi.ca

SIETAR (Society for Intercultural Education Training and Research) USA

November 9 to 12, 2016

Tulsa, Oklahoma USA

The theme is Intercultural Stories of Disconnection. The presenter proposal review process is underway with program information coming soon. GDIB Expert Panelist Kelli McCloud-Schingen is Co-Chair. Go to <http://www.sietarusa.org/2016conference> for more information.

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

See Call for Proposals above. This conference has grown over the years to have an international audience. In 2016 twenty-eight GDIB EP and users were presenters. Registration information coming soon.

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 thanks 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. 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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