



Global Diversity and  
Inclusion Benchmarks

## The GDIB Newsletter

*For: Expert Panelists (EP), Users and Others Interested in the GDIB*

*Editor: GDIB Co-author Julie O'Mara*

**Issue: November 3, 2014**

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., with 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.

### NEWS AND IDEAS ABOUT USERS AND EXPERT PANELISTS

#### A SAMPLE OF GDIB USES REQUESTED IN PERMISSIONS AGREEMENTS

Scanning through 2014 permissions agreements, here are some phrases organizations have recently used to ask for permission:

- To set the standard and reference for all divisions.
- Internal benchmarking
- As the “surround sound” of our D&I program
- Compare what we are doing with external benchmarks
- Teaching GDIB in our college class
- Using GDIB as a “gold standard” for achieving results
- Gather current state information
- Include in Diversity Tool Kit
- Help our organization better understand D&I
- To help our execs understand what “good” is
- To see if we have “moved the needle”
- Using GDIB as the cornerstone of our program
- Help our linear thinking leaders see progression
- To determine the gaps

#### EP DONNA STRINGER ANNOUNCES THE RELEASE OF HER NEW BOOK: **52 ACTIVITIES FOR SUCCESSFUL INTERNATIONAL RELOCATION!**

This is the third in a series of distinguished and popular 52 activity books co-authored with colleague Patricia (Tricia) Cassidy. This book offers a singular source of exercises designed to enhance the richness of international relocation for individuals and families. Useful for educators working with international student programs, consultants and coaches working with individuals and families relocating for international assignments, and consultants working with organizations that send

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employees to international assignments. Activities have clearly defined objectives and debriefing that touches all four learning styles identified by David Kolb\* and will enhance the personal experience and organizational effectiveness of participants. The book is divided into three sections: Pre-Departure, In-Country and Reentry, each with an introduction written by an expert in the field. The book also offers a "Classification of Activities" chart that identifies the purpose, time required and risk level of each exercise. The book is available at: <http://nicholasbrealey.com/boston/Author/donna-m-stringer>. It is also available on Amazon.

\* <http://www2.le.ac.uk/departments/gradschool/training/eresources/teaching/theories/kolb>

### **EP PRICE COBBS QUOTED IN USA TODAY ARTICLE ON DIVERSITY ISSUES IN SILICON VALLEY (California, USA)**

EP Price Cobbs, MD., was quoted in an article regarding the diversity issues in Silicon Valley (USA Today has heavy coverage on that story). The story is about Ken Coleman "Tech Pioneer on Racism, Prejudice." Quote on the USA Today front page "Diversity doesn't happen naturally," says Ken Coleman. Then you are directed to the story, which is the cover story of the Money Section. 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. Also click around on that site and see related articles on the lack of diversity issues in Silicon Valley. For Price's impressive bio, go to [www.diversitycollegium.org](http://www.diversitycollegium.org), navigate to Global D&I Benchmarks and scroll to Expert Panelists.

### **GLOBAL GENDER LEADERSHIP RESEARCH USING 10,000 MATCHED PAIRS – VIEW RECORDED WEBINAR**

This webinar was one of the best one I've attended. Presented by Tricia Naddaff, CEO, Management Research Group, it points out differences and similarities in how men and women lead. For the one-hour recording: <http://www.mrg.com/gender-and-leadership-webinar/>.

### **EP MARY-FRANCES WINTERS WRITES A HELPFUL BLOG, THE INCLUSION SOLUTION**

The Inclusion Solution, a weekly blog produced by The Winters Group, EP Mary-Frances Winters, president, tackles some of the tough contemporary D&I issues such as the pros and cons of the new benefit of "egg Freezing" being offered to Google and Facebook employees. The Blog also features articles to help practitioners such as how to develop D&I strategy. Mary-Frances plans to do a series on the GDIB in some upcoming issues. Here is the link. : [www.theinclusionsolution.me](http://www.theinclusionsolution.me).

Do you have news to announce? Please send and we'll share it.

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## NEWS, REQUESTS, AND IDEAS FROM READERS

### EP JOEL BROWN REQUESTS HELP ON IDENTIFYING CONFERENCES, BLOGS & PUBLICATIONS INTERESTED IN LGBTQ ISSUES

Joel is almost finished with a book manuscript on LGBTQ cultural intelligence. The book uses storytelling, insight, and research to reshape and elevate the framework for understanding LGBTQ cultural competency. As part of a proposal to a potential publisher he needs to list many conferences, blogs, and publications that would entertain a presentation or article about LGBTQ issues. Hopefully that includes most in the D&I, multicultural, intercultural, social justice, healthcare, organizational development, human resources, and business and management space — and others. Joel asks that you send him any you can think of. He's already listed obvious ones, such as Out and Equal, Forum for Workplace Inclusion, ASTD (now ATD), SIETAR USA & EUROPA ... but he needs your help identifying others around the world. See Joel's bio on [www.diversitycollegium.org](http://www.diversitycollegium.org) under tab Global D&I Benchmarks. Contact Joel directly at [joel@pneumos.com](mailto:joel@pneumos.com). Thank you from Joel.

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

### GDIB CO-AUTHORS INVITED TO WRITE CHAPTER ON GDIB RESEARCH METHODOLOGY

The GDIB uses a research model of a modified Delphi-process tapping the collective opinion of expert panelists. Lize Booyesen (US), Judith Pringle (New Zealand), and Regine Bendl (Vienna) have invited Julie and Alan to co-author a 7,000 word chapter for their book: *Research Methodology on Diversity Management, Equality and Inclusion at Work*. The chapter is tentatively titled: Using a Collective Opinions of Experts Research Approach: A Partnership Consensus Model.

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## BIOS OF EXPERT PANELISTS

Each issue of this newsletter will contain two or three bios. In addition, bios of Expert Panelists for the 2016 edition are at [www.diversitycollegium.org](http://www.diversitycollegium.org) under the tab: Global D&I Benchmarks.

### ROHINI ANAND

Dr. Rohini Anand is Senior Vice President and Global Chief Diversity Officer for Sodexo, a leading provider of Quality of Life Services with \$24 billion (18 billion euro) in consolidated annual revenue and nearly 428,000 employees in 80 countries serving 75 million customers daily. She is responsible for strategic direction, implementation and business alignment of integrated global D&I initiatives, and Sodexo USA's sustainable development, wellness and corporate social responsibility strategies. Diversity, wellness and inclusion and sustainability are thought leadership platforms and key drivers of Sodexo's business growth. Considered a leading expert on organizational change and D&I, Dr. Anand' published works include texts on cultural competency and D&I such as a chapter in *The SAGE Handbook of Intercultural Competence* (2009), *Customizing Diversity Training Using Case Vignettes* (2001), *Multicultural Case Studies: Tools for Training* (1999), *Teaching Skills and Cultural Competence: A Guide for Trainers* (1997) and *Cultural Competency in Health Care: A Guide for Trainers* (1997). Dr. Anand has also been the recipient of prestigious awards and honors including the *Mosaic Woman Leadership Award*, the *Women's Foodservice Forum Trailblazer Award*, the *Maryland International Business Leadership Award*, the *American Institute for Managing Diversity's Individual Leader Award* and *Webster University's Women of Influence Award*. Her PhD is from the University of Michigan. She serves on the boards of several organizations including the Gay, Lesbian & Straight Education Network (GLSEN); the Human Rights Campaign, Universities at Shady Grove, iMCI, the Catalyst Board of Advisors and the National Organization on Disabilities (NOD). LinkedIn: [www.linkedin.com/pub/rohini-anand/14/838/421](http://www.linkedin.com/pub/rohini-anand/14/838/421)

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## JUANCARLOS ARAUZ

Dr. JuanCarlos Arauz is sought after for inspiring and captivating audiences with his creative storytelling approach and addressing delicate topics of 21<sup>st</sup> century education, immigration, and Black/Brown male youth development. He translates these issues so that they are relevant to participants providing a rare expertise through his lived experience as an immigrant of color and learned experience through his academic research. *He believes we cannot have educational excellence without equity.* He received his B.A. and M.A. in Social Science Education from the University of South Florida. He received his Ed.D. in International and Multicultural Education at the University of San Francisco. His dissertation focused on the racial identity development of undocumented Latin@ youth (please note that the use of @ is not an error: The word "Latin@" is spelled using the at symbol to replace the letter "a" or "o." Pizarro, Montoya, Nañez, Chavez, & Bermudez (2002) are Latin@ educators who formed Maestr@s, a group which contended that the Spanish language is embedded with a male-gendered perspective). He is the founding Executive Director of E3: Education Excellence & Equity and an adjunct professor at Dominican University. In addition, he has served as a trustee for several independent schools and educational organizations. JuanCarlos is a proud member of a family that includes his spouse, a woman of grace, and eight children (there's a story!). He and his partner have extended their family to include 21 wonderful foster youth. He is bilingual in Spanish and English, was born in Brazil to Nicaraguan parents and immigrated to the United States, lived in several countries, taught in the classroom and coached female and male high school basketball championship teams, all of which have provided him with unique insight to issues that educators face today. [www.e3ed.org](http://www.e3ed.org)  
[www.youtube.com/user/e3education](http://www.youtube.com/user/e3education) [www.linkedin.com/pub/juancarlos-arauz-ed-d/0/a90/80/](http://www.linkedin.com/pub/juancarlos-arauz-ed-d/0/a90/80/)

## LILIANA CANTÚ

Liliana Cantú is a native Mexican and has a BS degree in Marketing and a Masters Degree in Communication with an emphasis on Intercultural Communication. She also holds the Intercultural Foundations Certificate awarded by the Intercultural Communication Institute, is an Expert Panelist for the Global Diversity and Inclusion Benchmarks, and is certified in several global assessment tools. She has professional experience in the fields of human resources, public relations, and relocations services, and specializes in the design, cultural customization and delivery of intercultural, global leadership, conflict management, mediation, team building, ethics and diversity training. She has focuses on diversity and inclusion projects, training and initiatives specific to the Mexico / Latin America business environment. Liliana has participated as a speaker and planning committee member at several international conferences such as the Employee Relation Council, SIETAR YSA, and SIETA EUROPA, and has served in different global councils. She has also performed as a part time university professor at on the most prestigious institutions in Latin America: the ITESM (commonly known as Monterrey Tech) where she has taught intercultural communication courses to national and international students in Spanish and English. She lives in Monterrey, Mexico with her husband and two young children. Email: [liliana.cantu@icmexico.com.mx](mailto:liliana.cantu@icmexico.com.mx) [www.icmexico.mx](http://www.icmexico.mx) Twitter: @ic\_mexico LinkedIn: [mx.linkedin.com/pub/liliana-cantu/10/26/287/](http://mx.linkedin.com/pub/liliana-cantu/10/26/287/)

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## UPCOMING CONFERENCES WHERE GDIB IS INCLUDED

### November 11 & 12, 2014

#### Diversity & Inclusion in Asia 2014 Conference organised by Community Business, Hong Kong

*Note: We have a special relationship with Community Business, having supported the development of their DIAN Strategy Frameworks, as assessment tool based on the principles of our GDIB and adapted for use by companies operating across the Asia Region. For more information see: [www.communitybusiness.org](http://www.communitybusiness.org)*  
EP Ralph de Chabert and EP Mary-Frances Winters will represent the GDIB at a special Partners meeting on November 10. Thank you Ralph and Mary-Frances.

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**About the conference:** With the theme Diversity & Inclusion – Driving Competitive Advantage, this year’s programme will take the discussion of diversity and inclusion to a new level. Looking beyond the workplace, we will explore tangible ways in which D&I drives competitive advantage – unleashing creativity and innovation, tapping new markets, winning new customers and ultimately increasing revenues. This year Community Business is excited to offer an extended programme, with sessions targeted for broader audiences from across Asia, including:

- HR and D&I Professionals (2-Day Conference)
- Senior Business Leaders (Senior Executive Roundtable)
- Global Heads of Diversity & Inclusion (Global Heads of D&I Networking Lunch)
- Representatives of Women’s Networks in Asia (Day 1 ‘The Female Advantage’ Programme and Women’s Networks in Asia Lunch)
- Representatives of LGBT Networks in Asia (Day 2 ‘Taking the Lead with LGBT’ Programme and LGBT Networking Reception)

To register, go to: <http://programme.communitybusiness.org/diasiaconf2014/>

**March 17 to 19, 2015**

**Forum for Workplace Inclusion; University of St. Thomas, Minneapolis, Minnesota, USA**

GDIB Co-author Julie O’Mara and David Jamieson, Ph.D. will co-facilitate a 1.5 hour session, D&I Leading Systemic Culture Change: How Do We Make That Happen? More information coming soon. <https://www.stthomas.edu/workplaceforum/>

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 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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