



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. 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. Check regularly for more User Tools.

NEWS AND IDEAS ABOUT USERS AND EXPERT PANELISTS

IRON MOUNTAIN USES GDIB TO HELP DEVELOP ITS I&D PROGRAM / FIRST CDO APPOINTED IN 2014 / SEE LINK TO ITS CORPORATE RESPONSIBILITY WEBSITE

In 2014, Iron Mountain, a global storage and information management company, appointed its first Chief Diversity Officer, whose team presents to the CEO and his Senior Executive Team quarterly and interacts with the board of directors and other senior leaders. This summer, as a first step toward building a global culture of inclusion, Iron Mountain invited Dr. Mahzarin Banaji to facilitate unconscious bias training for 150 senior global leaders, including the company's CEO and his directs. To develop D&I competency at all levels of the organization, next year, approximately 1,400 people managers and HR teams across North America will complete classroom D&I training. D&I concepts are also being integrated into all leadership development programs, the company's global annual Code of Ethics and Business Conduct training, and its onboarding program. To ensure that D&I programs, actions and results are transparent to all stakeholders, Iron Mountain launched a new Corporate Responsibility [website](#), which houses the company's first Corporate Responsibility Report and outlines its commitment to D&I. In addition, Iron Mountain is soon launching its first Inclusion & Diversity Council, informed by the GDIB and aligned with the organization's global strategy and goals. As Iron Mountain is just beginning its D&I journey, they welcome collaboration and would love to hear others' stories. Feel free to email [Bryce Tache](#), Manager of Inclusion and Diversity. Iron Mountain by the numbers: It is an S&P 500 company, member of the FORTUNE 1000 (#726). Iron Mountain serves 156,000 organizations in 36 countries on five continents with 17,000 employees, 1,000 facilities and 3,600 vehicles.

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

NEWS, REQUESTS, AND IDEAS FROM READERS

EP BARB DEANE SHARES THIS INFORMATION: MIT ECONOMIST SAYS: WORKPLACE DIVERSITY CAN HELP THE BOTTOM LINE, BUT ...

“Gender diversity in the workplace helps firms be more productive, according to a new study co-authored by an MIT researcher – but it may also reduce satisfaction among employees.” The article contains an interesting analogy to a baseball team of all catchers. They could have a high *esprit de corps*, sharing many similarities, but doubtful they could win a game. The work was funded in part by the National Science Foundation. <http://newsoffice.mit.edu/2014/workplace-diversity-can-help-bottom-line-1007>

GDIB INCLUDED IN TOOLKIT BY THE CANADIAN INSTITUTE FOR DIVERSITY & INCLUSION (CIDI)

See *Toolkit for Developing a Diversity and Inclusion Strategy*. <http://www.cidi-icdi.ca/what-we-do/think-tank/research/diversity-toolkit/> In the measurement section of the toolkit, it strongly recommends the Assessments, Measurements and Research section of the GDIB as a “Helpful Resource.”

COMPANIES, GOVERNMENT, EDUCATIONAL, HEALTHCASE, NONPROFITS AND OTHER ORGANIZATIONS: PLEASE SEND US LINKS TO THE D&I SECTIONS OF YOUR WEBSITE

We’ll post them in the newsletter as we have several readers interested in seeing what other organizations are putting on their websites about diversity & inclusion. Thank you.

CALL FOR PAPERS FOR SPRING 2105 SIETAR EUROPA CONFERENCE IN SPAIN

SIETAR EUROPA has posted a Call for Papers for its conference 21 – 23 May 2015 in Valencia, Spain. The conference theme is: Refreshing the Cultural Paradigm: Sharing Stories, Theories and Next Practices. There are quite a few presentation formats — Standard 30-minute presentations, 90-minute workshops, panel discussions, research/academic/doctoral presentation, artistic expression, pre-congress workshop of half-day or whole day. Deadline for submissions is **27 October 2014**. Here's the blurb from their website at <http://www.sietareu.org/activities/valencia-congress-2015>. Read this and then let Julie know if you are interested in submitting for a presentation on the GDIB. It falls under Topic D.

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

PLEASE PASS THIS NEWSLETTER ALONG TO OTHERS

We are happy to add anyone you think interested to our distribution list.

SEEKING PEOPLE KNOWLEDGABLE ABOUT FUNDRAISING

The GDIB-Diversity Collegium Projects and Fund Raising Committee (Expert Panelists: Judy Greevy, Steve Hanamura, Nene Molefi, Julie O’Mara, Kelli McCloud-Schingen, and Adam Travis) would like to talk with someone who has knowledge / expertise in fund-raising for the GDIB-Collegium projects. Please contact Julie.

BIOS OF EXPERT PANELISTS

Each issue of this newsletter will contain two or three bios. In addition, all bios will soon appear on the Diversity Collegium website. If you are an Expert Panelist and haven't yet sent us your bio, please do so soon. Include your website, LinkedIn URL and/or email address if you want us to publish that. We have a lot more to post here, so it will take a while before we've shared all.

SAEHI HAN

Saehi Han, Ph.D, Chief Consultant, ITAP Asia-Pacific, was born and raised in Korea, and worked and studied in Belgium for 15 years. He has worked as CEO / Chief Consultant of ITAP Asia-Pacific for 13 years, engaged in leadership/team development and strategic/cultural change of numerous MNCs (Microsoft, PepsiCo, Exxon Mobil, Dell, AMD, Dow Chemical, Johnson & Johnson, Merck, Monsanto, RBS, Samsung, LG, etc.) as well as the Blue House (Korean Presidential Palace), KNOC(Korea National Oil Corporation), etc. in the public sector. While in Belgium, he worked as MD/President of Hitel Express (sales/marketing consulting and tourism/publication) and Expo88/CHJ Group (international trading and exposition) managing subsidiaries in Korea, Belgium and the Netherlands. In his earlier career, he served as Lieutenant Officer in Korean Navy and subsequently as Chief Officer / Captain of merchant marine, visiting some 50 countries in 5 continents. He acquired 4 academic degrees in Belgium (MBA/BS, Brussels University) and Korea (Ph.D/BE, Korea Maritime University). Saehi speaks Korean, English and French currently, but he has also learned Japanese, Spanish and Dutch through his earlier career. He taught Human Resource Management at Kosin University in Korea. He has written some 90 articles/columns on culture and organizational development including: "Research on the Impact of Internal Values of Employees to Organizational Culture and on its Diagnosis Frameworks"(Ph.D thesis), "Mergers and Acquisitions: What to do when communicating more often is just not enough"(Global Forum, USA), and "Embedded Discrimination Factors in Korean Culture"(Korea Social Theory) etc. He lives in Seoul, Korea. Email:saehihan@gmail.com Tel(M):+82-10-7999-5080 Skype:hanfather

ROBERT HAYLES

Dr. Hayles assists people and organizations in becoming more effective. He speaks, writes, and consults with a strong foundation in pluralism, diversity, and inclusion. He was also the 1996 Chair of the Board of Directors, American Society for Training and Development. Robert was named a "Pioneer of Diversity" by the Profiles in Diversity Journal in 2007. He has served more than 150 clients in the private, public, and civic sectors located in over 15 different countries. Robert was formerly the Vice President, Human Resources and Diversity with Pillsbury (a Diageo company). His HR responsibilities included the Tax, Treasury and Technology organizations. He also led diversity work worldwide for Diageo's food businesses (e.g., Pillsbury, Green Giant, Haagen-Dazs, etc.). Prior to that Robert was Director, HR for the Pillsbury Technology Center. Before joining Pillsbury he was Manager, Valuing Differences for Digital Equipment Corporation in Sales, Services, Marketing and International. He led strategies in the above roles to leverage diversity for productivity/profitability by working with similarities and differences. Other previous positions include: Associate Professor of Engineering Administration at George Washington University; Director, Research and Human Resources at the Office of Naval Research; and Research Scientist at Battelle's Human Affairs Research Center. Robert was the first behavioral scientist to manage the U.S. Department of Navy Technology Base with an annual budget of more than one billion dollars. Robert has an undergraduate degree in the behavioral and physical sciences, a doctorate in psychology and postgraduate education in business. Coauthor: *The Diversity Directive: Why Some Initiatives Fail and What to Do About It*, McGraw-Hill, 1997. rhayles@nehalem.tel.net 503-368-3280

CHARLOTTE SWEENEY

Charlotte Sweeney, CEO, Charlotte Sweeney Associates, Ltd., headquartered in the UK, has specialised in large-scale change programmes with a focus on diversity, inclusion, engagement and wellbeing for over 15 years. She is a thought leader in her field and works with companies and executives from the private, public and third sectors to drive leadership and cultural change. Charlotte worked for Blue Chip companies in the Financial Services sector for 25 years (Barclays, Barclays Capital, HBOS and Nomura International) before creating her own consultancy. Charlotte is a Non-Executive Director at the Mid Yorkshire NHS Trust. She conducted an independent review on the Voluntary Code for Executive Search firms in relation to getting more women onto boards for the Secretary of State Dr. Vince Cable, which is now referred to as "The Sweeney Report". She is Vice-Chair of the Department of Business, Innovation and Skills external Diversity & Inclusion Advisory Panel and is leading the Lord Mayor of the City of London's Diversity Programme "The Power of Diversity" on behalf of Fiona Woolf, CBE. Charlotte holds a number of NED roles in companies and charities including the City HR Association and Careers UK and, in 2014, became a Freeman of the Worshipful Company of Management Consultants. Over the years Charlotte has won many awards, including one from Harvard, for her work in the Diversity and Inclusion field. Charlotte writes for a number of professional publications globally as well as presenting and chairing at international conferences.

<https://www.linkedin.com/in/charlottesweeney>

www.charlottesweeney.com

UPCOMING CONFERENCES WHERE GDIB IS INCLUDED

Please let me know if you are attending this conference as Barb and Carmen would like to meet you and perhaps acknowledge you during the poster presentation. Julie

October 22-25, 2014

SIETAR USA (Society for Intercultural Education, Training and Research) Portland, Oregon, USA

EP Donna Stringer and EP Lillian Tsai are co-chairs of the 2014 national conference for The Society for Intercultural Educators, Trainers & Researchers (SIETAR USA). Here's the description of a poster session on the GDIB: The *Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World* (GDIB) is a 46-page report and tool first published in 2006 and updated in 2011 and 2014. It is the collective opinion of 80 Expert Panelists around the world representing a variety of experiences, sectors and approaches. Several SIETAR members are Expert Panelists. Authored by Julie O'Mara and Alan Richter, Ph.D., GDIB is sponsored by The Diversity Collegium, and can be downloaded at no charge from www.diversitycollegium.org. A slide show, narrated by Expert Panelist Barbara Deane and Carmen M. Carter will cover the key features of this tool and will be augmented with Q&A and discussion. **Carmen M. Carter**, President, Diversity on Demand, has over 20 years of professional experience that spans academia; nonprofit, and government organizations; as well as has having held leadership roles with Fortune 500 companies. She collaborates with leaders to "unleash the power of diversity on demand," which is her trademarked approach to diversity and inclusion work. **Barbara Deane**, Editor in Chief, DiversityCentral.com, is a writer, editor, consultant and speaker on diversity, inclusion and cross-cultural business issues. She has worked with organizations to change their cultures and with individuals to develop intercultural competency. She is the associate editor of *Diversity at Work: The Practice of Inclusion* (Jossey-Bass/Wiley, 2014). For more information: www.sietarusaconference.com <<http://www.sietarusaconference.com>>

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

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.

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 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

Donate Button coming soon to Collegium site. 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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