

The GDIB Newsletter

For: Expert Panelists, Users, and Others Interested in the GDIB

Editor: GDIB Co-author Julie O'Mara

Issue: 21 February 2017

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 and may be downloaded at <http://diversitycollegium.org/globalbenchmarks.php>. 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.**

EDITORIAL

OVERCOMING THE CHALLENGES OF SHARING BEST PRACTICES

One of the most frequent requests we receive is for examples and stories of best practices. And, one of the hardest things we find is encouraging D&I practitioners to share best practices with others. At first I thought it was just that people are too busy to take the time to share. I certainly understand that. But I was talking (separately) with Larry Yon, COO and a GDIB user at B&C International, and Expert Panelist Lisa Kepinski, co-author of *Inclusion Nudges*, and they gave me some additional insight into this problem as well.

Three things that seems to keep D&I practitioners from sharing examples of best practices:

1. "I just can't take the time right now. There are too many other priorities."
2. "What we do in our D&I efforts are confidential as we view D&I as a competitive advantage. So I'm sorry but I can't share."
3. "I'm sorry to say that our work isn't all that exceptional. Others are doing much better work. Get back to me in 6 months or a year."

The mission of the GDIB is to state what "good work is," advocate for best practices, and then help D&I practitioners and leaders do high quality work. Sharing examples is essential for us to meet our mission and for the D&I profession to achieve. So many of us see the benefit of collaborating to meet the Ultimate Goals of D&I...Page 3 in the

GDIB... creating a better world and improving organizational performance.

In fact, one of our benchmarks -- 11.4 (Category 11: Community, Government Relations, and Social Responsibility, at Level 5 (Best Practice) states this: *The organization is generous in supporting and assisting other organization in their D&I initiatives and promoting the advancement of D&I and social responsibility in the community.*

Therefore – this is a plea to you to please share examples of the work you are doing. Review the GDIB and tell us what you are doing to achieve one benchmark. Help us help others reach Level 5 – Best Practices in all 14 GDIB categories. Julie O’Mara

STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE GLOBAL D&I BENCHMARKS

10.5 (GDIB CATEGORY 10: CONNECTING D&I AND SUSTAINABILITY, LEVEL 5 PROGRESSIVE) D&I results reflect actions in at least three of the following aspects of sustainability -- People, Planet, Prosperity, Peace, or Partnership.

LEARNING HOW ALIGNING WITH SUSTAINABILITY INITIATIVES CAN ENHANCE THE D&I WORK IN YOUR ORGANIZATION

***** our search for examples *****

In 2015, when the 95 Expert Panelists agreed to add a new category to the 2016 Tenth Anniversary Edition of the GDIB to encourage the connection/alignment of D&I and Sustainability initiatives, they knew they were being innovative and entering into territory not many knew much about. While that is still largely true, it is evident that more and more organizations are seeing this connection and using it to enhance both initiatives. We are looking for examples of organizations willing to share (see editorial above) that have substantive experience aligning their D&I and Sustainability initiatives. We plan to publish an article. In the meantime, here are three things you can do to be more informed.

1. Read the sections in the GDIB on sustainability – pages 8 to 11 and page 47
2. Go to the United Nations website on the 2030 Agenda: Transforming Our World and learn about the 17 Sustainable Development Goals.
<https://sustainabledevelopment.un.org/index.php?page=view&type=400&nr=2125&menu=1515>
3. Attend this session at the Forum on Workplace Inclusion (March 28 in Minneapolis – Go to page 3 or 16 of this newsletter for registration information): “A Solution for Disruptive Times: Connecting D&I and Sustainability” by Expert Panelist Lynda White and colleague Lauren Gula, Social Sustainability & Gender Equity Manager at the United Nations; and EP Sidalia Reel, Director of Staff Diversity at UC Berkeley.

SUPPORTING AND REQUESTING YOUR SUPPORT



March 28 to 30, 2017
Minneapolis, Minnesota, USA

REGISTRATION

<http://forumworkplaceinclusion.org>

We highly endorse this conference!!!! Go here <http://www.diversitycollegium.org/newsletters/Special Forum Edition GDIB News Jan 17 2017.pdf> to see a special edition of this newsletter that focuses on the participation of GDIB Expert Panelists – about 21 will attend (many are presenters), plus GDIB Co-Authors, our Managing Director, our Graphic Designer/Videographer, and many GDIB users. One more conference service we didn't mention before: you can sign up for one-on-one coaching. This service, orchestrated by Murray Mann, an outstanding coach, has grown over the years with many participants connected with top coaches. Register in advance (info is on the conference site). Several who have participated say "the coaching changed my life." Also see page 14 to 16 of this newsletter for more information on the conference and related free webinars.

3 GDIB CURRENT SPONSORSHIP OPPORTUNITIES

Please contact Julie@diversitycollegium.com for the email with details. We've priced these at what we think is reasonable given the exposure for you/your organization and your interest in keeping the GDIB free -- expanding the research and service we provide our users. All have quick deadlines...and there will be more opportunities in the future.

1. Sponsorship of the GDIB exhibit and suite reception at the Forum on Workplace Inclusion Conference. \$500
2. The Spanish GDIB Edition. See article on page 5. \$5,000 • \$2,500 • \$1,000
3. Gifting of frequent flier miles to bring several people to the Forum Conference.

FROM AND ABOUT EXPERT PANELISTS

FOUR EXPERT PANELISTS AND CO-AUTHOR ALAN RICHTER SPOKE AT THE HR WORLD CONGRESS IN MUMBAI, INDIA IN FEBRUARY, 2017 ... AND RECEIVED AWARDS!!!



Congratulations! Left to right: Elisabeth Kelan, Ph.D., Professor of Leadership and Director of the Global Center for Gender and Leadership, Cranfield School of Management, UK; Alan Richter, Ph.D., QED Consulting, New York; Charlotte Sweeney, CEO Charlotte Sweeney Associates, Ltd., UK; Lorelei Carobolante, MBA, SHRM-SCP, CEO G2nd Systems, San Diego, California; and Nia Joynson-Romanzina, Founder and Director, iCubed—Innovation, Inclusion, Interaction, Switzerland. Two other GDIB colleagues and award recipients, not pictured but present at the conference are: Simma Lieberman, “The Inclusionist,” Simma Lieberman Consulting, Oakland, California and Yasmin Purohit, Ph.D, CDO & Professor HRM, Robert Morris University, Pennsylvania. Lorelei and Alan presented on the GDIB and others presented on related D&I topics.

UPDATED EXPERT PANELIST BIOS – WITH PHOTOS NOW ON THE GDIB SITE

About once a quarter we update the biographical sketches of our 95 expert panelists. This time we’ve included photos of many and we will add photos as they are received. Please go here <http://www.diversitycollegium.org/expertpanelists.php> to learn about the 95 outstanding experts who have contributed to the 2016 Tenth Anniversary Edition of the GDIB and who continue to help meet our three goals – increasing usability, relevance, and visibility. Contact information is provided for each EP.

WHAT IS NEEDED TO BRING MORE WOMEN INTO THE C-SUITE?

Expert Panelist, Peggy Hazard, Client Partner and Co-Head of the Women in Leadership Practice at Korn Ferry, was quoted in an article, “Your Road Map to the Corner Office” in the February 2017 issue of HR Magazine. She said “Women must seek meaningful experiences and development opportunities, and organizations need to create an environment where women feel empowered to progress in their careers at all levels.” She referred to a June 2016 study by Korn Ferry of the top 1,000 US companies by revenue, saying “In every industry we analyzed, there’s a tremendous need for improvement to bring women into the executive Suite.” Peggy adds that her work is concentrating on building the pipeline with accelerated development programs that feature “shared accountability” (women, their managers and top leaders) for removing diversity-related barriers in their selection and talent development processes and decisions.

Korn Ferry found that women make up the following percentages of each C-suite position:

- CEO – 5 percent
- Chief Financial Officer – 12 percent
- Chief Marketing Officer – 29 percent
- Chief HR Officer – 55 percent.

Peggy and her colleagues have published many other white papers, which can be accessed along with many diversity-related publications at

<http://www.kornferry.com/institute/reports-and-insights#/? =1&filter.topics=Diversity%20%26%20Inclusion&page=1>

NEWS, REQUESTS, AND IDEAS

SPANISH TRANSLATION GDIB COMING – WE ARE STARTING WORK ON IT – AND WE NEED MORE SPONSORS!!!!

We continue to get requests for a Spanish translation, and we have decided to move forward even though we need more sponsors to fund this. If you are interested, let Julie know and we'll send you the information. We also have quite a few in-kind services, so we are set up for the actual translation and have several EPs offering to read it and be sure it's a good translation. In the next issue I'll give you more of a progress report.

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.

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 GDIB EDITION LAUNCH EVENTS

1-MINUTE VIDEO OF THE WASHINGTON DC AREA LAUNCH EVENT

*** Offering the services of our GDIB Graphic Designer and Videographer***

Our GDIB Graphic Designer and videographer, the outstandingly talented Shawndra Diaz produced a 1-minute video of the launch event. Special thanks to our two major sponsors: The American Institutes for Research and Cook Ross Inc. in Silver Spring, Maryland and Expert Panelists/Speakers (all featured in the video): Cristina Cruz-Hubbard, Peace Corps; Judith Katz, Ed.D., The Kaleel Jamison Group; Cynthia H. Love, Ed.D, ACPA—College Student Educators International; Howard Ross, Cook Ross, Inc.; Monica L. Villalta, American Institutes for Research; Mary-Frances Winters, The Winters Group; Nadia Younes, International Monetary Fund; and A. Renée Yuengling, Ph.D., Renée Yuengling & Assoc. Go here <http://1bigoops.com/gdib> to see the video. Shawndra will be present at the Forum on Workplace Inclusion Conference taking video and stills for the GDIB ... and you can *contract with her separately* if you want professional video footage of you speaking, for your website, YouTube or whatever. Scheduling will be a challenge at the conference as there is so much going on. This is a "first come, first served" offer. She is really good and a creative delight to work with.

GLOBAL GDIB 10TH ANNIVERSITY LAUNCH EVENTS UNDERWAY!!!!

Webinar in Spanish – HELD

Edmonton – HELD

Johannesburg – April 2017

Los Angeles – HELD

Melbourne – HELD

Montreal – HELD

New York City – April 2017

Orange County – March 2017

Philadelphia—April 2017

Pittsburgh – September 2017

Portland/Salem – HELD

San Diego – HELD

San Francisco/Oakland – April/May 2017

São Paulo – HELD

Seattle – April 2017

Sydney – October 2017

Tokyo – HELD

Toronto – HELD

Vancouver – HELD

Washington, DC – ACPA –HELD

Washington, DC – Standard
Edition – HELD

Your city/region/event?????

EP and Users are planning 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.

Please contact the planners for the events below if you would like to be involved in some way:

- **As a SPONSOR**
- **As an ATTENDEE**
- **To help promote your ideas**
- **Collaborations are welcomed**



GDIB 10th Anniversary Launch Event

Launch Event Name	Orange County, LA
Date, Time, & Location	March 2017 TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Lorelei Carobolante: loreleic@G2nd.com



GDIB 10th Anniversary Launch Event

Launch Event Name	Johannesburg, South Africa
Date, Time, & Location	April 2017 TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Nene Molefi: nene@mandatemolefi.co.za Tanya Cruz Teller: tcruzteller@me.com



GDIB 10th Anniversary Launch Event

Launch Event Name	New York
Date, Time, & Location	April 2017
Event Description	TBD
Partners, Sponsors, Speakers	TBD
	Michael Wheeler: Michael@michaelwheelerdiversity.com Alan Richter: alanrichter@qedconsulting.com



GDIB 10th Anniversary Launch Event

Launch Event Name	Philadelphia, PA
Date, Time, & Location	April 2017
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Ilene Wasserman, Ph.D.: iwasserman@icwconsulting.com David Tulin: dtulin@thetulingroup.com



GDIB 10th Anniversary Launch Event

Launch Event Name	Seattle
Date, Time, & Location	April / May 2017
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Barbara Deane: Barbara@diversitycentral.com Donna Stringer: donnastringer42@gmail.com Effenus Henderson: effenus.henderson@i4sdi.org



GDIB 10th Anniversary Launch Event

Launch Event Area	San Francisco Bay Area, CA
Date, Time, Location	April/May, 2017, TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Sidalia Reel sarreel@pacbell.net



GDIB 10th Anniversary Launch Event

Launch Event Name	Pittsburgh, PA
Date, Time, & Location	September 2017 TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Melanie Harrington: melanieh@vibrantpittsburgh.org Jessamine Montero-Michaels: jessamine.montero-michaels@diversitycollegium.org



GDIB 10th Anniversary Launch Event

Launch Event Name	Sydney, Australia
Date, Time, & Location	October 2017 TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Heather Price: heather.price@symmetra.com.au

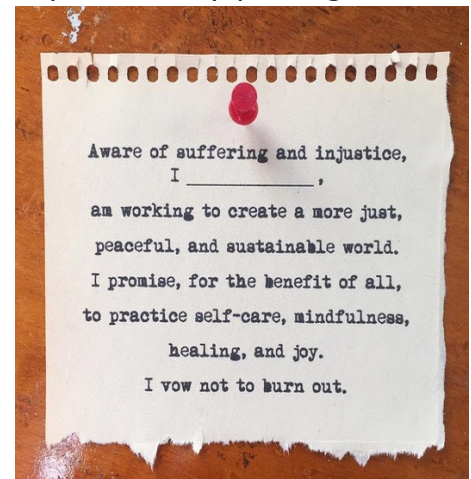
SOCIAL MEDIA TIPS FOR GDIB

Social Media Tips and Tricks

Please Post Now - Share our news and promote D&I best practices by posting the below on your social media platforms:

“I VOW NOT TO BURN OUT”

How do we keep on keeping on, especially in the current turmoil and polarization of our world? Read and take the pledge offered by GDIB Expert Panelist Mushim Ikeda’s “I Vow Not to Burn Out” in Lion’s Roar -- <http://www.lionsroar.com/i-vow-not-to-burn-out/>.
<http://www.mushimikeda.com>



ASK THE EXPERTS – A Q&A SECTION

Please ask questions you have about the GDIB or anything D&I and we'll ask answer it for you.

Is there a values basis for GDIB?

Yes, indirectly. The Universal Declaration of Human Rights published by the United Nations in 1948 is a worldwide platform supporting a range of global values including Diversity and Inclusion. There are also several related UN conventions that impact D&I directly, such as the Convention for the Rights of Persons with Disabilities. In addition, in September 2015 the United Nations Heads of State and Government and High Representatives declared support for *Transforming Our World: The 2030 Agenda for Sustainable Development*. Several of its 17 Sustainable Development Goals mention inclusion directly. In keeping with this agenda, a category on Connecting D&I and Sustainability has been added to this 2016 GDIB edition.

Is the field too young to have benchmarks or standards?

Definitely not. By most accounts the D&I field has been in existence for five or six decades in some countries. Over this time, a vast collection of papers, articles, conference proceedings, books, benchmarking studies, and websites have shared collective practices many consider to be examples of quality work. While each organization or community must construct its own best practice, the GDIB can greatly aid that construction. Furthermore, when best practices are shared more broadly across countries, regions, industries, and sectors, collective advances in D&I will have a greater and more sustainable impact.

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.

JUANCARLOS ARAUZ, Ed.D

Dr. JuanCarlos Arauz is one of the most sought after educational experts inspiring and captivating audiences by utilizing his creative storytelling approach. He has mastered the art of addressing the delicate topics of 21st century education, immigration, and Black/Brown male youth development. He has been featured in a documentary that focuses on contemporary civil rights activists and has traveled around the country as an inspirational 'Spoken Word' storyteller. *His fresh and compelling vision is that we cannot have educational excellence without equity.* Dr. Arauz 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. 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. Fun facts are that JuanCarlos is a proud member of a family that includes his spouse, a woman of grace, and many children (there's a story!). He and his partner have extended their family to include 21 wonderful foster youth. He is bilingual in Spanish/English, was born in Brazil to Nicaraguan parents and immigrated to the U.S. & moving a lot, taught in the classroom and coached female and male high school basketball championship teams of which he is inducted into the Hall of Fame.

Website: <http://www.e3educate.org>

YouTube: www.youtube.com/user/e3education

LinkedIn: www.linkedin.com/pub/juancarlos-arauz-ed-d/0/a90/80/

JANET BENNETT, Ph.D.

After serving as a Peace Corps volunteer in Micronesia, Janet Bennett, Ph.D., has devoted her career to developing theory and training design in intercultural competence. As an educator, Janet created and chaired the liberal arts division at Maryhurst College, creating award-winning interdisciplinary programs for adult learners. She provides consultation in intercultural relations in both the global and domestic arenas, where she designs programs for universities, multinational companies, government agencies, healthcare providers, legal professionals, and international relief organizations. She conducts graduate seminars in Asia and Europe and is a sought-after speaker on intercultural topics at both academic and professional conferences. Since 1987, Janet has been the executive director of *The Intercultural Communication Institute (ICI)*, a private, nonprofit, foundation designed to foster intercultural competence in both the international and domestic arenas. ICI maintains an extensive library, an assessment center, and sponsors the annual *Summer Institute for Intercultural Communication*, which draws participants from throughout the world to two weeks of intensive professional development workshops. Janet is the director of the *Master of Arts in Intercultural Relations*, a limited residency graduate program for professionals and other non-traditional students. She also teaches training and organization development as an adjunct faculty member of the Portland State University Department of Education. Most recently, she has written "Intercultural

Competence: Vital Perspectives for Diversity and Inclusion.” She edited the *Handbook of Intercultural Training* (3rd ed.) with Dan Landis and Milton Bennett, and she is currently editing the *SAGE Encyclopedia of Intercultural Competence*.

Email: jbennett@intercultural.org

Website: www.intercultural.org

SHIRLEY DAVIS, Ph.D., SPHR, SHRM-SCP, CSP

Dr. Davis is an accomplished corporate executive, global workforce and talent management expert, and international speaker. She is President and CEO of SDS Global Enterprises, Inc., a strategic development solutions firm (SDS) that provides strategies which enable organizations to build high performing and inclusive cultures that thrive in a competitive and changing environment. She has also worked in more than 12 countries around the world. Dr. Davis has nearly 30 years of business experience and has worked at five Fortune 50 and 100 companies in various senior and executive leadership roles. Most recently, for 8 years she was the Global Head of Diversity & Inclusion and Workplace Strategies for the Society for Human Resource Management (SHRM), the world’s largest HR membership association. She has been featured and quoted on NBC’s The Today Show, NPR, in the Wall Street Journal, CNN.Com, Essence Magazine, Black Enterprise Magazine, The Washington Post, HR Magazine, Diversity Woman Magazine and has been honored with numerous awards. In 2015, she was inducted into the National Speakers Association as a Certified Speaking Professional, a designation only held by 12% of speakers worldwide and by only 10 African American females. She holds a Bachelor’s in Pre-Law; a Master’s in HR Management; and a Ph.D. in Business and Organization Management. She’s a former Miss District of Columbia, Mrs. Oklahoma, Ms. Virginia, and in 2000 won the national title of Ms. America United States. She is the author of the new book, “Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life,” and released her second book in 2016, “The Seat: How to Get Invited to the Table When You're Over-Performing and Undervalued.”

Website: <http://drshirleydavis.com/>; <http://sdsglobalenterprises.com/>

Email: drshirleydavis@gmail.com

LinkedIn: <https://www.linkedin.com/in/drshirleydavis>

MARY FARMER

Former Global Director of Diversity and Inclusion for Philips CHRM in Amsterdam, Mary has long experience as a consultant, executive and thought leader in global business. Her passion is around inclusion, gender balance, leadership, communication, people and talent development. She specializes in workplace innovation, creating high performing teams and inclusive working environments, maximizing organizational effectiveness, organizational learning and development and succession and workforce planning design. She began her studies in Journalism and went on to study Cultural Anthropology and Traditional Law and Classical Thai. Mary holds an MBA in International Management from Leiden University and her doctoral research focuses on the Systemic Impact of Implicit Bias on Organizations. Most recently she served on the Executive Committee of one of the world’s premier hospitality management universities, Glion Institute of Higher Education in Switzerland and London, as Director Online Programs. She has many years of online teaching and curriculum design experience with universities around the globe (including the University of British Columbia) and frequently guest lectures at Business Schools in Europe and North America, anchoring Copenhagen Business School’s annual Leading Women program. Holding dual Canadian

and Dutch nationality and resident in Switzerland, she has lived and worked globally for most of her career and speaks English, Dutch, Thai, Lao, Bahasa Indonesia, Malay and a smattering of French, Mandarin, Arabic, German and Spanish.

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EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

Send us your 50-word or less statement of any moves you want to announce.

EP Chris Mendoza, DBA., recently at MassMutual Financial Group in Springfield, MA. as head of multicultural markets, is available to help you reach new consumers & diverse markets. With 20+ years of successful marketing and diversity practitioner experience, Chris can help you develop actionable plans to drive growth and gain market share. Proven results and a recognized leader. Contact Chris at: chrismendoza1214@gmail.com, or by phone at 847-912-2715.

CALLS FOR PROPOSALS

Let us know if you know of any opportunities around the globe to post.

UPCOMING CONFERENCES, WEBINARS 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. 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.***

DIVERSITY & INCLUSION ASIA NETWORK (DIAN) PROFESSIONAL SERIES WORKSHOP

February 23, 2017

Shanghai, China

Diversity & Inclusion Asia Network (DIAN) Professional Series workshop, 23rd February from 9 a.m. – 1 p.m. at the Shanghai Marriott Hotel Parkview in Shanghai, China, facilitated by GDIB co-author Alan Richter. “Head, Heart & Hands – A Systemic Approach to Gender Diversity.” This highly interactive workshop will cover cognitive, emotional and behavioural aspects of gender and explore what it takes to build gender intelligence among leaders and within organizations. Gender will also be addressed across culture and generation, moving from business case/insight through gender equality principles to implementation and best practices. To register or for more information please go to: <http://dian.communitybusiness.org/>

FORUM ON WORKPLACE INCLUSION

***** FREE **** WEBINAR SERIES**

February 23, 2017 at 1:00 pm CST

“Unpacking The Reasonable Accommodations Conversation: Achieving Win/Win Outcomes” by Lou Orslene, Job Accommodation Network & Deborah Dagit, Deb Dagit Diversity LLC, President. These are held throughout the year. There are more than

listed here. For more information and to register:

http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV_5vf9tjuWyn9DXUh

CRANALEITH MASTER SEMINAR

“Advanced Professional Development for Leaders, Consultants and Facilitators”

February 28 to March 2, 2017

Philadelphia, PA, USA

Expert Panelist, Ilene Wasserman, Ph.D., and colleague Marisa Guerin, Ph.D. will co-lead this seminar. From the announcement: “Since 2012, over 100 leaders and consultants for nonprofit, educational, and religious organizations from the US and Europe have attended Cranaleith Master Seminars for in-depth exploration of the challenging dynamics they face in their work roles. Using an active and collaborative format for learning, these programs provide experienced leaders with an invaluable resource: protected time, stimulating content, and a supportive group of peers for thinking, planning, and restoration of their vision and energies. The seminar format is highly sensitive to the nature of the participant group, therefore persons interested in participating must submit an application for enrollment.” Go here for more information and to apply: <http://www.cranaleith.org/cranaleith-master-seminars/>

25th Annual Kravis-de Roulet Conference: INCLUSIVE LEADERSHIP: TRANSFORMING DIVERSE LIVES, WORKPLACES, AND SOCIETIES

March 3 to 4, 2017

Claremont McKenna College

Claremont (near Los Angeles), California USA

GDIB Expert Panelist Bernardo Ferdman, Ph.D. is one of the organizers and speakers at this conference. The description says: “Join researchers, practitioners, faculty, students, and other stakeholders to explore cutting-edge theory, research, practice, and experience on the pivotal role of leadership in fostering inclusion in diverse organizations and societies. We will span cross disciplinary boundaries and micro to macro perspectives with a conference combining presentations, dialogue, and ample opportunities for engagement to co-create a multi-faceted understanding of leadership for inclusion.” Other speakers include GDIB Expert Panelists Ilene Wasserman, Ph.D. and Mary-Frances Winters. For more information and to register, please visit <http://kravisleadershipinstitute.org/kdr25>. Hurry as registration is filling up fast and may close Feb. 24.

HR WEST CONFERENCE/ Northern California HR Association

“Global D&I Benchmarks: We’ve Learned What Works!”

March 7, 2017

Oakland, California, USA

Expert Panelist Lorelei Carobolante will present a 75-minute session on GDIB. Here is the description: This interactive, intensive session presents a practical way to leverage global diversity and inclusion (D&I), by using the Global D&I Benchmarks as a toolkit. Examine trends related to unconscious bias, micro-aggression and micro-invalidation in workplace contexts and their effects on productivity, retention and employee engagement. Leverage benefits of diversity and inclusion by reducing bias and associated behavior, and recognize how unconscious bias relates to micro-aggression

and micro-invalidation in workplace contexts. To register for the conference, go here -- <http://hrwest.org/session/global-diversity-inclusion-benchmarks-weve-learned-works/>

FORUM ON WORKPLACE INCLUSION

March 28 to 30, 2017

Minneapolis, Minneapolis, USA

The GDIB and The Forum on Workplace and Inclusion have formed an Alliance. This is because we believe that the Forum is one of the best conferences in the world and we encourage you to attend. This conference has grown over the years to have an international audience. To see the Special Edition January 17 of the GDIB newsletter go to <http://www.diversitycollegium.org/newsletters.php> That contains session titles of Expert Panelists and GDIB users.

Here are GDIB Expert Panelists and colleagues who are presenters:

Barbara Deane

Margaret Regan

Deb Dagit

Jae Requiro

Ralph de Chabert

Alan Richter

Steve Hanamura

Howard Ross

Ed & Myra Hubbard

Riikka Salonen

Lisa Kepinski

Ilene Wasserman

Eddie Moore, Jr.

Michael Wheeler

Tinna Nielson

Lynda White

Julie O'Mara

Mary-Frances Winters

Heather Price

Renée Yuengling

Sidalia Reel

To see the many features of the conference including the keynote speakers, coaching, exhibits and many others, and to register for the conference go to:

<http://forumworkplaceinclusion.org>

Please tell us if you are presenting... or planning to attend.

THE WHITE PRIVILEGE CONFERENCE (#KCWPC18)

APRIL 27-30, 2017

Kansas City, Missouri, USA

Expert Panelist Eddie Moore, Conference Chair, has been the driving force behind this conference, now in its 18th year. This year's theme: Organizing. Strategizing. Taking-Action. Deconstructing the Culture of White Supremacy and Privilege: Creating Peace, Equity and Opportunity in the Heartland. The WPC includes national/internationally recognized experts, a Youth Leadership Program, a Film Series, over 125 workshops, Caucuses for People of Color, White Anti-Racist Activists and Youth, a Meet the Speakers & Book Signing Reception, a Community Dinner and Moore. GDIB Expert Panelist Dr. Eddie Moore Jr. is the Founder/Program Director for the WPC. Go to <http://www.whiteprivilegeconference.com/>.

ATD (Association for Talent Development, formerly ASTD)

May 21 to 24, 2017

Atlanta, Georgia, USA

On May 23 (Tuesday) Expert Panelist Judith Katz, Ed.D. and GDIB Co-Author Julie O'Mara are presenting on the GDIB, "More Than a Numbers Game: Integrating Diversity, Inclusion, Talent Development." And on May 24th (Wednesday) GDIB Co-

Author Alan Richter together with Carla Messikomer, Manager, Academic Resources, Project Management Institute (PMI) will run a session on "Teaching Global Ethics." It will be based on recent research hosted by PMI that explores how ethical decision-making is impacted by diversity dimensions such as culture, gender, age, etc. Go here to register: <http://www.atdconference.org>

FORUM ON WORKPLACE INCLUSION

***** FREE *** WEBINAR SERIES**

June 22, 2017 at 1:00 pm CST

"The Boss is Dead: Leveraging Inclusion to Move Beyond the Limits of Hierarchy" by GDIB EP Judith H. Katz, The Kaleel Jamison Consulting Group, Inc. EVP and Client Brand Lead & Michael Ali, recently with W.W. Grainger, Inc., SVP and CIO
These are held throughout the year. There are more than listed here. Go to http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV_24XC5hO3i3LOe5n for more information and to register.

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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