

GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS: STANDARDS FOR ORGANIZATIONS AROUND THE WORLD

BY 112 EXPERT PANNELISTS, NENE MOLEFI, JULIE O'MARA, AND ALAN RICHTER, PH.D., SPONSORED BY

The Centre for Global Inclusion



Use the Benchmarks to:

- $\Rightarrow\,$ Establish development standards and agree on the desired state of DEI in your organization.
- \Rightarrow Assess the current state of DEI in your organization.
- \Rightarrow Engage management and staff.
- $\Rightarrow\,$ Determine short-term and long-term goals.
- \Rightarrow Measure progress.
- \Rightarrow Assist in hiring DEI staff and consultants, and on a more limited basis, all employees.
- \Rightarrow "Gift" other organizations in your community.
- Free downloadable user-friendly guidebook • Ultimate DEI Goals: Creating a better, equitable world for everyone; Advancing an inclusive culture; Well-researched, definitive picture of quality Improving Organization Performance DEI work Determine the level of your organization Five approaches to DEI and set goals, measure progress Voluntary Certification and 15 Categories and Concrete Actions INTERNAL **EXTERNAL** Digitization coming in late 2021 • 275 Benchmarks in 5 levels: Attract & Listen to & **Retain People** Best Practices, Progressive, Serve Society GDEIB special editions: English, French, Portuguese, Educational Proactive, Reactive, Inactive Recruitment Community (Spanish coming June 2021) · Researched collaboratively with Services & BRIDGING 112 Expert Pannelists Advancement Products Many free user tools handouts, Align & Connect Compensation assessment checklists, slides, · Both global and local in Marketing Assessment tip-sheets available scope Benefits Responsible Communications & Flexibility For all sectors, industries, A User Agreement must Learning types, and sizes of be signed to use the Sustainability organizations GDEIB. Can be customized FOUNDATION Drive the Strategy Vision • Leadership • Structure

Global Diversity, Equity & Inclusion Benchmarks

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