

The GDIB Newsletter

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

Editor: GDIB Co-author Julie O'Mara

Issue: 6 June 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

A FEW WORDS IN SUPPORT FOR WELL-DONE, HIGH-INTEGRITY AWARDS

I love awards. I've been known to get emotional at award ceremonies. I believe that recognition of quality work is wonderful for the following reasons: (1) praise for well-done work even if it is "part of your job," (2) acknowledgement for organizations that provide time and resources for the work, and (3) development and learning for all of us. It fits with our GDIB belief that we can learn much from the best practices of others. As you know, our mission with the GDIB is to improve the quality of D&I work around the world. And awards for D&I work is a significant part of that ... AND then sharing the stories of the work behind the award. I have been pleased to be an award reviewer for ATD (the Association for Talent Development, formerly ASTD, the American Society for Training and Development) for over twenty years. The methodology of its award process is rigorous and fair. Go here <https://www.td.org/About/ATD-Awards/Excellence-in-Practice-Awards> to learn about the Excellence in Practice Awards. There is a Diversity and Inclusion category. The submittal takes quite a while to write... there are many questions and a strong emphasis on the rigor of the development approach and showing results. There are awards and citations. Some submittals are 20 pages long – single spaced typing. Submittals come from large and small organizations in a variety of sectors. It is a "blind review." That means that the award reviewers do not know the organization submitting the award. We also judge the submittal based on the criteria... we can award as many or as few as we see fit. There isn't a limit. Of all the award processes (barring on-site visits which

are very costly for organizations to manage) this process seems to be of the highest integrity. And although the emphasis from ATD is on Talent Development, the criteria are expansive as talent development needs to be done in the context of an overall high-quality D&I program. Consider applying for this and other awards... and, if you are an organization able to give awards, please do so. And please use a high-integrity process. In my view, best practices awards should be based on a rigorous, impartial review and not on "pay to play" such as might come from sponsorships or donations. It's fine -- in my view -- to give recognition for donations, sponsorship, and service, but not to infer that the quality of the work is a best practice when it may not be. I will let you know in this newsletter when the applications for the 2018 ATD awards are open. Julie O'Mara

STORIES OF D&I BEST PRACTICES

Please send us your stories.

These best practices examples are aligned with the various GDIB benchmarks at Levels 3, 4, & 5. The benchmarks the example applies to are listed first and then the example is given.

ACTIONS TO HELP ACHIEVE THESE GLOBAL D&I BENCHMARKS

☑ 7.7 (GDIB CATEGORY 7: D&I LEARNING AND EDUCATION, LEVEL 4 PROGRESSIVE). Programs focused on specific dimensions of diversity, such as disability, gender and gender identity, sexual orientation, social class, generations, culture, religion, race, and ethnicity are offered based in identified needs.

and

☑ 11.6 (GDIB CATEGORY 11: COMMUNITY, GOVERNMENT RELATIONS, AND SOCIAL RESPONSIBILITY, LEVEL 4 PROGRESSIVE). The organization expresses support for the principles enshrined in the UN's University Declaration of Human Rights and the Global Compact and reflects this in both intent and action.

TAIWAN'S NATIONAL ACADEMY OF CIVIL SERVICE RECEIVES ATD EXCELLENCE FOR D&I CATEGORY IN TALENT DEVELOPMENT AWARD FOR INNOVATIVE ORIENTATION PROGRAM -- CIVIL SERVANTS WITH DISABILITIES

Congratulations!!!! Here is the announcement from the ATD Ceremony and Reception program book: "The Orientation Program for Taiwan's Civil Servants with Disabilities was created to safeguard the right to employment for persons with disabilities (PWDs) as stipulated in the country's constitution, the People With Disabilities Rights Protection Act, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights. The government launched the first Civil Service Special Examinations for the Disabled (CSSED) in 1996, the world's first national examination for PWDs, to ensure the rights of PWDs to hold public office. In so doing, the government has been able to not only look after the needs of different groups when formulating policies, but also safeguard the rights of disadvantaged groups.

"As receiving training is both the qualifiers' obligation and right, the National Academy of Civil Service started to offer flexible and diverse orientation training for CSSED qualifiers

through in-class and online courses. The 200 to 500 CSSED qualifiers each year attend tailor-made training sessions that combine external resources and assistive technology and services for learning to help them develop their professional expertise. The organization's practices have bridged barriers that would prevent PWDs from participating in society as equal members and have enabled governmental organizations to recruit qualified and diverse civil servants."



GDIB co-authors, Julie O'Mara and Alan Richter, met the leaders of this effort at the ATD Conference in Atlanta last month where the awards were given. Carrie Jui-Lan Wu, Ph.D, Vice President, National Academy of Civil Service, is pictured 3rd from the left. Alan is first on the left, and Julie fourth. Others are part of the team from Taiwan. For information about the National Academy of Civil Service, go to

http://www.nacs.gov.tw/index_en.asp

and to learn more about the ATD award (Open to all organizations around the world) go to <https://www.td.org/About/ATD-Awards/Excellence-in-Practice-Awards>

FROM AND ABOUT EXPERT PANELISTS

For the first time ever, we don't know of a new book or article or other news from one of our Expert Panelists!!!! What gives? I'm sure that a lot is going on – please let us know. Apologies if I've forgotten – don't hesitate to remind me.

SOCIAL MEDIA TIPS FOR GDIB

Please Post Your News about the GDIB - Share news and promote D&I best practices by posting about the GDIB and your activities on your social media platforms. Thank you. Posting helps us meet our goals.



TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

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

Webinar in Spanish – HELD

Edmonton – HELD

Johannesburg – TBD

Los Angeles – HELD

Melbourne – HELD

Montreal – HELD

New York City – TBD

Orange County – TBD

Philadelphia – TBD

Pittsburgh – TBD

Portland/Salem – HELD, POSSIBLY A SECOND TBD

San Diego – HELD

San Francisco/Oakland – HELD

São Paulo – HELD

Seattle – **late September, 2017**

Sydney – TBD

Tokyo – HELD

Toronto – HELD

Vancouver – HELD

Washington, DC – ACPA – HELD

Washington, DC – Standard Edition
– HELD

Your city/region?????

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.

OTHERS LAUNCHES REALLY ARE UNDERWAY FOR LAST QUARTER 2017

I know we've been promising that there will be other launch sessions and that's true... planning is underway... just no dates confirmed yet except for Seattle. Contact GDIB@diversitycollegium.org if you want to know the schedule or – sponsor, speak, attend, or be involved in some way.

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>

ASK THE EXPERTS – A Q&A SECTION

Please ask questions about the GDIB or anything D&I and we'll answer them.

What size organization can benefit most from working with the GDIB?

Medium and large organizations would benefit most because they potentially have more resources to deploy the staff, programs, and activities needed to achieve the benchmarks. That said, we believe small organizations will also find these useful, although more customization may be required. It should be noted that small organizations may be just as capable of reaching the higher-level benchmarks as medium and large ones, but the benchmarks may need to be adjusted slightly. For example, a small organization may not have a board of directors. If that is the case, that benchmark would not be applicable.

Do these benchmarks apply to all sectors and countries?

Yes. We have written the GDIB to apply to a broad variety of types of organizations and sectors, including for-profit, nonprofit, education, healthcare, government, and community. In our efforts to make the benchmarks as universal as possible, we have used general terminology and avoided addressing such specifics as curriculum in education, life-saving cultural interventions in healthcare, shareholder return processes, and so forth. Those specifics, however, should be developed by the organization as a part of its strategic plan and actions as described in Category 1: D&I Vision, Strategy, and Business Case. The terminology in some categories, such as Category 12: Products and Services Development and Category 13: Marketing and Customer Service, may need to be customized based on the sector and its stakeholders. Using familiar terminology, while keeping the intent of the benchmarks, is likely to help the GDIB be more acceptable to users.

QUOTES FROM USERS

A new feature for the GDIB newsletter: Feel free to contribute.

“The GDIB was critical in crafting the County of San Diego’s D&I strategic plan and are now proving invaluable as we have moved into the implementation phase. The GDIB is a powerful resource for any organization, including municipal governments seeking resources to assist them in their D&I journey.”

Joe Cordero
Director, Office of Compliance and Ethics
County of San Diego
San Diego, California, USA

“One of the great things of the new version of the GDIB is that it integrates a category on Sustainability. It helps to build synergies within the organization and keep efforts aligned.”

Shirley Saenz
Cross Cultural Trainer & Consultant
ICEBERG Cultural Intelligence
Buenos Aires City, Argentina

The GDIB is a powerful enabler of strategic conversations and an effective planning tool to create an inclusive culture in organisations. It empowers practitioners and leaders to see the broader landscape and potential impact of D&I on the bottom line. Its focus on staff, government, and community and the recent addition of the sustainability category makes it work brilliantly as a multi stakeholder mapping tool for sustainability in D&I strategies.

Nene Molefi
Managing Director
Mandate Molefi
Johannesburg, South Africa

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.

JUAN T. LOPEZ

Juan T. Lopez is president of Amistad Associates, an organizational development and management consulting firm that offers Global Multicultural leadership programs, executive coaching, organizational assessments, strategic planning, training and consulting services, and diversity excellence. He is a cofounder of Lead, a senior Latino leadership program. He and his colleagues are currently writing a book on their research based on 15 years of training and coaching. He has developed a global accelerated leadership program for men of color and multicultural men and is a cofounder of Diversity 2000, a think tank focusing on compelling diversity issues now entering its 17th year. He has an M.S.W. from the University of California Berkeley, School of Social Welfare, where he emphasized organizational planning and community health services. He also holds B.A. degrees in Psychology and Latin-American Studies from Sonoma State University. In addition, Mr. Lopez was the co-chair for three years of the National Diversity Conference, which had been one of the premier national events addressing diversity issues. He has been a member of the Collegium (emeritus) since 1993, a diversity think tank of diversity pioneers who develop diversity concepts and leadership models. He was featured in The Diversity Journal as one of the Diversity Pioneers. Juan is a co-author of: The Diversity Calling: Building Community One Story at a Time, published in 2012. He also is a co-author of a chapter: Leading for Diversity in the ASTD Leadership Handbook. Blog: amistadassociates.wordpress.com/about/



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.



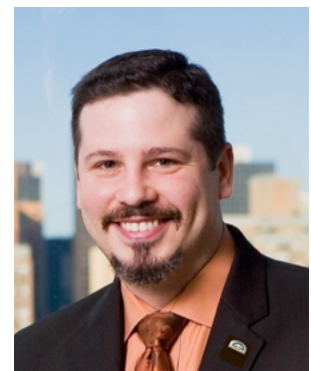
LinkedIn: www.linkedin.com/in/cathygl

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

Website: www.ccdi.ca

JOE-JOE MCMANUS, Ph.D.

An innovative educator and diversity professional, Dr. Joe-Joe McManus serves as Chief Diversity Officer and Associate Vice President for Diversity, Educational Equity & Inclusion at California State University San Marcos (CSUSM). He is also a Senior Associate with the Kingston Bay Group consulting firm. Dr. McManus' experience includes faculty positions at an HBCU and an international university, curriculum development roles at an Ivy League institution and a nonprofit organization, and as a senior university system administrator at the largest urban public university system in the U.S. McManus has had the opportunity to keynote, present and guest lecture widely. Among the many educational institutions where McManus has been a featured speaker are the University of Cambridge (UK), Moscow State University, the University of Malawi, Syracuse University, and the Defense Equal Opportunity Management Institute. Dr. McManus previously served on the National Board of Directors for the National Association for Multicultural Education (NAME), and currently serves on the Board of Directors of Rootstrong and the Board of Advisors for E3: Education Excellence & Equity. The first in his family, McManus earned a B.S. in psychology and an M.A. in Multicultural Education. In 2000, he completed his Ph.D. in Educational Leadership at Florida A&M University.



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NENE MOLEFI

Nene is a Diversity & Inclusion consultant, facilitator & CEO of Mandate Molefi Consultants. As a South African who has a lived experience of the devaluing impact of Apartheid, Nene has designed a model of dialogue that highlights the complexity & interplay between participant and observer in a system designed to perpetuate exclusion. She has facilitated large scale transformation processes to help organisations create a culture where shareholder value and stakeholder expectations are mutually inclusive. As a strategist, she works with listed companies and assists directors and executives to co-create a solid Vision for D&I. She prepares a safe space for crucial conversations between diverse teams that are conflicted and need to create a high performance culture. As a D&I systems consultant, she helps clients to identify self-defeating narratives embedded in the system and designed strategies to achieve sustainable change. While the majority of her work is with local and multinational private sector companies, Nene is also regarded as a thought leader in the public sector and has led social context discussion with the SA Judiciary across all the High Courts, Supreme and Constitutional Courts on D&I. She has documented case studies from her client experiences and authored publications. She is a speaker at various conferences around the world, including Malaysia, Bangladesh, USA, Zimbabwe, Namibia & Zambia. She is an associate lecturer for GIBS and Stellenbosch Business School on Diversity and Transformation respectively & Thabo Mbeki African Leadership Institute. She sits on the advisory board of the Auditor General of South Africa. (BA Social Work :University of Fort Hare),(B Soc Sc Honours: University of Cape Town), (Masters in Leading Change & Innovation :York St J University, UK)



Website: <http://www.mandatemolefi.co.za/>

EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

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

CALLS FOR PROPOSALS

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

Forum on Workplace Inclusion • April 10 to 12, 2018. • Call for proposals anticipated in late May. Please give some consideration to proposing for this conference. The GDIB and the Forum have an alliance to support each other. More information coming as soon as the Call for Proposals is available. Please note that **two conference calls are scheduled** to learn more about and ask questions regarding the proposal process. You must reserve for them. June 14 & June 21. Click [here](#) to view and download the Guidelines and Application and to register for the conference calls.

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.**

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. Free webinars by the Forum 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.

THE SUMMER INSTITUTE FOR INTERCULTURAL COMMUNICATION (ICI) 2017

JULY, 2017

REED COLLEGE

PORTLAND, OREGON, USA

Expert Panelist Janet Bennett is co-founder of ICI—The Intercultural Communication Institute. ICI sponsors this conference every summer with a variety of sessions and certifications over a three-week period. This year's conference features the following Expert Panelists, among many outstanding professionals in intercultural communication. The presenters and topics below represent only a small sample of the many programs offered.

- By EP Donna Stringer and colleague Andy Reynolds: Why Do You Say That?! How Identity Impacts Perceptions of Current Events.
- By EP Janet Bennett and EP Robert Hayles: Detoxifying Our Work: Fusion, Simplicity, and Grace.
- By EP Dianne Hofner Saphiere: Cultural Detective® Facilitator Certification Workshop
- By EP Donna Stringer and colleague Anita Rowe: Defining, Developing, and Defusing Difficult Dialogues.
- By EP Dianne Hofner Saphiere and colleague Daniel Cantor Yalowitz: Gaining Gaming Competence: The Meaning Is in the Debriefing
- By EP Janet Bennett and R. Michael Paige: Training Design for Intercultural Learning.
- By EP Donna Stringer and colleague Anita Rowe: From Unconscious Bias to Emotional Intelligence: Personal and Organizational Transitions.
- By EP Janet Bennett and colleague R. Michael Paige: Using a Developmental Perspective in Training Design.
- By EP Kelli McCloud-Schingen: Generational Identities: An Intersection of Here and Now (or Then).

Go here www.intercultural.org for more information and to register.

GDIB Workshops in Pakistan

3 cities in August

Presented by HR Metrics

HR Metrics (SHRM partner in Pakistan – Zahid Mubarik, CEO/President)

www.therhmetrics.com organised a conference at Karachi Pakistan on 27 April 2017 to create awareness on Global Diversity & Inclusion Benchmarks. Julie O'Mara, Co-Author GDIB spoke to the audience virtually. Ms. Marvi Memon, Minister of State/Chairperson Benazir Income Support Program Pakistan and Dr. Ishrat Husain, former Governor Central Bank Pakistan also addressed the conference. HR leaders and professionals from multinational and national companies attended the conference. HR Metrics has formed D&I Think Tank comprising of key business leaders to seek their input on D&I strategy formulation at national level. To execute the GDIB at organisation level, D&I Resource Group (DIRG) has been formed. Main objective of DIRG is to groom professionals, who are eager to learn GDIB standard and help the organisations in implementing it (after signing user agreement). First meeting of DIRG is planned at 3 cities during Aug 2017:

- Islamabad on 9 August
- Lahore on 16 August
- Karachi on 23 August

DIRG members using GDIB will be given opportunity to share their insight on challenges and opportunities being faced in organisations. More details at <http://thehrmetrics.com/diversity-conference/>

SIETAR USA Conference: "Building Bridges with Intercultural Competence: Changing World, Changing People, Changing Times"

October 18-21, 2017

San Diego, California, USA

In addition to sessions of general interest, there are three tracks for the 2017 conference: Healing the Divides: Race, Ethnic and National Origin, Gender, Sexual Orientation, Immigrants, and Refugees Face Challenges in our Changing Times
Cultural Identity: Fresh Perspectives on Multicultural and Global Identity
Assessing Intercultural Competence: Measuring Transformative Culture Learning.

Association for Talent Development ASIA PACIFIC Conference & Exposition

November 8 to 10, 2017

Taipei, Taiwan

GDIB EP, Elisabeth Kelan, Professor of Leadership at Cranfield University in the UK will be a speaker at this conference. More information coming soon. Early Birds Registration ends July 31. Keep checking <https://www.td.org/APCConf> for more information. Over 1,000 participants are expected. From the website: The Association for Talent Development (ATD) has partnered with the Tze Chiang Foundation of Science and Technology (TCFST) to bring you the ATD 2017 Asia Pacific Conference and Exhibition in Taipei, Taiwan. Asia's business landscape is dynamic and evolving, which makes attaining measurable outcomes one of the most essential goals. The ATD 2017 Asia Pacific Conference and Exhibition will address how developing talent within an organization achieves bottom line results. This premier event will focus on talent development in the Asia Pacific region and will feature relevant conference tracks including organizational effectiveness, leadership development, and learning measurement and analytics. Thought leaders and experts from around the world will share their insights. Attendees will gain insight and knowledge to help them

achieve real impact in their organizations through effective talent development practices.

Reasons to attend:

- Thought Leadership: APC will bring together the latest insights and best practices in training and development in Asia Pacific.
- Innovation on Display: APC will give attendees an insider's view into the latest tools and solutions available to advance global training and development, especially for Asia Pacific.
- Networking: APC attendees will have access to speakers, thought leaders, and their peers from countries all over the world who are working on the solutions and products that are shaping the leadership and development industry.

The Conference Board Canada Conference
"Diversity and Inclusion 2017: The Power of Inclusion"
December 11 to 12, 2017
Toronto, Ontario, CANADA

Walking toward our biases. Championing an inclusive and prosperous Canada.

Several GDIB Expert Panelists will be presenting. Co-Author Alan Richter and EP Lynda White will present on "How Do You Measure Up?" which will feature the GDIB; EP Mary-Frances Winters will speak on her new book: *We Can't Talk About That at Work!*; and EP Steve Hanamura will keynote the conference on a topic to be announced. From the website: "As Canada celebrates its 150th birthday, it is as important to build for an inclusive and prosperous future as it is to celebrate the past. Our places of work are a microcosm of society. Now more than ever, it is important for champions to step forward and lead the inclusion movement in our organizations. This premier forum is unparalleled in Canada, where executive champions and diversity professionals can learn from diverse perspectives, share great practices and network with D&I thought leaders from across the continent. Beyond the business case, this conference is designed for inclusion champions, executive sponsors, leaders of employee resource groups and talent management professionals who understand the inclusion imperative but want to expand their knowledge of the dimensions and intersections of diversity and unconscious bias so they can help lead the journey in their organization." For more information go to:

<http://www.conferenceboard.ca/conf/diversity/default.aspx>

FORUM ON WORKPLACE INCLUSION
April 10 to 12, 2018
Minneapolis, Minnesota, USA

Call for proposals coming soon. Consider submitting a proposal and budgeting now for this conference. The GDIB has formed an alliance with the Forum. 2018 info posted soon. Go here <https://www.stthomas.edu/workplaceforum/>

NEW: PUBLIC COURSES/WEBINARS OFFERED BY GDIB EXPERT PANELISTS

Listed here are programs offered by Expert Panelists. Many are offered numerous times on an ongoing basis. While these courses may not be specifically about the GDIB, the content will be helpful in achieving many of the GDIB benchmarks. If you are an Expert Panelist and offer programs open to the public, please let us know.

Unconscious Bias courses including Train the Trainer

Offered by Cook Ross

Silver Spring, Maryland • USA

Approximately once a month Cook Ross offers public courses to provide a robust understanding on the topics that importantly impact our society today. By taking a deep dive into conversations of Unconscious Bias, Women and Race, and the Mind of a Leader, participants return to their institutions with new perspectives that can serve in moving their work forward. Participants in Cook Ross courses take their learning back with them to lead change efforts from inside their organizations. Learn more: CookRoss.com.

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. Go to our site and explore. We've put a lot of effort into providing these resources.. please help by adding to what we offer.

NEWSLETTER CONTACT INFORMATION

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