

The GDIB Newsletter

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

Editor: GDIB Co-author Julie O'Mara

Issue: 16 May 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

Is “Enhanced Human” a new Dimension of Diversity?

Since the early nineties with the publication of Roosevelt Thomas' landmark book *"Beyond Race and Gender"* we've expanded the diversity dimension list significantly and usually add "and others" to it. Go here <http://www.diversitycollegium.org/downloadgdib.php> -- page 1 -- to see the current GDIB definition of diversity. Just in the past month or so, I'm paying more attention to information on what I'll summarize as "enhanced humans" and starting to think about enhanced humans as a diversity dimension. Here are several resources and food for thought. At the Forum on Workplace Inclusion Conference at the end of March, I heard GDIB Expert Panelist, Margaret Regan, President & CEO of Future Work Institute, Inc., speak about the scientific advancements that can enhance human performance and thereby possibly create inclusion challenges. And the April 2017 National Geographic cover story is "The Next Human." The feature begins with these intriguing words *"When I Met the Cyborg Neil Harbisson, in Barcelona, he looks like any local hipster, except for the black antenna arching impressively from the back of his skull over his mop of blond hair."* And then there's Artificial Intelligence -- very present in many aspects of work and learning today. See the article in the April 2017 issue of *Vanity Fair*: "Elon Musk Sounds the A.I. Alarm." I'm headed next week to the ATD (Association for Talent Development Conference) and looking for A.I. threads in sessions, experts, and exhibitors. As we start thinking about the next update of the GDIB (possibly 2020), please share your thoughts about "enhanced human" as a new dimension of diversity. Does it fit? What are the ramifications? I think we should turn at least some of our attention to the potential impact of enhanced human and AI on D&I. GDIB editor and co-author, Julie O'Mara.

STORIES OF D&I BEST PRACTICES

Please send us your stories.

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

☑ 13.2 (GDIB CATEGORY 13: MARKETING AND CUSTOMER SERVICE, LEVEL 5 BEST PRACTICE) The organization is keenly aware of the needs, motivations, and perspectives of diverse customer and stakeholder groups and successfully adapts marketing, sales, and distribution strategies to meet these needs.

Training by IBM in Four Countries: Disability Confidence and the Marketplace

Expert Panelist, Yves Veulliet, Global Diversity & Inclusion Manager, IBM, Brussels, Belgium, submitted this article, which was also published on the International Labour Organization's (ILO) Business & Disability home page <http://www.businessanddisability.org/index.php/en/news-and-events/featured-initiatives/446-disability-confidence-and-the-marketplace>)

In many countries people with disabilities have limited or restricted access to education at all levels, including higher education, so IBM's ability to recruit people with disabilities who have the required skills for businesses to thrive is, by consequence, reduced.



However, from a disability inclusion perspective at IBM, the main issue is rarely about improving physical or digital accessibility or making adjustments and accommodations. Whilst putting in place these elements does not happen automatically, with strong senior leadership and appropriate resources allocated to these tasks one can work

through the operational and policy changes that are necessary.

The most difficult part is consistently changing attitudes and mind-sets, as there is a strong cultural dimension to the perception of persons with disabilities. Ultimately, it is the ability of front-line managers to become disability-confident that dictates whether or not the whole

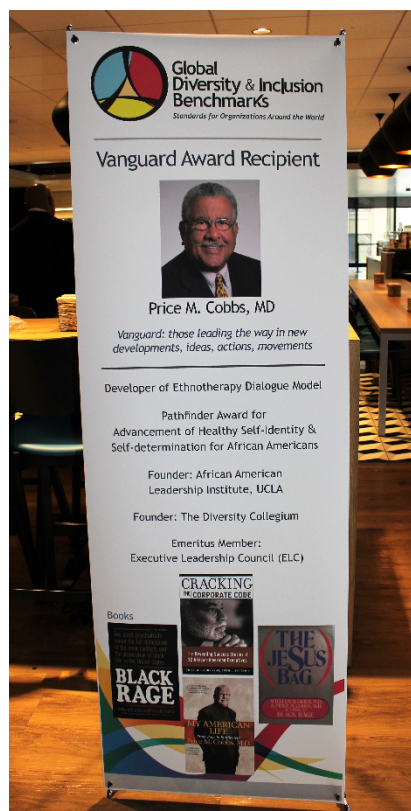
company is disability-confident and is able to recruit, employ and do business with people with disabilities. That is why one of IBM's key programmes is the delivery of training for managers, usually and ideally as part of a face-to-face two hours' workshop. These managers often have limited exposure and access to people with disabilities; they have conscious and sub-conscious preconceptions about what employing people with disabilities would mean for them.

The objectives of this workshop are:

- To understand the different cultural perceptions of disability;
- To identify our own model and assess its impact on existing inclusion policies in IBM;
- To apply IBM's inclusion policies for optimal collaboration to yield improved business results.

IBM ran a number of sessions in four countries in 2016, covering more than 300 managers with a satisfaction percentage of more than 90 per cent. For additional information, including information about a "client" version of the workshop for audiences outside IBM, contact Yves at yves_veulliet@be.ibm.com

FROM AND ABOUT EXPERT PANELISTS



EP PRICE M. COBBS, MD RECEIVES FIRST GDIB VANGUARD AWARD

At the April 12th GDIB Launch Event in San Francisco we were pleased to present the GDIB Vanguard Award to Price M. Cobbs, MD. The award, presented with appropriate fanfare and accolades by EP Kay Iwata, focused on Price's many contributions to the field. You can read a brief summary of his vanguard accomplishments by going here

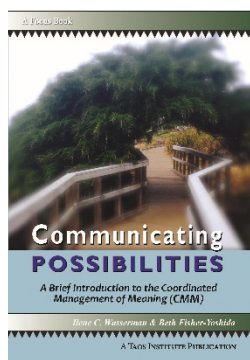


<http://diversitycollegium.org/launch.php> and then clicking on the San Francisco/Oakland Launch and going to page 2 of the program booklet. In his thank you remarks delivered with wisdom, humor and optimism, a vigorous 88 year-old Dr. Cobbs reminded us of US history from the days of Duke Ellington, Dr. King, and Andrew Young which was context for what he's learned over the years. He opened his remarks, addressing the almost 200 D&I professionals in the room by saying: "Whatever is going on at the present time, rest

assured, we are on the right side of history." He said he learned from his peers that he didn't have to always be the smartest person in the room. "That group helped me understand that whatever work that I did, I didn't have to be the smartest person in the room. I always then tried to strive to be the *wisest* person in the room. I want to share that

with you because that just says that nowhere is wisdom needed more than now, and these are trying times -- I shall not mention some of the names that have caused these trying times -- but if we can adhere to staying with history and trying to be the wisest people, our wisdom will get us through, not our smarts."

NEW BOOK: COMMUNICATING POSSIBILITIES: A BRIEF INTRODUCTION TO THE COORDINATED MANAGEMENT OF MEANING



Expert Panelist Ilene Wasserman, PhD, and colleague, Beth Fisher-Yoshida, have just announced their new book published by Taos Institute Publications. It's in paperback, has 116 pages, and costs \$20 US. "*Communicating Possibilities* is an introduction to the Coordinated Management of Meaning (CMM), a practical theory which at its roots, is an approach to looking at our social interactions. In the process of stepping back to look at our interactions and how we construct our social worlds, we open possibilities of alternative paths and outcomes. CMM offers tools and frameworks to use so when we pause and notice what we are making together and how, we open spaces to make better choices with more desirable relationships each turn of the way. This

book offers ways we can better notice how we shape our lives through the stories we create in our ongoing conversations, and, hopefully strengthen the quality of our communities at all levels. To order: <http://www.taosinstitute.net/cmm-communicating-possibilities>

PARADOXES OF INCLUSION: UNDERSTANDING AND MANAGING THE TENSIONS OF DIVERSITY AND MULTICULTURALISM

This article – Paradoxes of Inclusion -- by EP Bernardo M. Ferdman, PhD is part of the June 2017 Special Issue on Understanding Diversity Dynamics in Systems: Social Equality as an Organization Change Issue of The Journal of Applied Behavioral Science. Abstract:

"Inclusion is a process and practice that involves working with diversity as a resource. In inclusive organizations and societies, people of all identities and many styles can be fully themselves while also contributing to the larger collective, as valued and full members. Working toward inclusion in diverse organizations and societies can often be experienced as polarizing and presents many challenges and tensions. These tensions can productively be understood and addressed from a paradox perspective. This article discusses three core paradoxes of inclusion: those involving self-expression and identity, boundaries and norms, and safety and comfort. The manifestations of and approaches to managing each paradox are discussed." Go here <http://journals.sagepub.com/doi/full/10.1177/0021886317702608> if your institution has access or contact Bernardo at bferdman@alliant.edu

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

GLOBAL GDIB 10TH ANNIVERSITY 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 – TBD

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.

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.



ASK THE EXPERTS – A Q&A SECTION

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

Six Q&A about GDIB Category 10: Connecting D&I and Sustainability

1 How can we be strategic about aligning D&I and Sustainability?

Many organizations are engaged or are becoming engaged in sustainability. It is our belief that astute D&I leaders, practitioners, and champions will participate in strategic conversations and will set goals that align the efforts of both initiatives in part or in whole. This combined strategy is likely to save resources and strengthen results. During 2015, as this new edition of the GDIB research was being prepared, we noticed such job titles as "D&I and Sustainability" as well as conference presentations regarding the connection of D&I and sustainability. A quick search of the Internet will identify organizations that have aligned their D&I and Sustainability initiatives or are in the process of doing so. In some organizations, leaders engaged in D&I initiatives may need to suggest that the organization become engaged in sustainability. Other organizations may be engaged in sustainability but missing the connection with D&I. In either case, leaders and D&I professionals need to be knowledgeable of both initiatives and work towards alignment.

2 Isn't sustainability filled with rules and regulations and extensive reports?

Some organizations see it that way. Several GDIB Expert Panelists are concerned that extensive reporting requirements create misunderstandings about the broader definition of sustainability because many of the reporting requirements are in the environmental arena. Some governments require organizations to complete extensive environmental impact reports and use the word "sustainability" to title those reports.

An example of a voluntary sustainability initiative that covers the economic, social, environmental, and ethical dimensions of sustainability with a mandatory reporting requirement is the United Nations Global Compact. It contains over 12,000 signatories across 160 countries from business, civil society, academia, cities, and other entities that have agreed to report regularly on their progress in implementing sustainability.

Many leading organizations also follow the voluntary Global Reporting Initiative (GRI) industry specific reporting guidelines. GRI is an international independent nonprofit organization that produces one of the most widely used standards for sustainability reporting; also known as ecological footprint reporting, environmental social governance (ESG) reporting, triple bottom line (TBL) reporting, and corporate social responsibility (CSR) reporting.

Further, the nonprofit B Corp movement is gaining momentum around the world. It is creating "the community of Certified B Corporations" and a global economy that uses business as a "force for good." It envisions "a new type of corporation which is purpose-driven and creates benefit for all stakeholders, not just shareholders."

3 Isn't sustainability mainly about protecting the environment?

At first some organizations and authors focused primarily on cleaning up the environment and saving the planet when talking about sustainability. But now the broader definition and scope as stated above are more widely used.

4 Isn't it important for D&I to align with other organizational initiatives in addition to sustainability? If so, why doesn't the GDIB include other categories that the GDIB connects with?

We agree that D&I best practices are aligned and linked across a variety of organizational initiatives. The astute professional will proactively form alliances with colleagues in their organization who are leading other initiatives. Areas of alliance with D&I in addition to sustainability include—but are not limited to—ethics, change management, leadership development, employee engagement, community engagement, social cohesion, and social responsibility.

5 Do you have experience or empirical evidence that this GDIB category contains the relevant benchmarks?

It is a relatively new and progressive practice to align D&I and sustainability. The Expert Panelists are establishing these benchmarks based on what they believe are the needed outcomes when connecting D&I and sustainability initiatives in an organization. The benchmarks are based on experience from some organizations that are already making these connections and are inspired by Agenda 2030. Unlike with the other categories and benchmarks, the Expert Panelists are less certain that these are the correct benchmarks, but are confident enough to publish them. We welcome feedback on these benchmarks at any time.

6 Why is Connecting D&I and Sustainability a category in the Bridging Group?

Sustainability, like communication, assessment, and measurement, links with all categories. Several Expert Panelists suggested that sustainability be part of Category 11: Community, Government Relations, and Social Responsibility, but that category is part of the external group and sustainability connects with Internal, External, and Foundation groups. Therefore the choice was the Bridging Group.

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.

JUDY GREEVY

Judy is an award winning HR Director with deep expertise in diversity and inclusion, culture and organizational change and leadership and talent development. She is also an experienced and respected facilitator, coach and speaker. She believes passionately in the importance of inclusion in delivering long term sustainable business success and is interested in the organizational and leadership development interventions that support this. She has held senior roles in a number of large organizations both in the private sector (NatWest, Centrica and AMP) and also the UK Civil Service (Women and Equality Unit in the Cabinet Office and Her Majesty's Revenue and Customs). Recently she returned to running her own consultancy and has undertaken work for a wide range of clients including Lloyd's of London, KPMG, Standard Chartered Bank and NHS Scotland. In 2015 Judy won the Business in the Community Opportunity Now Award for Excellence in Practice Directing Diverse Talent. Judy sits on the UK Ministry of Defense Diversity Panel and is a Board member of the Employers' Network for Equality and Inclusion. She has also been a Non-Executive Director of an NHS Trust. She is a graduate of Leeds University.

E mail judygreevy@btinternet.com.

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EDDIE MOORE, JR., Ph.D.

Dr. Eddie Moore, Jr. has pursued and achieved success in academia, business, diversity, leadership and community service. In 1996, he started America & MOORE, LLC

[www.eddiemoorejnr.com] to provide comprehensive diversity, privilege and leadership trainings/workshops. Potential workshops include, The N!gga(er) Word; 21st Century Workplace Issues; The Opportunity/Achievement Gap, Not in My School: How White Supremacy, White Privilege and other Forms of Oppression Undermine Best Intentions; Diversity, Power, Leadership & Moore; and White Privilege 101. Dr. Moore is recognized as one of the nation's top motivational speakers/educators especially for his work with students K-16. He is CEO of The Privilege Institute, a nonprofit that engages people in research, education, action and leadership through workshops, conferences, publications and strategic partnerships and relationships and Founder/Program Director for the White Privilege Conference (WPC), [www.whiteprivilegeconference.com]. Under the direction of Dr. Moore and his inclusive relationship model the WPC has become one of the top national and international conferences for participants who want to move beyond dialogue and into action around issues of diversity, power, privilege, and leadership. Dr. Moore is co-founder of the on-line journal *Understanding and Dismantling Privilege*, co-editor of *Everyday White People Confront Racial and Social Injustice: 15 Stories*, the forthcoming on-line workbook, *The White Women's Guide to Teaching Black Boys and* featured in the film "I'm Not Racist.....am I? His interview with Wisconsin Public Radio won



the 2015 Best Small Interview in Medium Market Radio, First Place. Dr. Moore received his Ph.D. from the University of Iowa in Education Leadership and Social Foundations.

Twitter: @eddieknowsmoore

LinkedIn: www.linkedin.com/in/eddiemoorej

STELLA M. NKOMO

Professor Stella M. Nkomo is a Professor in the Department of Human Resource Management in the Faculty of Economic and Management Sciences at the University of Pretoria. She holds an MBA and Ph.D. in Business Administration. Professor Nkomo is a former Scholar-in-Residence at the Bunting Institute of Harvard University and Visiting Scholar at the Tuck Business School of Dartmouth College (USA). Her internationally recognized research appears on diversity, human resource management, and leadership and in organizations has been published in numerous journals and edited volumes. Professor Nkomo is co-author of the critically acclaimed Harvard Business School Press book, *Our Separate Ways: Black and White Women and the Struggle for Professional Identity*. Her most recent research focuses on diversity practices in Africa and the relationship between diversity ideologies and practices. She is listed in the *International Who's Who in the Management Sciences* and received the 2009 Sage Scholarly Contributions Award from the Gender and Diversity in Organizations Division of the Academy of Management. Professor Nkomo is a sought after speaker and consultant to many organizations in South Africa, Europe and the United States. She is also the President of The Africa Academy of Management and was recently elected to the Academy of Science of South Africa.



DUNCAN SMITH

A pioneer of diversity work in Australia, Duncan Smith is internationally recognised for his ability to link Diversity and Inclusion initiatives with core business issues: increasing productivity; attracting and retaining top talent; developing more effective leaders; improving team and organizational capabilities, and working globally. Duncan's work includes executive education and coaching, designing, implementing, and evaluating organizational D&I strategies, generating culturally appropriate diversity solutions for multinational organizations, and in-depth work in unconscious bias, gender and cultural diversity. In 2014 Duncan celebrates 25 years in the diversity field, having run successful programs for corporations and governments in the United States, Europe, Australia, and the Asia-Pacific region in the banking and finance, IT, legal, mining, oil and gas, and professional services industries. He has been Regional Diversity Advisor for Asia-Pacific and Japan for Hewlett Packard and led the Asia-Pacific faculty group delivering Inclusive Leadership programs for BP. Other selected clients include the Australian government, BHP Billiton, Boston Consulting Group, Cadbury Schweppes, Goldman Sachs, IAG, Leighton Contractors, Mobil, Qantas, the Reserve Bank of Australia, Shell, Target, Towers Watson, and Toyota. A native of Boston (USA), and based in Australia since 1991, Duncan holds a BA in Comparative Religion from Trinity College and a M.Ed. from Harvard,



focusing on Organizational Behaviour and Adult Learning. An Honorary Fellow of Melbourne Business School, he has lectured in Management, Organisational Behaviour, and Diversity at several Australian universities, and has published articles in both Australian and U.S. periodicals including *Cultural Diversity at Work*, where he has also been guest Editor.

Website: www.adc-assoc.com

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

EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

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

EP Joel Brown completes dissertation coursework: From Joel: "I have officially completed my coursework towards my dissertation from St. Mary's. All But Dissertation ("ABD"). But we still have work to do. Many people become "ABD," but I have an obligation to see the journey through. However, I am not seeking my doctorate to simply have letters behind my name, but to create progressive and lasting impact on the social issues of our time: climate change, poverty, and LGBTQ civil rights to name a few. This milestone could not have been achieved without my colleagues." As I get ready to grind, I am excited, stressed, delirious, and dialed-in. Reach out on occasion to say hello or just offer encouragement. I will need your support to cross the finish line." Contact: Joel@pneumos.com

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.

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.***

ATD (Association for Talent Development, formerly ASTD)

May 21 to 24, 2017

Atlanta, Georgia, USA

On May 21 (Sunday) Expert Panelist Kenneth Nowack will present on Sleep, Performance and Interpersonal Effectiveness: Natural Bedfellows. And on May 22 (Monday) he will be speaking with colleagues on The Science of Learning. On May 22 (Monday) Expert Panelist, Beverly Kaye, will present on "Up is Not the Only Way: Mobility Matters! And on May 23rd (Tuesday) she will present with colleagues on "Career Development." 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, and so forth. And on May 24th (Wednesday) EP Judith Katz and business partner Frederick Miller of The Kaleel Jamison Consulting Group, Inc. will speak on: From My Turf to One Team: Developing Global Leadership Mindsets. 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. 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 McLoud-Schingen: Generational Identities: An Intersection of Here and Now (or Then).

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

**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.

**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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