

# GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS: STANDARDS FOR ORGANIZATIONS AROUND THE WORLD SAMPLES OF BEST PRACTICE BENCHMARKS



Global Diversity,  
Equity & Inclusion  
Benchmarks

GDEIB, which is free, contains 275 benchmarks in four groups and 15 categories. Each category is in 5 levels from where little work is being done to best practices. Below is a sampler of a few benchmarks at the best practices level of each category.

## FOUNDATION GROUP

### Category 1: VISION, STRATEGY, AND BUSINESS IMPACT

- DEI is embedded in organizational culture as a core value, a source of innovation, and a means to sustainability and success.
- The organization is proactive and responsive to DEI challenges that are faced by society, including but not limited to political and economic trends, and recognizes that organizations are microcosms of the societies in which they operate.

### Category 2: LEADERSHIP AND ACCOUNTABILITY

- Leaders are change agents and role models for DEI. They inspire others to take individual responsibility and become role models themselves.
- A large majority of employees across a wide array of diversity dimensions rate their leaders as trustworthy, citing equitable and inclusive treatment.

### Category 3: DEI STRUCTURE AND IMPLEMENTATION

- The most senior person responsible for DEI is an equal and influential partner on the senior leadership team.
- DEI is integrated into core organizational structures, policies, systems, and practices.

## INTERNAL GROUP

### Category 4: RECRUITMENT

- The organization's reputation for quality DEI efforts enhances its ability to attract diverse and underrepresented employees.
- When technological solutions are used for recruitment, the organization implements practices to minimize and remove algorithmic bias.

### Category 5: ADVANCEMENT AND RETENTION

- Diverse employees hold positions at all levels and functions to ensure equitable representation.
- The pool of candidates in the organization's succession plan is diverse along multiple dimensions and prioritizes underrepresented groups.

### Category 6: JOB DESIGN, CLASSIFICATION, COMPENSATION

- Regular reviews of pay differentials are conducted and discrepancies between underrepresented groups and the dominant group are eliminated.
- Performance rating, pay, bonuses, and promotions are tied to a variety of DEI measures.

### Category 7: WORK-LIFE INTEGRATION, FLEXIBILITY, AND BENEFITS

- The organization's policies and practices regarding benefits, work-life integration and flexibility meet the organization's commitment to decent work, psychological safety, and respect for human rights.
- All leaders model and encourage work-life integration by promoting its benefits.

## BRIDGING GROUP

### Category 8: ASSESSMENT, MEASUREMENT, AND RESEARCH

- In-depth DEI assessments are regularly conducted on the overall organization and within departments, and the results are incorporated into strategy and implementation.
- A reputational risk assessment including several DEI issues, such as racism, sexism, homophobia, harassment, disability discrimination, and other forms of discrimination, is regularly conducted.

## BRIDGING GROUP CONTINUED...

### Category 9: DEI COMMUNICATIONS

- The organization is known for its high-quality DEI initiatives that are regularly communicated internally and externally enhancing the organization's reputation.
- The organization uses bold and transparent communication in naming and dealing with challenging issues such as racism, sexism, homophobia, privilege, toxic masculinity, and white supremacy.

### Category 10: DEI LEARNING AND DEVELOPMENT

- DEI is integrated into all learning offered internally and externally to key stakeholders.
- Learning and education addresses racism, anti-racism, sexism, white supremacy, privilege, internalized oppression, classism/casteism, homophobia, transphobia, religious bias, disabilities, mental health awareness, and other issues.

### Category 11: CONNECTING DEI AND SUSTAINABILITY

- DEI is seen as integral to the sustainability of the organization and its stakeholders. Sustainability is fully integrated into DEI strategies/initiatives.
- The organization takes a leadership role in influencing and supporting the connection of DEI and sustainability initiatives locally and globally including being a champion of ESG and the UN's Sustainable Development Goals.

## EXTERNAL GROUP

### Category 12: COMMUNITY, GOVERNMENT RELATIONS, AND PHILANTHROPY

- The organization helps its community by promoting economic growth, addressing income inequality and groups that have been historically disadvantaged, and/or serving those most in need.
- The organization takes bold stands in word and action on societal issues related to achieving equity and justice for marginalized people, such as #BlackLivesMatter, #MeToo, #Genderbasedviolence, #UnitedAgainstRacism, and #Standup4humanrights.

### Category 13: SERVICES AND PRODUCTS DEVELOPMENT

- The organization successfully leverages diverse teams, including diversity networks, customers, partners, the community, and other stakeholders, to improve its products and services.
- The product and service development cycles prioritize diversity and accessibility from the start. The organization doesn't merely adapt products first developed for the dominant group or culture.

### Category 14: MARKETING AND CUSTOMER SERVICE

- The organization uses advanced and unbiased analysis techniques to understand and respond to the diversity of its customer base, including nuances of intersectionality.
- While outside DEI expertise may also be sought, the organization leverages the marketing, sales, distribution, and customer service expertise of its diverse staff.

### Category 15: RESPONSIBLE SOURCING

- The organization has embedded DEI in its responsible and ethical sourcing as evidenced by its policies, systems, and inclusive practices.
- The organization treats its suppliers with respect and dignity, pays them in a timely manner, and collaborates with them to make the supply process work.

Go to [www.centreforglobalinclusion.org](http://www.centreforglobalinclusion.org) and navigate to the free GDEIB to download it. You will need to sign the User Agreement to use it. Also notice the many free User Tools. At the top of each page on the site, notice a place to subscribe to our monthly newsletter.

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