The GDIB Newsletter

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

Editor: GDIB Co-author Julie O’Mara

Issue: 25 January 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

“I VOW NOT TO BURN OUT”

“I Vow Not to Burn Out” is the title of an essay written by Expert Panelist Mushim Ikeda and published in Lion’s Roar -- http://www.lionsroar.com/i-vow-not-to-burn-out/
Mushim gives wise advice and I am taking it to heart. I keep reflecting on the current turmoil and polarization of our world and I ask myself, “What more can I do?” I believe that each of us needs to actively participate in helping the world be more inclusive. I intend to continue to lead on achieving our three GDIB goals – increase its visibility, usability, and relevance. I think it’s important that we all set and achieve high standards for our D&I work. And then I get overwhelmed with the work, time and money to do that. And then I remember “I vowed not to burn out.” Here’s the vow:
To learn more about Mushim and her work, go here.  http://www.mushimikeda.com

The essay is the Buddhadharma magazine’s most popular article of 2016 and also is included as a Lion’s Roar’s editors picks for 2016.

STORIES OF D&I BEST PRACTICES

*Please send us your stories.*

**ACTIONS TO HELP ACHIEVE GLOBAL D&I BENCHMARKS**

奥地 9.2 (GDIB CATEGORY 9: D&I COMMUNICATIONS. LEVEL 5 BEST PRACTICES). D&I topics are easily and quickly located on the organization’s internal and external websites. Information is thorough, fully accessible, and regularly updated.

Although we can’t link to internal websites, here are some external websites that describe an organization’s D&I programs. Take a look at what other organizations are doing as you work to improve your own internal and external websites.

- American Institutes for Research [http://www.air.org/page/diversity-and-inclusion#pillars](http://www.air.org/page/diversity-and-inclusion#pillars)
And here is a list of D&I items to consider featuring on an internal or external website:

- Heartfelt quotes from employees representing D&I
- Activities, best practices, tips and techniques for building D&I skill
- Philanthropic activities
- D&I Goals and tactics
- Representation data, goals, and progress

NEWS, REQUESTS, AND IDEAS

CHALLENGE QUESTIONS FOR A SPRING 2018 EVENT

Please send me your thoughts on these questions ASAP. I’m working with a group collecting this info... it’s a surprise and worth contributing to!!!

- What do you anticipate the work of D&I will look like in the next few years?
- What is emerging in the D&I field/practice that could profoundly alter the way we conduct learning, share and convey information?
- What needs to happen to inspire us all to share stories of best practices and collaborate with each other – even though our organizations may compete?

Call or email me ASAP. Julie O’Mara Julie.omara@diversitycollegium.org or +1 - 702-541-8920 (Pacific time US).

WE ARE STILL IN NEED OF FUNDS...PLEASE CONSIDER BECOMING A SPONSOR OF THE SPANISH GDIB

As a recipient of this newsletter, you have likely received an email about an opportunity to become a sponsor of the GDIB in Spanish. Please donate to help make a Spanish Edition happen. Three levels of sponsorship are possible. If you would like us to send you this email again, contact Julie.omara@diversitycollegium.org.

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.
TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

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 – February 17, 2017 Oversubscribed.
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

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 and collaboration are welcomed.
## GDIB 10th Anniversary Launch Event

### Launch Event Name
“*We’ve learned what works to implement D&I successfully.*”

### Date, Time, & Location
**Friday, February 17, 2017**
8:30 am – 12:00 noon
Oregon Department of Human Services
Cherry Avenue Training Center
3414 Cherry Ave NE, Suite 150
Keizer, OR 97303

### Event Description
**Free Workshop for Diversity & Inclusion Leaders and Practitioners**
08:30 A.M. - Check-In & Networking
09:00 A.M. - Welcome by Steve Hanamura
09:15 A.M. – Keynote Janet Bennett, Ph.D.
09:45 A.M. – Expert Panel w/ Q&A
10:45 A.M. – Group Dialogues
12:00 P.M. – Adjournment

Speakers: Janet Bennett, Ph.D., Executive Director of the Intercultural Communication Institute; Steve Hanamura, President of Hanamura Consulting; and other top experts in the field will introduce the Global Diversity & Inclusion Benchmarks (GDIB) and discuss how you can use it as a roadmap to further best practice efforts in your organization.

### Partners, Sponsors, Speakers
Venue: Oregon Department of Human Services

### Other
FREE ADMISSION  REGISTRATION CLOSED-CAPACITY REACHED

### Event Contact Information
Jason Mak: jason.d.mak@state.or.us

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## 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

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| Event Contact Information | Michael Wheeler: [Michael@michaelwheelerdiversity.com](mailto:Michael@michaelwheelerdiversity.com)  
Alan Richter: [alanrichter@qedconsulting.com](mailto:alanrichter@qedconsulting.com) |

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<tr>
<td>Event Contact Information</td>
<td>Lorelei Carobolante: <a href="mailto:loreleic@G2nd.com">loreleic@G2nd.com</a></td>
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| Event Contact Information | Ilene Wasserman, Ph.D.: [iwasserman@icwconsulting.com](mailto:iwasserman@icwconsulting.com)  
David Tulin: [dtulin@thetulingroup.com](mailto:dtulin@thetulingroup.com) |
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<tr>
<td>Event Contact Information</td>
<td>Sidalia Reel <a href="mailto:sarreel@pacbell.net">sarreel@pacbell.net</a></td>
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| Event Contact Information     | Melanie Harrington: melanieh@vibrantpittsburgh.org  
Jessamine Montero-Michaels: jessamine.monteromichaels@diversitycollegium.org |

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| Event Contact Information     | Barbara Deane: Barbara@diversitycentral.com  
Donna Stringer: donnastringer42@gmail.com  
Effenus Henderson: effenus.henderson@i4sdi.org |
**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.*

**How does the GDIB address legal requirements?**

Legal requirements (such as Employment Equity and disabilities legislation) are an important aspect of D&I work. Some categories, such as Category 4: Recruitment, Development, and Advancement, will be impacted by the various legal requirements in different countries more than other categories. Because legislation varies by state, province, and country, each organization using the GDIB will need to ensure compliance with legislation in its diversity work. Many organizations make it a point to state that their D&I work extends beyond what is required by law.

**How can we apply GDIB, when some countries have laws forbidding certain types of diversity?**

We rely on the judgment and discretion of GDIB users to determine which of the benchmarks are appropriate in their country or locale. Furthermore, laws often lag behind norms related to D&I. That said, the authors and Expert Panelists feel we have an obligation to see the world for what it should be, as well as for what it is. Without this perspective, many of the ideas and benchmarks in the GDIB would be excluded. We also recognize that idealism cannot always compensate for deep-seated social and political realities. The GDIB represents what we believe to be the highest levels of D&I work. It is up to each individual—and each organization—to determine how to balance the ideas described here with the contextual understanding that comes from living in an imperfect world.

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**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

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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:

THE GDIB IS INCLUDED IN NEW BOOK--Managing Workplace Diversity and Inclusion--BY ROSEMARY HAYS-THOMAS

Managing Workplace Diversity and Inclusion bridges the gap between social science theory and research and the practical concerns of those working in diversity and inclusion by presenting an applied psychological perspective. Using foundational ideas in the field of diversity and inclusion as well as concepts in the social sciences, this book provides a set of cognitive tools for dealing with situations related to workplace diversity and applies both classic theories and new ideas to topics such as United States employment law, teamwork, gender, race and ethnicity, sexual orientation, and other areas. The book can be pre-ordered https://www.routledge.com

FREE MULTICULTURAL CALENDAR – IT’S GLOBAL


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.

RACHAEL NYARADZO ADAMS

MSc African Studies; BSocSci Social Anthropology, Media and Writing. Rachel Nyaradzo Adams, a facilitator, speaker, and coach focused on transformational leadership, is the founder and managing director of Narachi Leadership, a Pan-African leadership consultancy based in Harare, Zimbabwe. Narachi Leadership aims to develop deep benches of leaders across the African continent by providing leaders with transformational tools to shift themselves, their followers and their environments. Narachi works with corporates, entrepreneurs, the public sector, universities and high schools. Rachel’s focus on diversity started when she wrote her Master’s dissertation on race politics and transformation in higher education in South Africa. Since then her career has been focused in parts on advocating for inclusivity, particularly racial inclusivity, in corporate spaces. Previous roles were with Yale University where she led the launch of its Africa Initiative as Associate Director for Africa. Before that she was with McKinsey and Company (Johannesburg) where she was head of the McKinsey
Leadership Program (MLP) which she co-designed, implemented and managed. She was also a founding member of the transformation committee. Prior to this she worked with the Allan Gray Orbis Foundation as Regional Program Manager for leadership and entrepreneurship, Gauteng Region. Rachel is a Mandela Rhodes Scholar, a Desmond Tutu Leadership Fellow, a Mellon Mays Fellow and a Felix Scholar. She is a recipient of the Mellon Mays Leadership and Service Award. She read for her Masters in African Studies at the University of Oxford (St. Anthony’s College) and her Bachelor of Social Science in Social Anthropology and Media at the University of Cape Town.

Website: http://narachileadership.com/
Facebook: https://www.facebook.com/narachileadership/
Email: rachel@narachileadership.com

TRACY ANN CURTIS
A recognized global leader and well respected organizational and talent development executive with over 25 years of multinational experience. Tracy Ann brings a sophisticated, creative and pragmatic approach to all of her work. She attributes this to working globally throughout her career as well as having positions within Human Resources, IT Operations and Asia Pacific Sales. Tracy Ann’s most exciting role was relocating to Bangalore, India to lead the change management work associated with Cisco’s expanding IT Development Center. A six-month assignment in India turned into seven years of Tracy Ann leading Cisco transformation work across the Asia Pacific region. A core focus of Tracy Ann’s work is across the fast-changing business regions of Asia Pacific and given her love of the region, splits her time living between India and the United States.

Her work is anchored by the experience and insight of working and living around the globe and her commitment to purpose and meaning. She believes encouraging talent development, building inclusive environments, advancing women and diversity builds healthy cultures and delivers business results.

Email: tracyann@tac-global.net
Phones: +16507409623 (USA) & +91 9845905702 (INDIA)
Website: www.tac-global.net

HERSCHEL HERNDON
Herschel Herndon is the President and Founder of HRH Global Connections, LLC (HRHGC), a business consulting services firm which focuses on accelerating the performance of people and profits. The firm’s primary objective is to bring world class people and organizations together at the highest levels to work on BIG IDEAS which create long-term value. This is accomplished by offering strategic guidance and effective implementation approaches; market development to help identify, acquire and retain new customers; and global relationships by leveraging diversity competencies, multicultural markets and other differentiating solutions. Elevating, aligning and accelerating key strategic priorities and initiatives of Boards of Directors and executives help them achieve differentiating and sustainable results with MOJO (Momentum and Joy). Herndon has served as Vice President of Local Market Development at Best Buy (BBY), Chief Diversity Officer at Best Buy, Director of Global Communications and Diversity at The Stanley Works Black & Decker (SWK), Director of Corporate Diversity and International Director of Training at Deluxe Corporation (DLX). Herndon was
selected as one of the "Top 40 Inspirers in America for 2010 by Inspire Magazine, a publication designed to enhance the lives of leaders by providing inspirational messages and stories. He is certified at the professional level for completing course work in Child Brain Development at The Institutes for the Achievement of Human Potential in Philadelphia, PA. A native of Corpus Christi, Texas, Herndon graduated from the University of Wisconsin-Madison, with a degree in economics. HRH Global Connections, LLC is the fruition of Herndon’s dream to put his vast global experience into building his own business in collaboration with key associates.

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Facebook:  herschel.herndon1@facebook.com.
LinkedIn:  Linkedin.com/in/herschelherndon/

KENNETH NOWACK, Ph.D.
Dr. Kenneth M. Nowack is a licensed psychologist (PSY 13758) and President/Chief Research Officer of Envisia Learning Inc. (www.evisialearning.com), a leading international provider of leadership/talent assessment, training and development tools to coaches and consultants and President of LifeHub Inc. (www.getlifehub.com) a corporate health and wellness provider. Ken has conducted research and published extensively in the areas of 360° feedback, leadership, health psychology, survey research, assessment and coaching and serves as a member of the Consortium for Research on Emotional Intelligence (http://www.eiconsortium.org/members/nowack.htm). He is co-author of the new book Clueless: Coaching People Who Just Don’t Get It (http://www.evisialearning.com/clueless_book). He received his B.S. and M.S. degrees at the University of California, Davis, and his Ph.D. in Counseling Psychology from the University of California, Los Angeles where he serves as a guest lecturer in the Anderson School of Management. Ken also serves as the Associate Editor for the American Psychological Association publication Coaching Psychology Journal: Practice and Research.

Twitter:  http://twitter.com/envisia
Blog on leadership:  http://blog.evisialearning.com/

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.
25th WORLD HRD CONGRESS
February 14 to 17, 2017. The 17th is World D&I Congress Day.
Mumbai, India
The GDIB will be highlighted in several sessions at this conference. Alan Richter, co-author of the GDIB will do a presentation on the GDIB and will be receiving a D&I award on behalf of the GDIB. Three Expert Panelists, Elisabeth Kelan, Charlotte Sweeney and Lorelei Carobolante are also presenters and award recipients. Lorelei will moderate a discussion forum on disability, “Enabling the Disabled: Working Towards an Equal Opportunity Country.” She will include the GDIB in that discussion. Elisabeth will talk about her research on men and inclusive leadership (https://www.cranfield.ac.uk/som/research-centres/global-centre-for-gender-and-leadership/gender-inclusive-leadership). And Charlotte’s presentation will focus on creating the right D&I strategy for your organization. She will use the STAR framework from Inclusive Leadership (the new book she and Fleur Bothwick co-authored that was discussed in last month’s newsletter. Go here: http://www.diversitycollegium.org/newsletters.php ) to take participants through where they are at the moment and key actions required to progress them. For more information and to register for the conference, go to: http://worldhrdcongress.com/HRD/index.html

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_24XC5hO3i3LOe5n

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/

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 colleagues who are presenters:
Deb Dagit
Steve Hanamura
Ed Hubbard
Lisa Kepinski
Eddie Moore, Jr.
Julie O’Mara
Heather Price
Sidalia Reel
Margaret Regan
Jae Requiro
Alan Richter
Howard Ross
Riikka Salonen
Ilene Wasserman
Michael Wheeler
Lynda White
Mary-Frances Winters
Renée Yuengling
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 years’ 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

FORUM ON WORKPLACE INCLUSION
*** FREE **** WEBINAR SERIES
June 22, 2017 at 1:00 pm CST
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
Julie O’Mara • Julie.Omara@diversitycollegium.org • + 1 - 702-541-8920 • North Las Vegas NV 89084, USA

If you wish to unsubscribe from this free newsletter, notify us at GDIB@diversitycollegium.org