



Global Diversity & Inclusion Benchmarks Newsletter

Editor: GDIB Co-Author,
Julie O'Mara

for Expert Panelists, Users, and Others Interested in the GDIB
presented by



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 2017 edition is authored by Julie O'Mara, Alan Richter, Ph.D., and 95 Expert Panelists. It is provided free of charge by The Centre for Global Inclusion, a nonprofit organization with a mission to serve as a resource for research and education for individuals and organizations in their quest to improve diversity and inclusion practices around the world. The GDIB may be downloaded at: <http://centreforglobalinclusion.org>.

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.

Sign up for the GDIB newsletter & updates at:
<http://centreforglobalinclusion.org/the-centre-sign-up/>
Thank you.

11 October 2017

ANNOUNCEMENTS

⇒ Please put these new emails into your email system to ensure that they are accepted. We will start sending from them soon:

- TheCentre@centreforglobalinclusion.org
- Julie.Omara@centreforglobalinclusion.org
- Alan.Richter@centreforglobalinclusion.org
- Jeanne.Spahr@centreforglobalinclusion.org

SAVE THESE DATES - BUDGET TO ATTEND -- AND CONSIDER SPONSORING

- Global Diversity Day and The Forum on Workplace Inclusion – This will be held on the first day of The Forum on Workplace Inclusion Conference April 10 to 12, 2018. See story below.
- Monday April 16, 2018 in New York City – a free GDIB launch event in the late afternoon and evening.
- Tuesday, Wednesday, and Thursday, April 17, 18, 19 in New York City. We are planning a major research event where we will bring together 50 to 75 D&E experts and advocates to explore best practices plus of the future. We'll celebrate success and look to what's next. Design is underway. Expert Panelists Juan Lopez and Kay Iwata are on deck to facilitate using the Open Space Technology process. We are seeking sponsors, participants, and researcher to help. We are at the very early planning stages so much can change. Contact us if you are interested in helping.

More information below and on www.centreforglobalinclusion.org and/or email us at thecentre@centreforglobalinclusion.org

CONTRIBUTING TO A BETTER SOCIETY AND BEING ON THE RIGHT SIDE OF HISTORY

This editorial is a summary of my remarks – a cameo appearance via Google Hangouts (Google was the primary sponsor of this launch). Thank you for being here – I see your presence, your interest in learning more about the GDIB -- as a sign that you are standing up for the values of equity, diversity and inclusion.

Why are we offering the GDIB? Why are we so confident that “we’ve learned what works?” Why have we put so much energy into engaging 95 expert panelists into consensus decision making? Getting 95 experts to agree is not an easy task – trust me on that. Why have we labored over every word? Why do we update the benchmarks every 4 or 5 years?

Because we believe that if we can improve the quality of D&I work, it will not only help improve individual and organizational performance, but it will result in a more just – a better -- society.

Recent events –

- The many concerns about gender inequity in the tech – and other – industries.
- Athletes – and others – bending on one knee – to protest injustice
- Talking past each other in misguided attempts to reduce tensions
- Ethnic cleansing at the root of many terrorist attacks
- Racism, islamophobia, homophobia, sexism
- Shunning or standing still on increasing disability services
- Uncertainty about what we can and what we can’t talk about at work. Uncertainty about free speech... about hate speech. About a hostile work environment.
- Election interference – confusion and denial.
- And then there are hopeful responses, such as: The number of leaders – politicians and organizational – who are taking a stand to support justice and equity. The groups such as B-Corp members that sign up for “business as a force for good”
- It’s a long list ... and it’s a global list – there are more examples

I realize that many of you – probably most – have been touched organizationally and personally by these events.

The GDIB is designed to help all of us recognize and agree on what quality work in D&I is. It is more than training and education. It is more than programs. It is more than groups and celebrations. It is about achieving outcomes – we call them benchmarks. GDIB is free because many, many people are willing to put in the effort and the funding to help it be free.

As Price Cobbs, a GDIB Expert Panelist, and first recipient of the GDIB Vanguard Award said... “Rest assured... we are on the right side of history.” Julie O’Mara

ACTIONS TO HELP ACHIEVE THESE GLOBAL D&I BENCHMARKS

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

UC Berkeley: Connecting Students with Disabilities and Employers

Students with disabilities face unique challenges around job search and employment. In the US, for example, the nationwide unemployment rate for persons with disabilities with college degrees is 6.8% compared to 2.5% for non-disabled persons. There are many ways to help level the playing field for graduates with disabilities who are seeking employment. How best to help students with disabilities find and fill job opportunities that they are suited for and in which they will not be discriminated against for their disability. There are many employers today who are proactively seeking to hire graduates with disabilities. Thus, UC Berkeley needed a new Career Services model to provide an enhanced opportunity to connect students with disabilities with employers. UC Berkeley (UCB) has proposed a new model for providing career services to students with disabilities. It will hire a career services specialist who is also a disability specialist who will work in the Career Center and will report both to Career Services and the DSP Director. This new specialist will serve the broader Disabled Students' Program (DSP) population. Students who have been confirmed as a person with a disability by the Disabled Students' Program include students with both apparent and non-apparent disabilities, ranging from autism spectrum to learning disabilities to vision and hearing impairments to mental health disabilities to wheelchair users. This model of career services for DSP will allow the specialist to utilize all of the resources of the Career Center in working with DSP students. This specialist will also provide training to the rest of the career services staff on how to provide better service to persons with disabilities. Furthermore, hiring this position will send a message to our students with disabilities that we are committed to providing excellent services, beyond just compliance with the law, for all students with disabilities. The above information is provided by GDIB Expert Panelist Sidalia Reel, Ed.D., Staff Director, and Karen E. Nielson, JD/MSW, Director, Disabled Students' Programs, UC Berkeley, Division of Equity and Inclusion. For more information contact Karen at: knielson@berkeley.edu

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

GDIB HAS THE BENCHMARKS FOR THESE EGREGIOUS MISSTEPS!!!!

"The reporter asked: Why do these organizations keep missing the mark about diversity and inclusion in their advertising? How can they get it so wrong?" As I was writing this newsletter and watching TV simultaneously, I heard yet another

story about an advertiser making a significant diversity and inclusion misstep on advertising. This time it was Dove, a Unilever Company in a Facebook ad which they took down quickly after many accusations of racism. A month or so ago it was Pepsi. And there have been others. Who is vetting these ads? How could these obviously inappropriate ads get approved? The person being interviewed answers by saying that people of color need to review the ad prior to it running. Yes – although I would clarify that a group of people with diversity and inclusion expertise should screen the ads before they run – and these groups should have the authority to stop the ad. Below are several benchmarks that address this issue. Perhaps we should send them the GDIB!!!! Julie O'Mara.

- 13.5 (GDIB CATEGORY 13: MARKETING AND CUSTOMER SERVICES, LEVEL 4 PROGRESSIVE): While outside expertise may also be sought, the organization leverages the marketing, distribution, and customer service expertise of its diverse staff.
- 13.7 (GDIB CATEGORY 13: MARKETING AND CUSTOMER SERVICES, LEVEL 4 PROGRESSIVE): The marketing and sales force has intercultural competence and can adapt and work effectively with customers of many backgrounds.
- 13.9 (GDIB CATEGORY 13: MARKETING AND CUSTOMER SERVICES, LEVEL 4 PROGRESSIVE): Agencies and consulting services with expertise in diversity regularly provide advice.

SPONSORSHIPS AND DONATIONS

We will be sending a more formal request within the next few weeks, but for those of you working on 2018 budgets, please consider:

+++ ADD THE GDIB \$

**THE CENTRE FOR GLOBAL INCLUSION SPONSORSHIP
TO YOUR 2018 BUDGETS +++**

Or pay in advance from your 2017 budget!!!

Here is our “short list” of needs. It is our goal to continue to provide the GDIB and many D&I tools to all users at no cost. Therefore, funding is crucial. Please consider us. More specifics on our needs will be posted on the new site soon.

- Improving our user tools
- Improving our website accessibility for people with disabilities.
- Research: Please offer suggestions for what type of research you are seeking. We will soon announce a partnership to create a D&I Research Agenda! And see below for more information about a research event in the planning stages to be held in New York City.
- Education: We have many ideas for webinars and other educational materials.

- Sponsoring our exhibit at The Forum on Workplace Inclusion conference, April 2018 in Minneapolis.
- Sponsoring upcoming events around the world. Several are in the works. One is being planned for mid-April in New York City. Another in Orange County, California. Others are under discussion. And we are open to scheduling other cities around the world.
- A Spanish language edition of the GDIB.
- A French language edition of the GDIB.
- Social Media Plan and Implementation.

+ + +GDIB Version Branded with Your Logo + + +

If your organization would like its logo on the GDIB cover, we are happy to provide that for a fee of \$500 USD (\$450 USD for Expert Panelists, Board and Council members, and Alliances). This fee covers the production costs and also provides some additional operational funds for The Centre. For an additional \$500 USD we can also easily insert two pages (front and back) before or after the Table of Contents if you want to provide a special message from your organization, its leaders and/or members of the diversity and inclusion team. Email your request to TheCentre@centreforglobalinclusion.org.

NEWS, REQUESTS, AND IDEAS

BARBARA DEANE RECEIVES GDIB VANGUARD AWARD



Barbara Deane truly embodies the essence of a Vanguard in being at the forefront of developing ideas, inspiring others and having an innate ability to drive and make things happen. Her work as a Diversity & Inclusion professional over several decades reflects her internal commitment to making the world a better place through education, information, bringing people together and action for positive change.

She is co-founder and vice-president of The GilDeane Group, a Hispanic and woman-owned firm based in Seattle that provides consulting and training services on diversity, inclusion and intercultural effectiveness. She founded Diversity Central which is an on-line resource. She is co-founder of the NorthWest Diversity Learning Series, a collaborative venture on the part of progressive companies and organizations to build a diversity education resource in the Greater Seattle Area. Barbara has made her mark globally as a thought leader.

In addition to her already full-time workload, Barbara is a member of the board and coordinator of The Diversity Collegium, a think tank of internal and external diversity professionals. She is an active Expert Panelist for the GDIB. She is

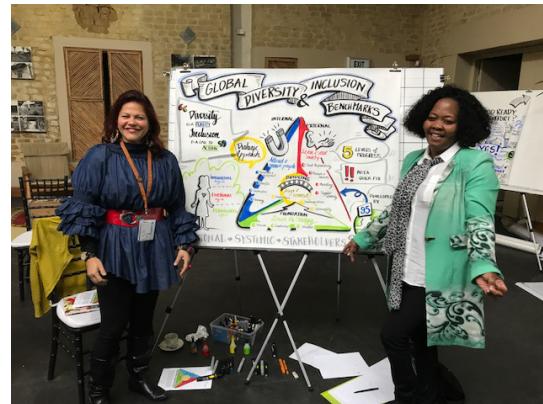
engaged as a Board member with Mexican folkloric dance group. And she is always there to support many in the field.

Her energy--a bit like the infamous "energizer bunny" -- seems boundless. It is because she knows what is important and what needs to be done to build a better today and tomorrow.

It is with great pleasure that we present Barbara with The Centre for Global Inclusion's Vanguard Award. Barbara, thank you for all you do--know that you and your work are valued and respected by those around you. Note: Expert Panelist Michael Wheeler helped write the award. Effenus Henderson, HenderWorks, Inc. and Joey McGuinness, Marketing and Outreach Manager for ISDI (Institute for Sustainable Diversity & Inclusion), members of the Seattle Launch Planning team (pictured above with Barb), helped keep it a secret.

DEVELOPING A SOCIAL MATRIX OF THE CURRENT REALITY USING SEVERAL GDIB CATEGORIES

Expert Panelists Tanya Cruz Teller (left) and Nene Molefi, facilitated the development of a social matrix of the current reality at IODA's (International Organization Development Association) FLOURISH! – its 2017 conference, Thriving through Diversity in Capetown, South Africa. Nene also gave the keynote address: *The Reality and The Hope of the World We Are Creating*. In addition, Tanya and Nene co-facilitated a 90-minute workshop on the GDIB, where they • Shared a free benchmarking framework • Co-created a picture of what is working with shared stories and • Engaged attendees in applying relevant benchmarking to their OD work.



GLOBAL INCLUSION FORUM DEBUTS APRIL 10, 2018

SAVE THE DATE

GDIB Expert Panelists, Lynda White and Nene Molefi, are teaming with the Forum on Workplace Inclusion to design and facilitate a new feature at the 30th anniversary conference in Minneapolis, Minnesota. The Global Inclusion Forum (GIF) will offer a new convening opportunity for engaging people and advancing ideas. Designed by and for international stakeholders, this full-day session aims to power dialogue around the unique and shared challenges of advancing workplace inclusion in countries outside the U.S. Participants will have the opportunity to both engage around presentations highlighting critical topics, and leverage open space technology to explore self-identified areas of interest. A call to action will encourage discovery and knowledge sharing with US and non-US peers that can create impacting shifts in global workplace inclusion. More information coming soon. Watch this site for the program and registration information.

<https://www.stthomas.edu/workplaceforum/>

TOOLS

THE GDIB has been updated for the 2017 changes. It is now a part of The Centre for Global Inclusion and the update reflects this. Go here <http://centreforglobalinclusion.org/downloads/> to download the 2017 edition. If you wish to use the GDIB (other than to share it with others) you will need to sign the permission agreement – it's all there on the site.

GDIB ASSESSMENT CHECKLISTS: LEADER GUIDE AND PARTICIPANT

MATERIALS. These have also been updated. To receive the checklists with the leader guide and participant materials, you must have signed the permission agreement. If you then want the checklists, request them at thecentre@centreforglobalinclusion.org

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>

GDIB AND THE CENTRE EVENTS

GLOBAL GDIB EVENTS UNDERWAY!!!!

Webinar in Spanish – [HELD](#)

Edmonton – [HELD](#)

Johannesburg – [TBD](#)

Los Angeles – [HELD](#)

Melbourne – [HELD](#)

Montreal – [HELD](#)

New York City – **April 16, 2018 (Planning underway)**

Orange County – **Likely in Spring, 2018**

Philadelphia – [TBD](#)

Pittsburgh – [TBD](#)

Portland/Salem – [HELD](#), POSSIBLY A SECOND TBD

San Diego – [HELD](#)

San Francisco/Oakland – [HELD](#)

São Paulo – [HELD](#)

Seattle – [HELD](#)

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. Let us know if you are interested in planning an event.

By Barbara Deane, GDIB Expert Panelist

SEATTLE GDIB LAUNCH – CONTINUED “HOT”!

September 27 was a “hot” night in Seattle—both in temperature and attendance as close to 200 people flowed into Google, the Platinum and Venue Host for the Seattle GDIB Launch event.



outreach



The Launch planning team dubbed the event a “huge success” on many levels: “The GDIB, the highlight of the event, was well received—people are hungry for tools and want more,” Effenus Henderson, noted. Terry Loving was excited to “see the energy around the networking.” Effenus and Terry are both members of the planning team.

“People didn’t know each other and were surprised and pleased to meet others interested in D&I,” discovered Randall Lane, Expert Panelist. “No matter what level of career, stage or status of the organizations, and or depth of knowledge – the GDIB provided a overview that allowed everyone to audit their practices for the better,” offered Steven Matly. “I loved the question about intersectionality,” said Barbara Deane, Expert Panelist, “the person wanted to know how the GDIB is handling this issue!” Steven and Barbara are both planning team members and Randall, a presenter at the event.

More than 100 organizations were represented at the event.

Additional Sponsors: Outreach (GOLD Sponsor), Zillow Group (Silver Sponsor), BECU (Bronze Sponsor), and SM Diversity, Institute for Sustainable Diversity & Inclusion, The Diversity Collegium, and the Forum on Workplace Inclusion.

Attendee reactions

One participant described the GDIB Launch as a “Spa day for my soul!” Another shared that “practitioners need to be held” further noting how important it is for people doing this work to come together—to talk, commune, share their feelings and their struggles.

Another participant remarked, “True belonging is when you don’t have to ask if you belong. [This is] what I look for, what sparks me to continue down this path.”

The Planning Team believed the event’s success was also due to its collaborative approach and the diversity of participants and organizations involved; the combination of Funding Sponsors, Promotional Sponsors, GDIB Expert Panelists, Sector Panelists and Breakout Session Captains created an eclectic forum where participants could share stories, have meaningful discussions, even disagree. Article (more reactions / quotes / presentations, and so forth continued at <http://centreforglobalinclusion.org/gdib-seattle-talks-diversity-and-inclusion-at-google/>

BIOS OF EXPERT PANELISTS

Each issue of this newsletter contains four bios. Bios of the 95 GDIB Expert Panelists are also on our website.

EMILIO EGEA

Emilio G. Egea is President of E.G.E. Associates, LLC, an organization development and management consulting firm specializing in the areas of leadership development, building effective teams and development/implementation of diversity and inclusion initiatives. Egea is a nationally recognized expert and leader in the field of diversity and inclusion with over twenty years of experience. An experienced lecturer, he has spoken at colleges and is a frequent speaker at professional association conferences.



He has been featured in the New York Times, Advertising Age, Hispanic Business, Diversity Inc, HR Executive as well as domestic and global network news. He was formerly a Corporate Vice President of Human Resources and Chief Diversity Officer for Prudential Financial where he was responsible for government compliance, employee opinion surveys, data, work-life initiatives as well as the diversity and inclusion function. Prior to that position, he was at AT&T where his career covered assignments in sales, marketing, field operations, information systems, labor relations and human resources. Egea earned his BAs in Business and Economics as well as Spanish from Moravian College and Executive Education Certificates from Wharton, Cornell and the University of Michigan. He has served on a U.S. Senate Task Force on Education and Employment, as Chair of the Board of Directors for the Equal Employment Advisory Council (EEAC), on the Editorial Board of the Diversity Factor and is a member of the Diversity Collegium. External recognition includes Diversity Best Practices – Diversity Officer Leadership Award, Hispanic Business – 100 Corporate Influentials, Black Enterprise - Top Executives in Diversity and the National Eagle Leadership Award for his contributions to the profession and community.

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KAY IWATA

Ms. Iwata is an internationally recognized leadership, organizational development and diversity management consultant, researcher and author. Her approach is global, strategic and systemic. It focuses on building from a strong business case that is anchored in the values and culture of the organization and its leaders. She has provided strategic planning, organizational cultural assessments, diversity & inclusion planning and implementation, leadership development, team building, conflict resolution, and executive coaching for organizations such as Johnson & Johnson, Dell Inc., Walmart, County of Alameda, County of San Diego, California State University Fresno and Texas A&M at San Antonio. Ms. Iwata's book, *The POWER of Diversity: 5 Essential Competencies for Leading a Diverse Workforce* provides a researched based focus on what specific behaviors and



actions diversity and inclusion competent leaders and managers consistently demonstrate. The results also appear in the 2010 ASTD Leadership Handbook. She has been named a Pioneer of Diversity by the Diversity Journal and has published articles with SHRM and Diversity Central. In addition to consulting Ms. Iwata has served on the Leadership California Board of Directors and chaired the Executive Advisory Council. She remains part of the faculty for their flagship program, California Issues and Trends. Ms. Iwata is also on the faculty with the Center for Asian Pacific American Women, where she was a past president. She is also on the Advisory Board for GEWEL, the first diversity and inclusion consulting firm in Japan. LinkedIn: <https://www.linkedin.com/pub/kay-iwata/1/b5b/8b5>
Website: www.kiwata.com

NIA JOYNSON-ROMANZINA

Nia Joynson-Romanzina is an award winning D&I futurist specialising in the emotional power of belonging. She advocates winning hearts and minds to unleash the ROI of D&I: Diversity of Perspectives. Former Managing Director and Global Head of Diversity & Inclusion for UBS and Swiss Re, Nia combines International Development at the United Nations and European Commission, with hands-on FTSE 500 global executive experience. Nia is the brains behind the award winning Own the Way You Work™ positioning trust at the epicentre of agile working and deep flexibility., resulting in higher productivity, elevated engagement, increased retention and lower absenteeism. Named in the Daily Telegraph 2016 Global Diversity list of top 10 Diversity Consultants, Nia is a guest lecturer at IMD Business School, and featured Huffington Post Blogger. She sits on the Harvard's Women Leadership Board, the EDGE Global Advisory Council, the WIN International Board of Advisors and the IMD Strategies for Leadership Advisory Board. She holds a Bachelors in Political Science from the University of Cardiff, an MSc in Development Management and an MA in Mass Communications from Leicester University. She is a Certified Executive Coach (ACC, CPCC) and Certified Change Manager (PROSCI). Originally from Wales, Nia lives in Zurich, Switzerland with her Swiss husband and two, Welsh speaking, daughters. When not actively championing her cause, she enjoys being with and cooking for her family and friends at home overlooking Zurich lake and the Swiss Alps. She loves to keep mentally and physically fit through yoga, hiking and running.



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JUDITH H. KATZ, Ed.D.

Fueled by passion for addressing systemic barriers, Judith Katz is a thought leader, practitioner, educator, and strategist. Recognized with the Organization Development Network Lifetime Achievement Award (2014) and as a Pioneer of Diversity by *Profiles in Diversity Journal*, Judith has been a leader in inclusion, diversity, and organization transformation for over 40 years. As Executive Vice President of The Kaleel Jamison Consulting Group, Inc.—one of *Consulting* magazine's Seven Small Jewels in 2010—she has helped organizations around the globe to leverage people's differences, increase engagement, and transform workplaces. Together with Frederick A. Miller, she co-created many key concepts, including the 12 Inclusive Behaviors. Her landmark book, *White Awareness: Handbook for Anti-Racism Training* (1978), was the first systematic training program to address racism from a white perspective. Her courageous autobiographical work, *No Fairy Godmothers, No Magic Wands: The Healing Process After Rape* (1984), assists rape survivors in the recovery process. She has co-authored with Fred Miller three books on diversity, inclusion and individual, team and organization performance; most recently, *Opening Doors to Teamwork and Collaboration: 4 Keys that Change EVERYTHING*. Many organizations have honored Judith with awards and accolades: OD Network's Outstanding Achievement in Global Work Award (2012) and the Larry Porter Award for OD Knowledge (2009). International Society of Diversity and Inclusion Professionals named her a Legend of Diversity in 2012. An accomplished speaker, researcher, and educator with over a 100 articles to her credit, she has been a GDIB reviewer since the founding of the Expert Panel.

Email: judithkatz@kjcg.com

LinkedIn: <http://www.linkedin.com/pub/judith-katz/3/69/453>

Website: <http://www.kjcg.com>

Twitter: @kjcginc



QUOTES FROM USERS

Send quotes to Julie at Julie.omara@centreforglobalinclusion.org.



"There is no substitute for sharing experiences with one another. The stories I heard at the Seattle GDIB Launch Event reminded me how common it is to misinterpret conformity to processes and behavior norms as evidence of a healthy culture. I now have greater appreciation for how often the conformity only masks pain and inequity in our organizations. Tools like the GDIB and professionals trained in its use are vital to understanding the true health status of our organizations."



Steve Burgon, Attorney

Ogden Murphy Wallace, P.L.L.C.

Seattle, Washington, USA



We have used the GDIB when revising our action plan for diversity and inclusion. This tool's simplicity and practicality allowed us to raise awareness of both management and unionized employees with regard to the best practices as well as to explore new courses of action. The ensuing exchange of information allowed us to target new measures that will enable the City to advance in its goals.



Stéphane Patry

Dotation, Talents et Développement Organisationnel
Service des Ressources Humaines
Ville de Montréal
Montréal, Quebec, Canada



We found the GDIB to be a strong learning tool that our organization has used to help us work towards our commitments around equity, diversity and inclusion.



Sue Hildick

President of Foundations for a Better Oregon/Chalkboard Project
Portland, Oregon, USA

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 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.

SIETAR USA Conference: "Building Bridges with Intercultural Competence: Changing World, Changing People, Changing Times"
October 18-21, 2017
San Diego, California, USA

Several Expert Panelists are involved in the planning and presenting of this conference. EP Janet Bennett is co-chair. EP Kelli McLoud-Schingen, is the plenary speaker for the Healing the Divides Track and GDIB Co-Author Alan Richter is conducting a session on ethics.

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.

More info coming soon. Check at this site: <http://www.sietarusa.org/Conference-Information>

**SHRM's D&I Conference + Exposition: Build a Better Business
Society for Human Resource Management
OCTOBER 23-25, 2017
San Francisco, California, USA**

Expert Panelist Lorelei Carobolante is speaking on "Religion, Beliefs and Culture: Elements of Diversity in the Workplace" and EP Howard Ross is speaking on "Our Search for Belonging: How A Desire to Connect Is Tearing Our Culture Apart" and colleague and former EP, Ed Hubbard is speaking on "How to Calculate Inclusion ROI With Evidence-Based Outcomes." Go to

<https://conferences.shrm.org/diversity-conference>

Who Should Attend?

- HR generalists or managers who need to provide measurable results for their company's diversity & inclusion (D&I) programs or initiatives.
- Aspiring HR or business leaders tasked with implementing a D&I program or initiative.
- HR professionals responsible for recruiting and retaining a diverse and inclusive workforce.
- Directors of D&I and chief diversity officers seeking innovative, forward-thinking strategies.

Why Should You Attend?

- To learn how to incorporate D&I as a critical component of your organization's corporate culture.
- To ensure that your organization's D&I strategy aligns with its business objectives.
- To create a globally inclusive and culturally competent workforce for the modern workplace.
- To review measurement and accountability mechanisms for successful D&I initiatives.
- To exchange ideas and to learn best practices for the ever-changing landscape of D&I.

Go to <https://conferences.shrm.org/diversity-conference>

**Technology Changes Everything: Innovating to Include People of All Abilities in a More Diverse Workforce
Baruch College
October 26 and October 27, 2017
New York, New York, USA**

Through several panel presentations and keynote speakers, this conference will highlight existing and emerging innovations promoting greater disability inclusion in the workplace. Topics to be addressed include: workforce development initiatives in technology and tech-intensive industries, training initiatives in the tech sector for people on the Autism Spectrum, inclusive design in tech products and services, entrepreneurship training and promotion for individuals with disabilities, and a discussion on how recruitment, screening, career development and job matching online tools can be designed to facilitate greater inclusion of people with disabilities in the workplace. One of the panels will be moderated by GDIB Co-Author Alan

Richter, exploring new best practices in accessibility and inclusion for people with disabilities. For more information please contact: Susanne Bruyère, Director of the Yang-Tan Institute on Employment and Disability, Cornell University at ilr_yti@cornell.edu Registration: <http://www.yti.cornell.edu/technology>

GDIB Workshops in Pakistan

8 November 2017 • Karachi, Pakistan

Presented by HR Metrics (SHRM partner in Pakistan)

The main aim of this initiative is to facilitate organisations in developing a D&I Champion, who can learn the Global Diversity & Inclusion Standards and implement them at the organisation level. The D&I Champion will be provided coaching on understanding the process of D&I gap analysis, developing a business case, benchmarking and action planning for 14 key business processes. Focus of the intervention will be the organisation's sustainability through social and financial impact. To execute the GDIB at the organisation level, D&I Resource Group (DIRG) has been formed. The main objective of DIRG is to groom professionals, DIRG members will be given the opportunity to share their insight on challenges and opportunities being faced in organisations. More details at <http://thehrmetrics.com/diversity-conference/>

Association for Talent Development (ATD) 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

The GDIB has formed an alliance with the Forum. Sponsorships are now available for the Forum conference and the 2018 program will be posted soon. Go here <https://www.stthomas.edu/workplaceforum/>

CALLS FOR PROPOSALS

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

None open that we know of. Please send proposal opportunities and we will post.

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 and we will list here.

Unconscious Bias courses including Train the Trainer

Offered by Cook Ross

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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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