

The GDIB Newsletter

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

Editor: GDIB Co-author Julie O'Mara

Issue: 11 August 2016

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 of charge and may be downloaded at www.diversitycollegium.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.

Send us potential reader contact information and we will add them. Thank you.

EDITORIAL

THE OLYMPICS – A MOMENT OF POSITIVE D&I MESSAGING

I write this inspired by the opening ceremony of the Olympics in Rio de Janeiro. Messages of the positive impact of diversity and inclusion abounded. The artistry of the music, song, dance, and design and the movement to end what divides us and focus on what brings us together were strong. And an additional beauty of the show was that it was done with much less expenditures than previous Olympic ceremonies out of respect for the current economic condition of the country. And the show was spectacular. I also felt a sense of pride that our first two locally sponsored GDIB Tenth Anniversary Launch Events were held in São Paulo, Brazil's largest city, and Tokyo, Japan site of the 2020 Olympics. In a time when there is much hate in our world, it was wonderful to feel the joy of the opening ceremony, the connection with our D&I work and the hope for the world when we can all come together to celebrate excellence, balancing healthy competition and collaboration. *Julie*

STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE THESE D&I BENCHMARKS

- ☒ 5.3 (GDIB Category 5: Benefits, Work-life Integration, and Flexibility. LEVEL 5 BEST PRACTICES). The organization accepts and recognizes diversity in language and accents, dress, religion, physical appearance, and non-traditional schedules as fully legitimate.
- ☒ 5.16 (GDIB Category 5: Benefits, Work-life Integration, and Flexibility. LEVEL 3. PROACTIVE). Flexibility in personal appearance and one's workspace is allowed for most employees, provide it is done in a culturally sensitive way.

“NO NUDITY” IS ONE ORGANIZATION’S ENTIRE DRESS CODE – WHAT DOES THAT HAVE TO DO WITH D&I?

Granted, the headline above is provocative. It’s a line in a Point – Counter Point feature, *Should Dress Codes Be More Relaxed?* by Maddie Grant and Tess C. Taylor in the June, 2016 issue of HR Magazine. Grant’s point is that dress codes need to be more relaxed. She says, “authenticity and individual expression (hallmarks of social media) are becoming more important at work.” She aligns today’s digital work and mindset with designing software that is customizable and continuous improvement and makes the point that “allowing workers to wear what they want is consistent with this mindset.” Good point that is consistent inclusion. On the other hand, Taylor says dress codes should not be relaxed because they (1) establish the brand, (2) have a strong influence on work performance, (3) formal dress codes create stronger work cultures, (4) dress codes help establish consistent work practices, and (5) employees don’t mind dress codes as much as you think.” But neither mentions the D&I aspects such as a position on “ethnic dress” or opposition to T-shirts with messages that others may find offensive. As D&I practitioners we need to engage in the dress code conversation to help ensure inclusion for all.

NEWS, IDEAS ABOUT AND FROM USERS AND EXPERT PANELISTS

Do you have news and/or best practices to announce/share? Information you need? Send and we’ll share it.

ANNOUNCING GDIB EDITION FOR HIGHER AND TERTIARY EDUCATION PROVIDED BY ACPA – YOU ARE INVITED TO THE LAUNCH EVENT SEPTEMBER 9 IN WASHINGTON, D.C.

We are excited to announce that the ACPA—College Student Educators International has approved and adopted a customized edition of the GDIB for Higher and Tertiary Education Institutions. Like the general GDIB, it is free of charge and requires signing a permission agreement to use it. It will be launched on September 9 in Washington, D.C. See page 6 below for specifics about the launch. You are invited. Please RSVP.

The GDIB was customized under the direction of GDIB Expert Panelist Cindi Love -- see her bio at <http://www.diversitycollegium.org/expertpanelists.php> ACPA was founded in 1924 in Berkeley, California as a student placement association which evolved over time to be the leading higher education association specializing in student learning and development. ACPA now operates in Washington, DC and has published the Journal of College Student Development (JCSD) since 1951. JCSD holds the distinction of publishing more research on race than any other Tier 1 higher education journal. ACPA core values include equity and inclusion and upholding these values is part of the ACPA Code of Ethics. More than 7,000 campuses in the world employ professionals in student affairs/life/services. ACPA is dedicated to rigorous research that can be translated into effective practices for campuses to increase diversity, assert and realize human dignity, infuse social justice and inclusion. ACPA will encourage campuses and higher education associations to adopt the GDIB adapted for higher education.

The changes include those in terminology -- such as changing the word organization to institution in several places and the word customer to student in others. In addition, Categories 12 and 13 (product development and marketing) have a few more changes. In a few days this edition will be available at www.diversitycollegium.org in the Global D&I Benchmarks section. You will see an ACPA landing page when you scroll down. The ACPA edition is available to anyone who signs the special permission agreement. The terms of use are the same as for the general GDIB.

EP CHARLOTTE SWEENEY AND FLEUR BOTHWICK *INCLUSIVE LEADERSHIP* BOOK AVAILABLE 4 OCTOBER 2016

Expert Panelist, Charlotte Sweeney, CEO Charlotte Sweeney Associates, Ltd., and Fleur Bothwick, Director D&I EMEA for EY, both located in the UK, announce the availability of their book. "Much has been said and written about the real meaning of a diverse workforce and the benefits of everyone feeling included. Over the last couple of decades, we have seen many organisations grappling with the challenges of building a truly diverse and inclusive workforce, but there are few that seem to have achieved sustainable long-term change. Academics tell us that 70% of change programmes fail because they are not underpinned by change management principles. A key challenge in the D&I field is that all too often, organisations are too heavily reliant on a collection of initiatives such as networks and minority leadership programmes. This new book, 'Inclusive Leadership - the definitive guide to developing and executing an impactful diversity and inclusion strategy locally and globally' aims to help organisations achieve the change that they are looking for in a straightforward, highly pragmatic style. Looking at all aspects of business, it works through the whole employee life cycle, considerations for how you go to market and managing a diverse supply chain. It introduces a framework that any sized organisation can use, to help them think about where they are on their D&I journey and where they want to be. There are also examples of leading thinking and good practice from around the world." The book can be pre-ordered from Amazon at <https://www.amazon.co.uk/Inclusive-Leadership-Definitive-Developing-Executing/dp/1292112727>. Or go to your country Amazon to search for the book. Amazon US lists it for \$46 and free shipping if you have Prime. Events are currently being planned in locations around the world to promote the book. If you would like to discuss further opportunities please contact Charlotte and Fleur at info@charlottesweeney.com

NEWS, REQUESTS, AND IDEAS

PLEASE HELP IN GETTING THE WORD OUT FOR A NEW RESEARCH PROJECT ON ETHICAL DECISION-MAKING THAT CO-AUTHOR ALAN RICHTER IS CONDUCTING IN PARTNERSHIP WITH THE PROJECT MANAGEMENT INSTITUTE (PMI)

The Project Management Institute (PMI) has partnered with QED Consulting to create a survey to explore global responses to ethical issues and dilemmas, and examine the influence of culture as well as gender, age, education, profession, etc., on ethical decision-making. The survey results will illuminate differences in ethical decision-making across diversity dimensions, specifically in the workplace. We wish to gather data from all around the world, so **please share this invitation and link to take the survey**. It will only take about 15-20 minutes to complete. We will post findings on the PMI website once we have sufficient data analyzed. To take the survey, please go to: www.research.net/r/globalethicsresearch Please only take it once, but share the link freely. The survey will stay open to the end of 2016.

ARE YOU INTERESTED IN HAVING A GDIB IN SPANISH?

One of our Expert Panelists, Tatiana Revilla Solís, Ph.D., is interested in translating the GDIB into Spanish. If you are interested in helping, sponsoring development, or using this translation, please let us know.

WOULD YOU LIKE YOUR LOGO ON THE GDIB COVER?

We have an opportunity for EP and users to Co-Brand the GDIB. Contact Julie if you are interested in learning more.

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 EDITION LAUNCH EVENTS

GLOBAL 2016 GDIB 10TH ANNIVERSITY LAUNCH EVENT PLANNING UNDERWAY!!!!

Argentina
Brisbane
Edmonton
Johannesburg
Latin America-Webinar
London
Los Angeles
Melbourne
Mexico
Montreal
New York
Orange County
Perth
Philadelphia
Pittsburgh
Portland
San Diego
San Francisco/Oakland
São Paulo – **HELD!**
Seattle
Shanghai
Sydney
Tokyo – **HELD!**
Toronto
Vancouver
Washington, DC
Your city/region/event?????

EP and Users are planning 2016 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 regularly.

SEPTEMBER 9: UPCOMING WASHINGTON, DC LAUNCH UNVEILS ACPA HIGHER AND TERTIARY EDUCATION EDITION OF GDIB (See article on Page 1). **REGISTER ASAP AS SPACE IS LIMITED**



**GDIB 10th Anniversary
Launch Event**

Launch Event	ACPA Special Edition of the Global Diversity & Inclusion Benchmarks (GDIB) for Higher and Tertiary Education
Date, Time, Location	Friday, September 9, 3-5 pm The National Center for Higher Education One Dupont Circle NW Washington, DC
Event Description	Providing a Platform for Assessing and Achieving the Values of Equity and Inclusion in Campus Communities Speakers to be announced soon. <i>Hors d'oeuvres, Champagne & More</i>
Partners, Sponsors, Speakers	American College Personnel Association (ACPA)-College Student Educators International
Other	Admission is Free. Please RSVP to swalters@acpa.nche.edu
Event Contact Information	Cynthia Love clove@acpa.nche.edu

SEPT 22: UPCOMING LOS ANGELES LAUNCH. REGISTER ASAP AS SPACE IS LIMITED. – ASK US FOR THE SPECIAL INVITATION THAT YOU CAN FORWARD TO OTHERS.



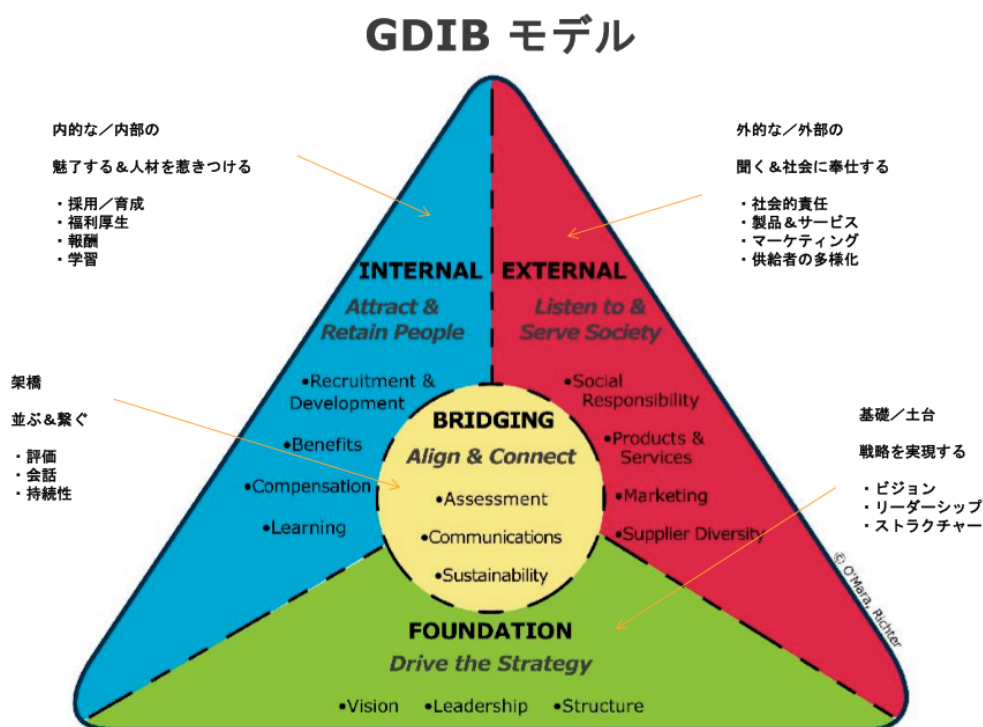
**GDIB 10th Anniversary
Launch Event**

Lunch Event Name	"Identifying the Business Case for Diversity & Inclusion" Workshop and Networking
Date, Time & Location	Thursday, September 22, 2016: 6:00 pm – 8:30 pm (PST) Toyota Automobile Museum 19600 Van Ness Ave. • Torrance, CA 90501
Workshop Description & Presenters	Presenters will discuss an approach that led to alignment around the D&I business case for a specific client, including the use of the GDIB during the assessment & benchmarking phases of the process. Lori Heffelfinger, MSOD <i>Principal, The Heffelfinger Company</i> Denise Kirwan, MSOD, PCC <i>Vice-President, Los Angeles Diversity Council; Principal, TracksGlobal</i>
Speakers	Julie O'Mara <i>Co-Author, Global Diversity & Inclusion Benchmarks (GDIB)</i>

	Jennifer “Jae” Requirio <i>National Manager of Diversity and Inclusion, Toyota Financial Services; GDIB Expert Panelist</i> Hiroko Tatebe <i>Founder and Executive Director, Global Organization for Leadership and Diversity (GOLD); GDIB Expert Panelist</i>
Sponsors	Event Sponsor Toyota Financial Services Collaborating Sponsors (alpha order) California/Los Angeles Diversity Council The Diversity Collegium The Forum of Workforce Diversity Global Organization for Leadership and Diversity (GOLD) Japan America Society of Southern California
Other	Admission Fee: Free. Please register online ASAP as space is limited. https://www.eventbrite.com/e/identifying-the-business-case-for-diversity-inclusion-tickets-26846344138
Contact	Hiroko Tatebe GDIBLA@goldleaders.org

HIGHLIGHTS OF TOKYO, JAPAN LAUNCH – HELD JULY 20, 2016

The GDIB launch was coupled with an event sponsored by EY and the Diversity & Inclusion Asia Network (DIAN). It was held July 20 at 4:00 to 6:30 pm at Ernst & Young Offices in Tokyo. Some materials were translated into Japanese. Photos of the speakers and participants gathered around tables showing the GDIB model and handouts translated into Japanese were taken, however we can't show photos without the permission of everyone in them. And there were too many. GDIB Expert Panelist Janelle Sassaki, Executive Director D&I EY Advisory Japan led on planning and was a speaker at the launch. GDIB Expert Panelist, Ann Sado, Executive Director, Breakthrough Seminars Inc., Tokyo, also spoke.



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HIGHLIGHTS OF BRAZIL LAUNCH HELD AUGUST 3

Expert Panelist, Cristina Carvalho organized and spoke at the launch event held August 3 from 8:30 to 11:30 am in the auditorium of the main sponsor, Sodexo. Other sponsors were Business Professional Women of Sao Paulo and InterFlo Consultoria, Instituto Iros. More photos and information at www.diversitycollegium.org ... Global D&I Benchmarks ... Tenth Anniversary Launch events. The primary language of the event was Portuguese and the GDIB was translated. That translation will soon be available for everyone to use. It will be posted soon.



From left to right: Giovanni Harvey (Founder of Incubadora Afrobrasileira); Andrea Dutra (Executive Director of HR - Sodexo On-Site); Mizael Conrado (Vice-President of Brazilian Paralympic Committee); Desembargador Antonio Carlos Malheiros (Court of Justice); Thays Martinez (President of Instituto Iris), and Diesel(her dog); Fábio Barbosa (Vice-President of Itaú Social); Maria Cristina Carvalho (EP, Partner of InterElo Consultoria and VP of BPW-SP); Jairo Marques (Columnist and Journalist - Folha de São Paulo Newspaper) and Marcia Kitz (President of BPW-SP).

Welcome: Sodexo On-Site (Andrea Dutra – Executive Director of HR) and BPW-SP (Marcia Kitz – President)

Recognized Speakers:

- 1) Fábio Barbosa – Itaú Social
- 2) Cristina Carvalho (EP), InterElo Consultoria – GDIB approach/Portuguese version
- 3) Prof. Bernardo Ferdman (EP), Ferdman Consulting – Alliant International University

Talk Show Speakers: Fábio Barbosa - Itaú Social; Giovanni Harvey – Incubadora Afro Brasileira; Des. Antonio Carlos Malheiros – Court of Justice; Mizael Conrado – Paralympic Games Committee; and Thays Martinez – Instituto Iris.

Moderator: Jairo Marques – Folha de S. Paulo Newspaper

Business Cases: **Sodexo On-Site** by Andrea Dutra and **Polícia Militar de São Paulo** by Ten. Cel. Geórgia Abílio Públio Mendes

Moderator: Erika Zoeller – BPW-SP



Expert Panelist Bernardo Ferdman, Ph.D. spoke in Spanish on the GDIB by video conference.

OTHER EXCITING LAUNCH UPDATES – CHECK WEBSITE FOR MORE INFORMATION.

• Breakfast Event-Connecting to Other Events

EP Susanne Moore, from The Centre for Gender Economics and Innovation, will host three GDIB launch events in Australia. The D&I benchmarks of the GDIB are linked in a diagnostic developed by Moore. Highlighting solutions rather than issues, as well as providing some practical toolkits complementing the diagnostic, the breakfast sessions will incorporate a GDIB presentation and discussion. Breakfast events will be in Brisbane, Melbourne, and Perth tentatively scheduled for October/November 2016.

• **More plans underway. There are 4 launch events in Canadian cities in October and November. San Diego is October 5th. Orange County in October or November. Others being planned. Let us know if you want to hold/host/or sponsor an event.**

SOCIAL MEDIA TIPS FOR GDIB

Social Media Tips and Tricks

Now easier than ever - Help us meet our D&I Ultimate Goals. You can help meet our ultimate goals (GDIB, page 2) of Creating a Better World and Improving Organizational Performance, by passing our newsletter along to others that you think would be interested in the GDIB and advancing D&I work. The GDIB Newsletter links are shared on our Facebook, Twitter, and LinkedIn accounts. You can now easily repost, share, and promote the Newsletter links on your social media platforms as well.



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>

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.

SHIRLEY DAVIS, Ph.D., SPHR, SHRM-SCP, CSP

Dr. Davis is an accomplished corporate executive, global workforce and talent management expert, and international speaker. She is President and CEO of SDS Global Enterprises, Inc., a strategic development solutions firm (SDS) that provides strategies which enable organizations to build high performing and inclusive cultures that thrive in a competitive and changing environment. She has also worked in more than 12 countries around the world. Dr. Davis has nearly 30 years of business experience and has worked at five Fortune 50 and 100 companies in various senior and executive leadership roles. Most recently, for 8 years she was the Global

Head of Diversity & Inclusion and Workplace Strategies for the Society for Human Resource Management (SHRM), the world's largest HR membership association. She has been featured and quoted on NBC's The Today Show, NPR, in the Wall Street Journal, CNN.Com, Essence Magazine, Black Enterprise Magazine, The Washington Post, HR Magazine, Diversity Woman Magazine and has been honored with numerous awards. In 2015, she was inducted into the National Speakers Association as a Certified Speaking Professional, a designation only held by 12% of speakers worldwide and by only 10 African American females. She holds a Bachelor's in Pre-Law; a Master's in HR Management; and a Ph.D. in Business and Organization Management. She's a former Miss District of Columbia, Mrs. Oklahoma, Ms. Virginia, and in 2000 won the national title of Ms. America United States. She is the author of the new book, "Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life," and released her second book in 2016, "The Seat: How to Get Invited to the Table When You're Over-Performing and Undervalued."

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

TISA JACKSON

Tisa, head of Global Diversity & Inclusion Practice Management, Microsoft, is a visionary leader with purposeful passion who believes being a diversity and inclusion leader is a privileged obligation. She's a respected strategist, disruptive thought leader, speaker, community builder, and business leader. Tisa has received several accolades personally and for her employers including Global Organization for Leadership & Diversity's Bridge Builder Award, Emerson College 2014 Distinguished Alumni Award, and DiversityInc's Top 10 Regional Companies for Diversity list. Throughout her career she has been a key architect in the creation and transformation of Diversity & Inclusion strategies & functions, provided global strategic direction & consultation, managed human capital departments (e.g., Recruitment, Organization Development), developed & implemented community development & branding programs, built internal & external consortiums, conceived & executed employee engagement initiatives, deployed training & development programs for the Americas, Asia, the Oceania, and/or Europe, Middle East, and Africa (EMEA) regions. Her work has been performed for diverse companies ranging from Global 100 and Fortune 25 to start-ups and non-profits in the Internet, semiconductor, software, financial services, telecommunications, and management consulting industries for Microsoft, Deloitte, Cisco, Hewlett Packard, Advanced Micro Devices (AMD), and Mitsubishi UFJ Financial Group. Tisa's work has been featured the Wall Street Journal and HR Magazine, and others. Her columns have been published in Diversity Journal, addressing topics such as cultural competency, market intelligence, creating a training plan, and the future of Diversity & Inclusion. Tisa holds a BS in Management and Organizational Behavior and Political Communications from Emerson College in Boston, MA.

LinkedIn: www.linkedin.com/in/tisajackson

LORIE VALLE-YAÑEZ

Lorie Valle-Yañez serves as VP, Chief Diversity Officer for MassMutual Financial Group; a Fortune 100 financial services company based in Springfield, MA. Lorie helps the company leverage its human capital, solve challenges, grow in new markets and innovate. Under her guidance and leadership, MassMutual rose up the ranks to become a leading company for diversity and inclusion, currently recognized as a top company by DiversityInc, the National Association for Female Executives, the Human Rights Campaign, and Working Mother Media. Lorie has over 25 years of experience in the diversity arena. She is a member of the Diversity Collegium, a founding member of "The Intersection Society" (a global movement to innovate through diversity), and serves on the Corporate Advisory Board for ALPFA. Prior to MassMutual, Lorie was the Senior Director for Diversity, Work/Life and Wellness at ESPN, Inc. Designing ESPN's first diversity and inclusion strategy, she successfully led initiatives to impact diversity, inclusion, engagement and wellness, garnering prestigious industry awards for the company. Prior to

ESPN, Lorie led Diversity and Work/Life Programs at Lawrence Livermore National Laboratory. Lorie holds a B.S. degree in Organizational Behavior from the University of San Francisco. She is the recipient of several awards, including Latina Style Top 10 Latina Executives (2016), Black Enterprise Top 100 Executives in Corporate Diversity (2014 & 2015), and Uptown Professional Top 100 Executives (2012 & 2014).

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KATE VERNON

Kate Vernon is Director, Strategic Programmes at Community Business, a leading not-for-profit organisation whose mission is to lead, inspire and support businesses to improve their positive impact on people and communities. In this role she oversees strategic initiatives, research and special projects. Kate works closely with the CEO in defining Community Business' direction across all of lines of business – with a particular focus on diversity and inclusion. As a leading member of Community Business since 2005, Kate has played an instrumental role in building Community Business as an organisation and establishing and strengthening its position as a thought leader. Kate leads Community Business' research work and has authored numerous publications relating to all aspects of diversity and inclusion in the workplace in Asia - from gender and culture to disability and LGBT. She has also led the development and implementation of benchmarks, frameworks and indexes to drive the adoption of best practice in the region. Prior to Community Business, Kate worked for 12 years in the private sector, holding senior international marketing positions for global companies such as Reed Elsevier, Aspect Telecommunications, Cable & Wireless and PeopleSoft. Kate has always had a passion for Asia, and holds a first class degree in Chinese Studies from Durham University.

Website: www.communitybusiness.org

Email: kate.vernon@communitybusiness.org

EXPERT PANELISTS AND GDIB SUPPORTERS ON THE MOVE

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

EP Chris Mendoza, DBA., who was most recently at MassMutual Financial Group in Springfield, MA., is searching for his next opportunity to leverage his 20+ years of experience as a strategic marketer & diversity practitioner. Proven results and a recognized leader. Contact Chris at: chrismendoza1214@gmail.com, or by phone at 847-912-2715.

CALLS FOR PROPOSALS

For the ATD – The Association for Talent Development -- International Conference and Exposition • Atlanta, Georgia • May 21 to 24, 2017. Submission deadline is August 16, 2016. Go here <https://www.td.org/Events/Speaking-Opportunities/ICE-Speaker-Information>

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.***

CENTRAL COAST HUMAN RESOURCE ASSOCIATION (SHRM AFFILIATE)
Annual HR Summit Conference: Inclusion--Together We're Better!
8:00 am to 1:00 pm, September 21, 2016
Monterey, California, USA

Expert Panelist Lorelei Carobolante, MBA, GPHR, SHRM-SCP, SCRIP, who leads G2nd Systems, an international instructional design and technology firm that helps organizations ameliorate workplace challenges encountered by non-native and native English speakers from different countries, is a featured workshop speaker on "How to Create an Inclusive Environment." She will use the GDIB as she leads an interactive workshop that "will explore and define the dynamics of the multi-cultural workplace and how to create inclusion across cultures, generations, and various types of work environments." To register:

<http://cchra.shrm.org/events/2016/09/annual-summit-conference-inclusion-together-were-better>

SAN DIEGO SHRM (SOCIETY FOR HUMAN RESOURCE MANGEMENT) Workplace Strategies Conference
September 21, 2016
San Diego, California, USA

Although not yet confirmed, it is likely that Expert Panelist Bernardo Ferdman will speak at this conference. Information about this came to me (Julie) literally as I was sending the newsletter out and I don't have much information. To learn more and register go to

<http://www.sdshrm.org/events/EventDetails.aspx?id=831229>

CCDI: Canadian Centre for Diversity and Inclusion
The UNConference. 2016 Topic is Measurement
October & November, 2016. See website for specific dates and registration.
Vancouver, Edmonton, Toronto, Montreal, CANADA

GDIB Expert Panelist Cathy Gallagher-Louisy, Director, Knowledge Services CCDI, is conference co-chair. The GDIB will be covered in the morning plenary at each event. Plus, see details about the launch events at <http://diversitycollegium.org/launch.php> there will be a special GDIB launch event the evening before each of these UNConferences. There are the conference objectives:

- Learn about the latest research and most innovative approaches to measuring and analyzing the impact of diversity and inclusion within all types of organizations;
- Explore different frameworks / strategic approaches to measurement; and
- Develop a measurement plan for your own organization.

Go to: www.ccdi.ca

SIETAR (Society for Intercultural Education Training and Research) USA
November 9 to 12, 2016
Tulsa, Oklahoma USA

The theme is Intercultural Stories of Disconnection. The presenter proposal review process is underway with program information coming soon. GDIB Expert Panelist Kelli McLoud-Schingen is Co-Chair. Go to <http://www.sietarusa.org/2016conference> for more information.

HR SUMMIT AND EXPO
November 14 to 16, 2016
Dubai, United Arab Emirates

Expert Panelist Lorelei Carobolante, MBA, GPHR, SHRM-SCP, SCRIP, who leads G2nd Systems, an international instructional design and technology firm that helps organizations ameliorate workplace challenges encountered by non-native and native English speakers from different

countries, is very excited to announce that she will be presenting two sessions that mention the GDIB. One is a 45-minute concurrent (Employee Engagement Trask); and another is a six-hour SHRM Sponsored Masterclass workshop on "Adding Global D&I Benchmarks to Your HR Toolkit". This conference features 125+ Global Renowned Speakers, 100+ Focused Sessions, 10 Certified Master Classes, 7 Tailored Tracks, 3 Dedicated Summits (Lorelei is speaking as part of the Employee Engagement Summit), 3 Inspirational Gurus and many sponsors and exhibitors. To learn more about the conference and register go to:

<http://assets.iirme.com/Sites/iirme.com/Conferences/HR/hrsummit/Brochure/AZ3109/HRSummitandExpo2016.pdf> Please let us know if you will be attending so Lorelei can connect with you.

COMMUNITY BUSINESS CONFERENCE 2016

"Harnessing the Power of Business to Drive Social Change"

15 to 16 November 2016

Regal Airport Hong Kong

Register before 31 August for 10% discount

Expert Panelist Kate Vernon is Director of Strategic Programmes for Community Business / DIAN (D&I Asia Network) Project, sponsor of this conference. The program is robust with many sessions on Best Practices. They too have a focus on the United Nations Sustainable Development Goals (SDGs) which align with the new Category of the GDIB 2016 edition. There is a session on Gender Inequity, Exploring Cultural Biases in Asia, Moving Beyond a Focus on Quotas, and many others. Go to <http://www.communitybusinessconference2016.org/>

FORUM ON WORKPLACE INCLUSION

March 28 to 30, 2017

Minneapolis, Minneapolis USA

This conference has grown over the years to have an international audience. In 2016 twenty-eight GDIB EP and users were presenters. Registration information coming soon. Go here to see information about the 2016 Conference. 2017 Theme in ALL IN!!!

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

PLEASE DONATE TO DIVERSITY COLLEGIUM FOR GDIB

If you can, please contribute to funding the GDIB. You will notice the DONATE OR PAY button on the home page. And if your organization or your client organizations are able to give grants, let us know. We have so many ideas for research projects and user tools — and thank you to all of you who keep sending us ideas. We continue to get amazing positive feedback and thanks for doing the GDIB. It has now grown to more than Alan and I can fund by ourselves. The Diversity Collegium is engaged and soon we'll be doing some specific fundraising, but we could use some general help now. Let us know if you personally or your organization can contribute and we'll facilitate the process. www.diversitycollegium.org.

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

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