



Global Diversity & Inclusion Benchmarks Newsletter

Editor: GDIB Co-Author, Julie O'Mara

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

The Centre  Global Inclusion



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 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://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.

A **BIG** ANNOUNCEMENT

WE HAVE FORMED A NONPROFIT ORGANIZATION – THE CENTRE FOR GLOBAL INCLUSION

We are thrilled to announce that we have formed a new nonprofit entity: The Centre for Global Inclusion, incorporated July 5, 2017.

The Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World (GDIB) and all related tools and materials will become part of that new entity along with many other services that will help meet our new 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 Centre logo appears above on the newsletter masthead.

Founding Board members are: Julie O'Mara as Board Chair and President, Alan Richter as Treasurer, and Nene Molefi as Secretary. Go here to see their bios:
<http://www.diversitycollegium.org/expertpanelists.php>

We are in the process of filing the paperwork to obtain US IRS 501c3 nonprofit tax exempt status and have started operations as such. We have organized as a public charity focused on education and research on diversity and inclusion around the world.

We are therefore changing our relationship with The Diversity Collegium, which holds 501c6 IRS status. That status does not enable individuals and organizations to receive tax

exempt credit for donations. The Collegium is still very much an important supporter of the GDIB. Since 2013, The Collegium has committed time, energy, and resources to enable the GDIB to continue its successful growth. We are so appreciative of The Collegium's commitment to the GDIB and being our "home" from 2013 until now. It is now time for us to take this next step to maximize, not only the potential of the GDIB, but to grow to achieve The Centre's mission as stated above.

The past couple of years have seen a tremendous increase in activity and interest in the GDIB. While this is all good, providing something for free comes at a significant cost both financially and in time and resources. The 501c3 status provides the structure to raise funds from multiple sources. Keeping the GDIB free is a promise we have kept since it was first published by us in 2006. We intend to keep that promise.

You will be hearing more from us shortly. For now, please continue to go to www.diversitycollegium.org and navigate to Global D&I Benchmarks for information about the GDIB. We will notify you when our new Centre site is ready and then there will be an automatic redirection from the Collegium website to the new website. We will be announcing our officers and new governing and advisory boards shortly.

Here are some of the goals and strategies we are planning to accomplish in the future through The Centre for Global Inclusion:

- Continuing research on the evolution and effectiveness of D&I practices of organizations in various sectors, industries and regions around the world.
- Translations of the GDIB into other languages beginning with Spanish and French.
- Customized GDIB editions for sectors, industries, approaches, and regions.
- Case studies and video-based educational tools.
- Self-paced online learning tools and blogs.
- Live and archived webinars.
- Infographics.
- Gatherings of practitioners to improve D&I.
- Extensive use of social media.
- Educational tools and resources.
- Journal articles and conference presentations.
- Resources that create an extensive global footprint.

In addition, your ideas for the ongoing development of the GDIB and for projects and tools that will help you in your work and help meet The Centre's mission are welcomed.

If you have questions, comments or project ideas, please send them to us. And please note that soon you will receive information with opportunities for sponsorships and donations to The Centre for Global Inclusion. Thank you for your support over the years and we are grateful for this opportunity to continue our journey and achieve our mission to the highest possible level.

Has Diversity & Inclusion Reached a Tipping Point?

Malcolm Gladwell, author, *The Tipping Point: How Little Things Can Make a Difference* (Little Brown 2000), defines a tipping point as "the moment of critical mass, the threshold, the boiling point".

As I was putting the final touches on this GDIB newsletter issue, diversity and inclusion related news was busting from the TV, the Internet, and hard-copy newspapers. And not just in the US. The frontpage USA Today headline reads: *Diversity Debate Divides Silicon Valley* with a subhead: "Google engineer's online manifesto goes viral, dragging a silent backlash out into the open." A photo of Google's new diversity chief, Danielle Brown, accompanies the article. USA Today said: Google was quick to say that it supported its employees' rights to express their opinions, even if the company didn't agree with them. Brown is quoted: "Part of building an open, inclusive environment means fostering a culture in which those with alternative views, including different political views, feel safe in sharing their opinions." And then in the USA Today Money Section the main headline is "Ageism is Forcing Many to Look Outside Silicon Valley, But the Tech Hubs Offer Little Respite." Those are two main stories in one day in USA Today – just one mainstream publication. As I put this newsletter to bed (a publishing term) many news sources around the world are buzzing with stories and questions.

Over the past months it seems D&I issues have been heating up. There is more and more press and conversations about D&I. Much of it is debate, not discussion or dialogue. I believe we have reached the tipping point and we need to use this as an opportunity.

My statement and question to our newsletter readers:

Statement: "We've Learned What Works" and it is written in the GDIB. Let's spread the word. The GDIB offers the consensus viewpoint of what 95 experts believe are the outcomes that when achieved meet the two ultimate D&I goals (GDIB page 2): Creating and Better World and Improving Organizational Performance.

Question: What are you doing to ensure high-level D&I work is being done in your community and organization? One thing is to advocate for more and more organizations to use the GDIB to help them raise the quality of their work. Another is to reach out to your community and help others. See the story below about Vibrant Pittsburgh and what they are doing to help achieve Benchmark 11.4.

And -- please note that Google is the platinum sponsor for the Seattle GDIB Launch event. See article below on page 6. --- Julie O'Mara, editor, GDIB newsletter

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>

STORIES OF D&I BEST PRACTICES

Please send us your stories. These best practices examples are aligned with the various GDIB benchmarks at Levels 3, 4, & 5. The benchmarks the example applies to are listed first and then the example is given.

ACTIONS TO HELP ACHIEVE THESE GLOBAL D&I BENCHMARKS

☑ 11.4 (GDIB CATEGORY 11 COMMUNITY, GOVERNMENT RELATIONS, AND SOCIAL RESPONSIBILITY, LEVEL 5 Best Practice). The organization is generous in supporting and assisting other organizations in their D&I initiatives and in promoting the advancement of D&I and social responsibility in the community.

VIBRANT PITTSBURGH ANNOUNCES ACCESS TO THE GDIB FOR ORGANIZATIONS IN ITS COMMUNITY

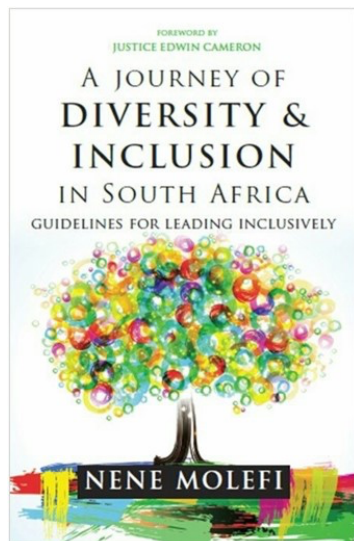
“Wherever an organization may fall along the diversity and inclusion continuum, these guidelines can help them reach higher,” says Melanie Harrington, President and CEO of Vibrant Pittsburgh and a GDIB Expert Panelist. “Vibrant Pittsburgh is committed to providing important resources like this guide to help our supporting organizations, as together we work to grow a thriving and inclusive Pittsburgh region,” adds Harrington. Vibrant Pittsburgh is an economic development non-profit established in 2010. Its mission is to build a thriving and inclusive Pittsburgh region by attracting, retaining and elevating a diversity of talent. Go to www.vibrantpittsburgh.org. The report, *Build a Better Organization -- Build a Better Community -- Build a Better Pittsburgh Region* was adapted from the GDIB by Vibrant Pittsburgh and funded by a grant from the Arconic Foundation based in Pittsburgh. This effort is an example of how an organization can achieve GDIB Benchmark 11.4. If your organization wants to do something similar in support of your local community, contact GDIB co-author Julie O’Mara for information on customizing the GDIB. *It would be a wonderful gift to your community.* The GDIB is free and your organization would provide the funding to customize it (if needed) and promote it to organizations in your community.

FROM AND ABOUT EXPERT PANELISTS

YOUR VIEW MATTERS: Please Participate in D&I Survey NEWSWEEK Report

Please complete the survey ASAP. In October NEWSWEEK will publish a Diversity & Inclusion / gender parity special report, introducing proven as well as new and promising approaches for driving change. Expert Panelist Lisa Kepinski and colleague Veronika Hucke, two longstanding D&I professionals and executive editors of the report, have prepared a short online survey to hear from business leaders, employees at all levels and D&I professionals where organizations currently stand with their efforts and what they personally do. Please take a few minutes to provide your view and to share the survey with colleagues from other organizations – especially leaders. At the end of the questionnaire, you can register for free access to the report as soon as it becomes available. Link to the survey: https://www.surveymonkey.de/r/State_of_Diversity_and_Inclusion

New Book by Expert Panelist Nene Molefi: Diversity and Inclusion in South Africa: Guidelines for Leading Inclusively



This quote by Justice Edwin Cameron -- a judge on the Constitutional Court of South Africa who is well known for his HIV/AIDS and gay-rights activism and was hailed by Nelson Mandela as "one of South Africa's new heroes" speaks volumes about the contribution Nene has made to the country and D&I work: "The ideas and experiences shared by author Nene Molefi speak directly to the troubling prejudices and inequities that persist in our world. Diversity and inclusion are more pressing than ever. Injustices and deep social divisions persist, personally and systemically. Racism, sexism, homophobia, and other forms of fear and hatred are not isolated. They remain embedded and they demand courageous, deliberate work. In this book, Nene uses her own story to cast a bright light on the transformation journey. Nene's book quite vulnerably takes the reader on Nene's personal journey. In addition to the deeply personal content, each chapter ends with practical guidelines on how to lead

inclusively. Nene's book offers hope and substance in our vision of a diverse and inclusive and just society."

Over the past two decades, Nene has gained a reputation both locally and internationally as a thought-leader in diversity and inclusion, values-driven leadership and transformation. She has authored numerous publications, including contributing to the book Leadership Perspectives from the Front Line. She is a member of The Diversity Collegium, a think tank of globally-recognised diversity experts, an Expert Panelist for the Global Diversity & Inclusion Benchmarks, and a board member of The Centre for Global Inclusion. She is an associate lecturer at GIBS on Global Diversity and Unconscious Bias, as well as an associate lecturer on Transformation Strategy for the Stellenbosch Business School. She is a sought-after speaker for conferences around the world. The book, published by Knowledge Resources, is available as an e-book and hard copy. To order it go to www.kr.co.za and search the site.

SOCIAL MEDIA TIPS FOR GDIB

Please Post Your News about the GDIB - Share news and promote D&I best practices by posting about the GDIB and your activities on your social media platforms. Thank you. Posting helps us meet our goals.



TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

GLOBAL GDIB 10TH ANNIVERSARY LAUNCH EVENTS UNDERWAY!!!!

Webinar in Spanish – HELD
Edmonton – HELD
Johannesburg – TBD
Los Angeles – HELD
Melbourne – HELD
Montreal – HELD
New York City – TBD
Orange County – TBD
Philadelphia – TBD
Pittsburgh – TBD
Portland/Salem – HELD, POSSIBLY A SECOND TBD
San Diego – HELD
San Francisco/Oakland – HELD
São Paulo – HELD
Seattle – **September 27, 2017**
Sydney – TBD
Tokyo – HELD
Toronto – HELD
Vancouver – HELD
Washington, DC – ACPA – HELD
Washington, DC – Standard Edition
– HELD

Your city/region?????

EP and Users are planning GDIB Launch Events. Go to The Diversity Collegium site at [GDIB launch events](#) to see specifics on agenda, dates, registration information. For planners: see Launch Event Guidelines, a list of EP and Users who are interested, and the recordings from two Launch Event Planning Go-To-Meeting planning phone calls. Check regularly as more info will be posted.

Article by Expert Panelist, Barbara Deane



SEATTLE GDIB Launch – It's HOT!



Seattle is hot this summer — Hot temperatures, Hot economy, Hot Diversity and Inclusion! In May 2017, Seattle was the fastest growing big city in the United States! It's the second time this decade to reach that mark! However, Seattle is the ninth least diverse city in the U.S, at least racially. Bellevue, the sibling city across Lake Washington, is now a majority-minority city!

So, it's time to work on Diversity and Inclusion in Seattle and the Puget Sound Region, and that's just what is happening. The Seattle GDIB Launch event is scheduled for September 27, 2017, 5:30 to 9:00 pm. Google will be the Platinum & Venue Sponsor; Gold Sponsor is Outreach, a sales engagement software company; and Boeing Employees Credit Union has signed on as Bronze Sponsor.



outreach



The event will include the following:

- 5:30 to 6:00 pm Networking, eating, making merry (food is an important part of Google's culture we understand)
- 6:00 – 7:00 High-speed kick-off followed by exciting guests, a GDIB overview, and a panel of GDIB users and representatives from various sectors
- 7:00 to 8:00 12 to 15 Breakout Sessions with Captains to share their stories of D&I work in their organizations, how it connects with the GDIB, and lots of dialogue
- 8:00 to 9:00 So what? Attendees will have the opportunity to share what they've learned and what they'll take back to their organizations, ask questions, and explore what's next!
- To register Note that registration opens August 15. <http://GDIB-Seattle.Eventbrite.com>

We have seating available for 200 - register early! We expect a full house. The event is free, but registration is required.

Promotional Sponsors include DiverseCityLLC, ReBoot Accel - Career Accelerator for Women; Executive Development Institute, Artemis Connection Strategists, CCDI, LinkedSeattle, Global Peaceful Paths, Uniquely HR, and more to come!

The planning team includes Effenus Henderson and Barbara Deane (EP), co-directors of the Institute for Sustainable Diversity and Inclusion, a 501c3 non-profit organization with a solid reputation for presenting the long-running NW Diversity Learning Series; Steven Matly of SM Diversity, taking the lead in D&I staffing and recruitment and D&I events and workshops, including the well-regarded and well-attended D&I Hackathons in Seattle; Donna Stringer (EP), Cross-Cultural Consultant, regarded as one of the top authors in the genre of intercultural training materials and one of the most respected D&I consultants in Seattle and in the nation, with Terry Loving of Linked:Seattle, for executives and business owners, the largest Seattle group on LinkedIn.

Come join us for the Seattle GDIB Launch – it's HOT!



ASK THE EXPERTS – A Q&A SECTION

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

Is the GDIB an Open Source document?

No. Open Source is a software term stating that it is free, can be used and amended by others, and that derivatives may be created without permission. At times, the term is used to refer to work other than software. The GDIB is free. However, to use it the Permission Agreement (on The Diversity Collegium site) must be signed. And while GDIB can be customized, there are limitations to the customization, and derivatives may not be created without permission. GDIB is developed by the authors and 95 Expert Panelists. Some customized versions may result in changes that invalidate the work. See the Permission Agreement and the next Q&A regarding customization.

To what degree can we customize the Benchmarks?

If you change the word “employees” to “associates,” or make similar terminology changes, that would be acceptable. If you want to add your organization logo or include a message from an executive or your D&I Council, that would be welcomed. Changing the model to remove one of the four groups would be too radical a change to the GDIB and we would not give you permission to do that. Likewise, moving benchmarks from the beginning levels into the more advanced levels would be an inappropriate change. The integrity of the opinions of the authors and the Expert Panelists must be respected. See the GDIB Permission Agreement and the GDIB Style Guide on The Diversity Collegium website for more specific information or contact the authors. Making these changes may require a fee as we have standards for maintaining a consistent graphical appearance and accessibility tags.

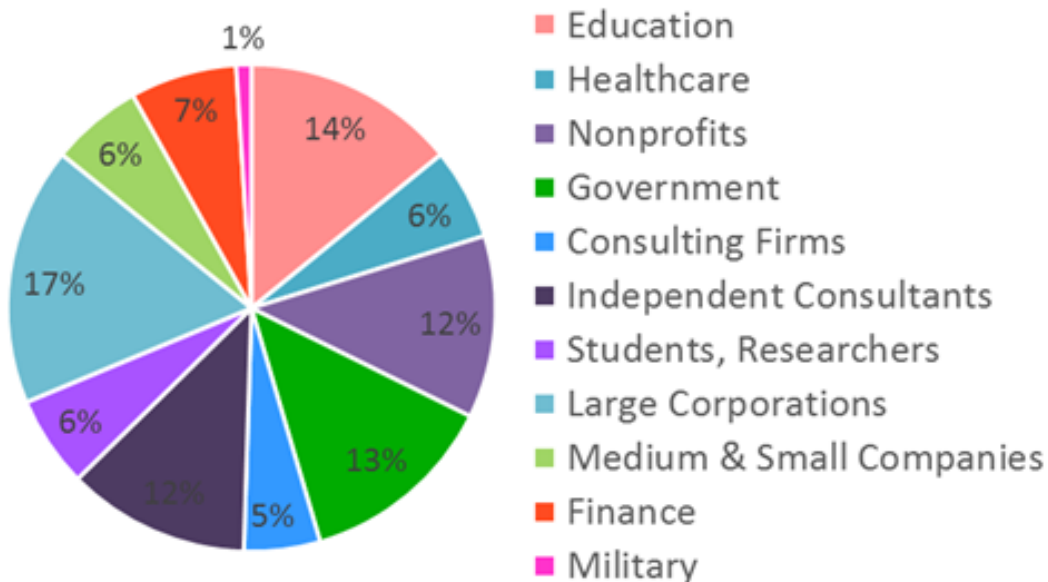
If the GDIB is free, why is permission to use it needed? How do you obtain permission?

The goal of the GDIB is to improve the quality of D&I work around the world. Permission is required because we want to be in contact with users and encourage them to contribute to the quality of D&I work worldwide. Our goal is to keep the GDIB up-to-date and as useful as possible with users sharing experiences, best practices, and ideas for improvement. In addition, we want to ensure that GDIB is used with integrity and in keeping with the collaborative way it has been developed. Finally, we want to provide users with updated editions when available. Please note that the Permission Agreement contains the answers to many other questions. Included are questions about consultants charging fees to use the GDIB, about developing and selling tools related to the GDIB, and about proper attribution to the GDIB. Go to The Diversity Collegium site for the Permission Agreement and follow the instructions closely to download, sign, and send to the authors for their signatures. In most cases we will send the signed Permission Agreement within 24 hours.

MORE USER TOOLS FOR YOU

EXAMPLES OF WHAT ORGANIZATIONS ARE DOING TO ACHIEVE GLOBAL D&I BENCHMARKS

Go here <http://www.diversitycollegium.org/applications.php> to download an updated list of actions that various organizations are taking to achieve specific GDIB Benchmarks. 32 examples are included. We've updated the compiled list of examples we have provided as a regular feature in these GDIB newsletters. And below is a graphic showing the wide variety of sectors using the GDIB. It was last updated in November, 2016. Almost every day we receive new users asking for permission, so this graphic is in need of updating, but we believe that the current breakdown now remains similar.



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.

KRISTAL MOORE CLEMONS, Ph.D.

Kristal Moore Clemons, a Chicago native, is a 2003 DePaul University graduate with a BA in Women's Studies and Political Science. Her MA from Washington State University is in American Studies, her Ph.D. from The University of North Carolina at Chapel Hill is in Education. She holds a graduate certificate in Women's Studies from Duke University. Her research interests include qualitative research; social foundations of education; women's and gender studies; culture, diversity, and multicultural education; social studies methods; teacher education and development; critical race theory; popular culture/hip hop studies;



and U.S. history. Dr. Clemons' most recent publications include "I've got to do something for my people: Black women teachers of the 1964 Mississippi Freedom Schools," "Service is the rent we pay: A tale of how service learning bridged the gap between theory and practice," "What the music said: Hip Hop as a transformative educational tool," "Here in this place: Write on! of Durham, North Carolina" and "bein' alive & bein' a woman & bein' colored is a metaphysical dilemma: Black female social integration at a predominantly White institution." In 2007, she co-founded the Children's Defense Fund Durham Freedom School at North Carolina Central University. In 2015, she co-founded Young Gifted and Black: Education and Empowerment Institute for Girls at Florida A&M University. Dr. Clemons has served as an assistant professor of history at Tallahassee Community College from 2010-2013. From 2013-2016, Dr. Clemons served as visiting assistant professor of Secondary Education and Foundations and Social Science Education Coordinator at Florida A&M University. With her commitment to the classroom as a site of democratic deliberation, Dr. Clemons is currently an Assistant Professor of Educational Leadership and Policy Studies and Director of the online Ed.D. program at Florida State University.
Website: <http://about.me/krisclemonsphd>

ROBERT HAYLES, Ph.D.

Dr. Hayles assists people and organizations in becoming more effective. He speaks, writes, and consults with a strong foundation in pluralism, diversity, and inclusion. He was also the 1996 Chair of the Board of Directors, American Society for Training and Development. Robert was named a "Pioneer of Diversity" by the Profiles in Diversity Journal in 2007. He has served more than 150 clients in the private, public, and civic sectors located in over 15 different countries. Robert was formerly the Vice President, Human Resources and Diversity with Pillsbury (a Diageo company). His HR responsibilities included the Tax, Treasury and Technology organizations. He also led diversity work worldwide for Diageo's food businesses (e.g., Pillsbury, Green Giant, Haagen-Dazs, etc.). Prior to that Robert was Director, HR for the Pillsbury Technology Center. Before joining Pillsbury he was Manager, Valuing Differences for Digital Equipment Corporation in Sales, Services, Marketing and International. He led strategies in the above roles to leverage diversity for productivity/profitability by working with similarities and differences. Other previous positions include: Associate Professor of Engineering Administration at George Washington University; Director, Research and Human Resources at the Office of Naval Research; and Research Scientist at Battelle's Human Affairs Research Center. Robert was the first behavioral scientist to manage the U.S. Department of Navy Technology Base with an annual budget of more than one billion dollars. Robert has an undergraduate degree in the behavioral and physical sciences, a doctorate in psychology and postgraduate education in business. Coauthor: *The Diversity Directive: Why Some Initiatives Fail and What to Do About It*, McGraw-Hill, 1997.
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ELISABETH KELAN, Ph.D.

Elisabeth Kelan is an expert on gender and generational relations in organizations. Elisabeth is a professor of leadership and the director of the Global Centre for Gender and Leadership at Cranfield School of Management. Prior to this appointment she held positions at King's College London, London Business School, the University of Zurich and the London School of Economics and Political Science where she also received her Ph.D. Her research focuses on gender and leadership, generations in organizations, leadership and diversity and inclusion. She has published two books (*Rising Stars - Developing Millennial Women as Leaders* and *Performing Gender*, both with Palgrave) and numerous peer-reviewed articles in academic journals and practitioner reports. She is an associate editor of the journal *Gender, Work and Organization* and is on the editorial board of the *British Journal of Management*. Elisabeth is the Series Editor for *Routledge Studies in Gender and Organizations*. Her research has been recognized through various academic and practitioner awards. She is also regularly providing thought-leadership to businesses and international organizations. She sits on the advisory board of the *Women's Empowerment Principles*, a partnership initiative of UN Women and was a *British Academy Mid-Career Fellow* (2014/15). Specialties: women leaders, men's role in gender change, generation Y, gen Y, millennials, generational diversity, gender, diversity, inclusion, speaking, consulting.



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DONNA STRINGER, Ph.D.

Donna M. Stringer, Ph.D. is a Cross-Cultural Consultant. She was founder and President for 27 years of a successful organization development company specializing in cross-cultural issues, located in Seattle, WA. A social psychologist with over 40 years' experience as a manager, teacher, researcher, and writer, Donna specializes in cross-cultural instructional design, cross-cultural communication and value systems, team building, and culture change strategies for organizations in the U.S., Asia, Latin America, and Europe. She has co-authored three books: *52 Activities for Exploring Values Differences*, *52 Activities for Improving Cross-Cultural Communication*, and *52 Activities for Successful International Transitions*. She has written articles on preparing the next generation of diversity trainers for the *2007 Pfeiffer Annual Training Series* and on preparing global leaders for the *2012 Pfeiffer Annual Training Series*. Her most recent publications include a chapter on Diversity and Inclusion for the *Multicultural America Encyclopedia* and chapters on Generational Diversity and Global Diversity Management for the *Encyclopedia of Intercultural Competence* both published by Sage. Donna currently lives and works as a solo practitioner in Seattle, WA.



Email: donnastringer42@gmail.com

QUOTES FROM USERS

A new feature for the GDIB newsletter: Feel free to contribute.

GDIB enhances our imagination about the real situation in diverse organizations, and inspires us towards new ways of working together.

Saehee Han
Chief Consultant
ITAP Asia-Pacific
Seoul, South Korea

The GDIB is a fundamental tool for any organization that is serious about creating a diverse and inclusive workplace. It lays out clearly the scope of work and what success looks like through the 14 areas and critical benchmarks. Developed by experts around the globe through a rigorous process, it provides a comprehensive framework for success.

Judith H. Katz, Ed.D.
Executive Vice President
The Kaleel Jamison Consulting Group, Inc.
Washington, DC, USA

The GDIB is the most comprehensive tool I have found that provides practices, policies and actions to create a truly inclusive environment. It helps measure the D&I work currently being done to the highest levels of diversity work in institutions around the world.

Kelli McLoud-Schingen
President
KMS Intercultural Consulting
Tulsa, Oklahoma, 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 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.***

GDIB Workshops in Pakistan

3 cities in August

Presented by HR Metrics

HR Metrics (SHRM partner in Pakistan – Zahid Mubarak, CEO/President)

www.therhmetrics.com organised a conference at Karachi Pakistan on 27 April 2017 to create awareness on Global Diversity & Inclusion Benchmarks. Julie O'Mara, Co-Author GDIB spoke to the audience virtually. Ms. Marvi Memon, Minister of State/Chairperson Benazir Income Support Program Pakistan and Dr. Ishrat Husain, former Governor Central Bank Pakistan also addressed the conference. HR leaders and professionals from

multinational and national companies attended the conference. HR Metrics has formed a D&I Think Tank comprising of key business leaders to seek their input on D&I strategy formulation at the national level. 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, who are eager to learn GDIB standards and help the organisations in implementing it (after signing user agreement). First meeting of DIRG is planned at 3 cities during Aug 2017:

- Islamabad on 9 August
- Lahore on 16 August
- Karachi on 23 August

DIRG members using GDIB 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/>

SIETAR USA Conference: "Building Bridges with Intercultural Competence: Changing World, Changing People, Changing Times"

October 18-21, 2017

San Diego, California, USA

In addition to sessions of general interest, there are three tracks for the 2017 conference: Healing the Divides: Race, Ethnic and National Origin, Gender, Sexual Orientation, Immigrants, and Refugees Face Challenges in our Changing Times
Cultural Identity: Fresh Perspectives on Multicultural and Global Identity
Assessing Intercultural Competence: Measuring Transformative Culture Learning.
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.

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- 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>

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. 2018 info 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.

Unconscious Bias courses including Train the Trainer

Offered by Cook Ross

Silver Spring, Maryland • USA

Approximately once a month Cook Ross offers public courses to provide a robust understanding on the topics that importantly impact our society today. By taking a deep dive into conversations of Unconscious Bias, Women and Race, and the Mind of a Leader, participants return to their institutions with new perspectives that can serve in moving their work forward. Participants in Cook Ross courses take their learning back with them to lead change efforts from inside their organizations. Learn more: CookRoss.com.

OFFERING SUPPORT

If you want to use the GDIB in conference presentations, blogs, articles, chapters and so forth, we will support you, if we can, by providing slides, handouts, and ideas. Go to our site and explore. We've put a lot of effort into providing these resources. Please help by adding to what we offer.

NEWSLETTER CONTACT INFORMATION

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