

The GDIB Newsletter

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

Editor: GDIB Co-author Julie O'Mara

Issue: 9 March 2017

The GDIB—*Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*—helps organizations of all sizes, in a variety of sectors and industries, using a variety of approaches to D&I work to achieve high-quality D&I outcomes. First published in 2006, the 2016 edition is authored by Julie O'Mara, Alan Richter, Ph.D., and 95 Expert Panelists. It is sponsored by The Diversity Collegium, a nonprofit organization dedicated to advancing the field of diversity and inclusion through think tank dialogues, symposia, research, and publications. The GDIB is free and may be downloaded at <http://diversitycollegium.org/globalbenchmarks.php>. Check regularly for more information and new User Tools.

**Please pass this newsletter along to others.
We have a goal to increase the visibility of the GDIB.
Send us potential reader contact information and we will add them. Thank you.**

STORIES OF D&I BEST PRACTICES

Please send us your stories.

ACTIONS TO HELP ACHIEVE THESE GLOBAL D&I BENCHMARKS

3.2 (GDIB CATEGORY 3: D&I STRUCTURE AND IMPLEMENTATION, LEVEL 5 BEST PRACTICE). Leaders at all levels lead the organization's D&I initiatives and are regarded as D&I champions.

AND

3.3 (GDIB CATEGORY 3: D&I STRUCTURE AND IMPLEMENTATION, LEVEL 5 BEST PRACTICE). Diversity networks serve as partners and advise on recruitment, communications, risk management, product and service development, community engagement, and other organizational issues.

DIVERSITY AND INCLUSION GOES ENTERPRISE WIDE

Lori Campbell, Ph.D., Diversity Manager at Enbridge, Inc. in Edmonton, Alberta shares these best practices: The Enbridge Diversity and Inclusion team has long referenced the GDIB in its work in Canada, but the opportunity to really leverage the value of the GDIB came when the Diversity and Inclusion role was extended to develop and implement the strategy across the organization. In developing the strategy with the

newly formed enterprise steering committee, we leaned on the GDIB to provide us signposts for our evolution and progress as a committee.

Enbridge's commitment to D&I resources, staffing and support is exemplary – a full team, dedicated to the development and implementation of the strategy. The Enterprise Diversity and Inclusion Steering committee is comprised of senior level leaders and chaired by an Executive Leadership Team member. The next layer – the Diversity and Inclusion Advisory Groups - are being stood up to represent the breadth and depth of our employee base, but also in various locations to make sure the benchmarks are interpreted in ways that are responsive to local needs, issues and culture. Finally, Enbridge proudly supports eight active Employee Resource Groups that bridge the work lives of their community with the business strategy of the organization. The quality of the events and initiatives the ERGs sponsor involved over 3,300 employees last year and ranged from the experiences in families of a child coming out as LGBT+ from a parent and a child perspective, to mentoring young Aboriginal girls to intercultural competence. Taken together, these various levels of governance provide every leader and employee the opportunity to participate in D&I in real and meaningful ways and the GDIB provide such clear illustrations of what those actions look like when they are fully realized.

Headquartered in Calgary, Alberta, Canada, Enbridge, Inc., is an energy delivery company focusing on the transportation, distribution and generation of energy, primarily in North America. Enbridge, Inc. is one of the GDIB sponsors at the Forum on Workplace Inclusion conference. For additional information, contact Lori Campbell at lori.campbell@enbridge.com.

EXAMPLES OF HOW OTHERS ARE USING THE GDIB

HOW TIAA HAS USED THE GDIB

This example is provided by Steven H. Larson, Director, Diversity & Inclusion at TIAA, in Charlotte, NC, USA. TIAA is a Fortune 100 financial services organization that is the leading retirement provider for people who work in the academic, research, medical, and cultural fields. Headquartered in New York it has almost 13,000 employees operating primarily in the US.

In 2015 we launched a new diversity council in our largest business division. The council needed a framework to assess the organization's progress and opportunities related to creating a more inclusive work culture. Under the leadership of the senior executive, we identified six categories of the GDIB that were most relevant to the initial work the council needed to do. These six formed the starting point for the council's organizational assessment:

- Category 1: D&I Vision, Strategy and Business Case
- Category 2: Leadership and Accountability
- Category 4: Recruitment, Development and Advancement
- Category 7: D&I Learning and Education
- Category 8: Assessment, Measurement and Research
- Category 9: D&I Communications

The council self-selected into three teams, each focused on two GDIB categories. The GDIB was then used by each team to conduct an assessment of the business, rating progress on each dimension in their assigned categories.

Several important outcomes were achieved by using the GDIB to assess the organization. The teams identified “quick wins” -- simple items that could be implemented for big impact. One of these “wins” led to the implementation of a multicultural calendar shared via the intranet to educate and create sensitivity to a broader array of important holidays and events. Further, the teams were able to identify and position a D&I vision and mission statement that was adopted and communicated by executive leadership.

The remaining work of the teams formed the base for a D&I strategic business plan. The plan included actions about greater focus on diversity in the talent acquisition pipeline, stronger emphasis on mobility for diverse talent, enhanced leadership development with a diversity lens on content, and deploying the council members as ambassadors to get the inclusion message out to managers and employees. For additional information, contact Steve Larson at slarson2@tiaa-cref.org.

SUPPORTING AND REQUESTING YOUR SUPPORT



March 28 to 30, 2017
Minneapolis, Minnesota, USA

REGISTRATION
<http://forumworkplaceinclusion.org>

“We highly endorse this conference. To me (Julie), it is the best overall D&I conference I know of – in the world. Here are some reasons:”

- The sessions are well vetted by a committee with strong conference management oversight.
Topics and presenters are selected with much consideration as to what participants need as well as what they want.
- Many options and choices of session types and lengths.

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- KEYNOTERS include:
 - Van Jones**, civil rights leader, CNN political correspondent, former Obama advisor.
 - Tiffany Jana**, author of *Overcoming Bias*, recipient of B Corp Best for the World 2016 Award. Ted Talk: Power of Privilege.
 - Subha V. Barry**, VP and General Manager of Working Mother Media.
 - Admiral John C. Harvey**, retired US Navy Commander US Fleet Forces.
 - Surprises. Yes. The Great Forum Gathering will have a BIG surprise. And there is a surprise prize at one of the networking sessions.
 - The exhibit section is a reasonable size and variety of exhibits.
 - It is well-organized and managed. This is the 29th year and it has evolved and gotten better each year.
 - Some sessions (BOLDER conversations, for example) will be deep dive discussions.
 - The organizers are not afraid to try new things, be innovative, and take risks.
 - There are many clever and entertaining, learning-oriented, design elements.
 - Attendees include D&I practitioners, leaders and others engaged in the work.
 - It's a fairly good cross section of approaches, sectors, US and global. Although in my view it needs to be more diverse in those areas.
 - 21 GDIB Expert Panelists and several users will be there presenting and attending.
 - Free, very fine, one-on-one coaching is available. Sign up in advance.
 - There's a book store!
 - AND ... GDIB will again have a suite party -- Open House style. 5:30 to 10:30 pm on Wednesday night, March 29. Food and drink served continuously. Join us before dinner, for dinner, and/or for desert. Stay the entire time or pop in and out. No program... just hanging out and conversations with your colleagues. Everyone welcomed.
 - Stop by the GDIB exhibit. Hang out; talk with our Expert Panelists and authors; tell us your stories, ideas, needs and wants; learn more about the GDIB.

We highly endorse this conference!!!! Go here <http://www.diversitycollegium.org/newsletters/Special Forum Edition GDIB News Jan 17 2017.pdf> to see a special edition of this newsletter that focuses on the participation of GDIB Expert Panelists

FROM AND ABOUT EXPERT PANELISTS

UPDATED EXPERT PANELIST BIOS – WITH PHOTOS NOW ON THE GDIB SITE

About once a quarter we update the biographical sketches of our 95 expert panelists. This time we've included photos of many and we will add photos as they are received. Please go here <http://www.diversitycollegium.org/expertpanelists.php> to learn about the 95 outstanding experts who have contributed to the 2016 Tenth Anniversary Edition of the GDIB and who continue to help meet our three goals – increasing usability, relevance, and visibility. Contact information is provided for each EP.

QUOTES FROM USERS

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

"We customized the GDIB for cultural, localized meanings. When D&I was first introduced in Japan several years ago, it was seen as a western concept. In fact, there is not a Japanese character for the word 'inclusion.' The benchmarks accurately guided us when we broke 'inclusion' down into traits and other descriptive statements."

Janelle Sasaki
Executive Director of Diversity & Inclusion Services
Ernst & Young Advisory Co., Ltd.
Tokyo, Japan

"The GDIB helps organizations get past the superficial trap of the Four Fs: Food, Fun, Fiesta, and Fetish, to be able to realize a more holistic, meaningful and professional D&I strategy."

Jason D. Mak
D&I Manager
Office of Equity & Multicultural Services
Oregon Department of Human Services
Salem, Oregon, USA

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

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

NEWS, REQUESTS, AND IDEAS

NEW ACTIVITY POSTED ON GDIB USER TOOLS SITE: D&I APPROACHES INSIGHT AND IMPACT ACTIVITY

This 20 to 30-minute activity is designed to (1) educate participants on the Five Approaches to Diversity & Inclusion that are part of the GDIB and (2) help participants gain insight into the impact of the similarities and differences between their personal approach to D&I and their organization's approach to D&I and to determine how those differences or similarities might guide their actions. This one-page worksheet contains a summary of the Five Approaches and the activity instructions. Go here <http://www.diversitycollegium.org/usertools.php> to download the activity.

HOW DO YOU PLAN TO USE THE GDIB? DESCRIPTORS OF USE FROM THE GDIB PERMISSION AGREEMENTS

Recently, a potential GDIB user asked us what others said about how they planned to use the GDIB when they filled out the permission agreement. I was curious and selected the following to share the variety.

- Internal sharing and inspiring of good practises, specifically to the (organization) Diversity and Inclusion Steering Board, as well as on our internal collaboration platform, open to all employees.
- To explore the feasibility of using GDIB within various departments of (organization), specifically focusing on (name) departments and agencies.
- Information gathering and disseminating of Diversity and Inclusion best practices. Including but not limited to race/gender/ethnicity/sexual orientation/disability/veteran. Additional information regarding recruiting/retention/philanthropic and supplier diversity.
- The GDIB will be used to conduct a corporate wide diversity SWOT analysis. The information gained through the GDIB will be used to develop a diversity strategic plan.
- Organization (Note: this org has been using the GDIB since the 2006 edition and in 2016 we asked all "old" users to renew their agreement) uses GDIB as a tool to evaluate the existing and proposed policies, procedures and processes by our business units and functions world-wide to increase the inclusiveness and diversity of our teams in a regionally relevant way.
- We would like to use the GDIB to monitor and evaluate our Diversity and Inclusion strategy. We are currently starting the implementation process of our Diversity and Inclusion Strategic Plan.
- The Office of Diversity and Inclusion at will enlist the aid of the employee-led Diversity Council this year to update our Strategic Plan for Diversity and Inclusion. To gather qualitative data regarding progress made against the Plan's goals to date, the Office would like to set up focus groups to administer the GDIB tool to the Diversity Council, some mid-level managers, and the senior leadership team, respectively.
- Academic article. Will outline GDIB model (written and illustrated) in addition to other approaches for article that will be submitted to the (organization) (at no profit). The purpose of the article is to educate (type) professionals with regard to Diversity and Inclusion Strategies/Approaches in Organizations.

SPANISH TRANSLATION GDIB COMING – WE ARE STARTING WORK ON IT – AND WE NEED MORE SPONSORS!!!!

We continue to get requests for a Spanish translation, and we have decided to move forward even though we need more sponsors to fund his. If you are interested, let Julie know and we'll send you the information. We also have quite a few in-kind services, so we are set up for the actual translation and have several EP offering to read it and be sure it's a good translation. In the next issue I'll give you more of a progress report.

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.

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>

TENTH ANNIVERSARY GDIB EDITION LAUNCH EVENTS

1-MINUTE VIDEO OF THE WASHINGTON DC AREA LAUNCH EVENT *** **Still time!** Offering the services of our GDIB Graphic Designer and Videographer***

Our GDIB Graphic Designer and videographer, the outstandingly talented Shawndra Diaz produced a 1-minute video of the launch event. Special thanks to our two major sponsors: The American Institutes for Research and Cook Ross Inc. in Silver Spring, Maryland and Expert Panelists/Speakers (all featured in the video): Cristina Cruz-Hubbard, Peace Corps; Judith Katz, Ed.D., The Kaleel Jamison Group; Cynthia H. Love, Ed.D, ACPA—College Student Educators International; Howard Ross, Cook Ross, Inc.; Monica L. Villalta, American Institutes for Research; Mary-Frances Winters, The Winters Group; Nadia Younes, International Monetary Fund; and A. Renée Yuengling, Ph.D., Renée Yuengling & Assoc. Go here <http://1bigoops.com/gdib> to see the video. Shawndra will be present at the Forum on Workplace Inclusion Conference taking video and stills for the GDIB ... and you can *contract with her separately* if you want professional video footage of you speaking, for your website, YouTube or whatever. Scheduling will be a challenge at the conference as there is so much going on. This is a "first come, first served" offer. She is really good and a creative delight to work with.

GLOBAL GDIB 10TH ANNIVERSITY 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 – September 2017

Portland/Salem – HELD

San Diego – HELD

San Francisco/Oakland – April 12, 2017

São Paulo – HELD

Seattle – TBD

Sydney – October 2017

Tokyo – HELD

Toronto – HELD

Vancouver – HELD

Washington, DC – ACPA – HELD

Washington, DC – Standard
Edition – HELD

Your city/region/event?????

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

Please contact the planners for the events below if you would like to be involved in some way:

- **As a SPONSOR**
- **As an ATTENDEE**
- **To help promote**
- **Your ideas and collaborations are welcomed**



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	We've Learned What Works to Implement Diversity & Inclusion Successfully San Francisco Bay Area, CA
Date, Time, & Location	Date: Wednesday, April 12, 2017 Time: 3-6 pm Networking/Happy Hour: 6-8 pm Site: LinkedIn Headquarters, 222 Second Street at Mission, San Francisco, CA
Event Description	TBD
Partners, Sponsors, Speakers	Sponsors: LinkedIn, The Forum on Workplace Inclusion, The Diversity Collegium Promotion Sponsors: D2K; Glass House Communications; K Iwata Associates, Inc.; Santa Clara University Engineering School; Strategenius More to come.
Event Contact Information	Sidalia Reel: sarreel@pacbell.net Leila Williams - lwilliam@linkedin.com



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	Johannesburg, South Africa
Date, Time, & Location	TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Nene Molefi: nene@mandatemolefi.co.za Tanya Cruz Teller: tcruzteller@me.com



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	New York, New York
Date, Time, & Location	TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Michael Wheeler: Michael@michaelwheelerdiversity.com Alan Richter: alanrichter@qedconsulting.com



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	Philadelphia, PA
Date, Time, & Location	TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Ilene Wasserman, Ph.D.: iwasserman@icwconsulting.com David Tulin: dtulin@thetulingroup.com



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	Pittsburgh, PA
Date, Time, & Location	September 2017
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Melanie Harrington: melanieh@vibrantpittsburgh.org Jessamine Montero-Michaels: jessamine.montero-michaels@diversitycollegium.org



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	Orange County, LA
Date, Time, & Location	TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Lorelei Carobolante: loreleic@G2nd.com



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	Seattle, WA
Date, Time, & Location	TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Barbara Deane: Barbara@diversitycentral.com Donna Stringer: donnastringer42@gmail.com Effenus Henderson: effenus.henderson@i4sdi.org



Global
Diversity & Inclusion
Benchmarks

GDIB 10th Anniversary Launch Event

Launch Event Name	Sydney, Australia
Date, Time, & Location	October 2017 TBD
Event Description	TBD
Partners, Sponsors, Speakers	TBD
Event Contact Information	Heather Price: heather.price@symmetra.com.au

SOCIAL MEDIA TIPS FOR GDIB

Please Post Now - Share our news and promote D&I best practices by posting the below on your social media platforms:



The GDIB highly endorses this conference. **REGISTRATION**
<http://forumworkplaceinclusion.org>

Approximately 21 GDIB Expert Panelists, 2 GDIB Co-Authors, and the GDIB Team will be attending:
http://www.diversitycollegium.org/newsletters/Special_Forum_Edition_GDIB_News_Jan_17_2017.pdf



ASK THE EXPERTS – A Q&A SECTION

Please ask questions you have about the GDIB or anything D&I and we'll ask answer it for you.

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. 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.

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.

SONDRA THIEDERMAN, Ph.D.

Sondra Thiederman is a consultant, trainer, and speaker in bias reduction, cross-cultural business, and diversity & inclusion. The recipient of a doctorate from UCLA in Cross-Cultural Studies, she began her career helping health care providers deliver more effective care to patients and clients of all backgrounds. From that foundation, she branched out to the corporate world where her emphasis eventually shifted to providing skill-based programs and materials on bias reduction and techniques for diffusing workplace tension. Her work has taken her into the offices and training rooms of organizations as varying as The Boeing Company, Motorola, General Motors, Xerox Corporation, Pfizer Pharmaceuticals, Marriott Corporation, the Mayo Clinic, Century 21 Real Estate, American Express, and AT&T. Her work has also exposed her to the inner workings of notable associations including the American Immigration Lawyers Association, the Mortgage Bankers Association, the American Society of Association Executives, and the Arthritis Foundation. She has consulted for the University of California and has served on the Diversity Cabinet of the American Red Cross. She has authored numerous articles, books, and videos designed to provide the practical tools for which she has become known. Her books include: *Bridging Cultural Barriers for Corporate Success: How to Manage the Multicultural Workforce*; *Profiting in America's*

Multicultural Marketplace: How to Do Business Across Cultural Lines; Getting 'Culture Smart': Ten Strategies for Making Diversity Work; Making Diversity Work: Seven Steps for Defeating Bias in the Workplace; The Diversity and Inclusion Handbook; and, 3 Keys for Defeating Unconscious Bias: Watch, Think, Act.

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

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E-mail: stphd@thiederman.com

LinkedIn: www.linkedin.com/in/sondrathiederman

TOM VERGHESE

Dr. Tom Vergheese is an internationally renowned consultant, presenter, executive cultural coach, author and founder of Cultural Synergies. Tom's expertise is cultural intelligence, inclusive and ethical leadership and the promotion of sustainable global leadership and high performing international teams. Tom has 25 years of experience working in the field of cultural intelligence, taking him to over 40 countries. Working with diverse business leaders around the world has provided Tom with an international perspective and experience as a specialist consultant who equips organisations and their teams with the skills to effectively work within and across cultures. With an extensive client base of Fortune 500 companies, he successfully works with a broad range of industries, including oil and gas, pharmaceuticals, automotive, manufacturing, higher education, entertainment, FMCG's and financial services. Tom holds a Doctorate in Business Administration, Graduate Diploma and Masters in Education and Training and a Diploma in Management. Tom is the author of 'The Invisible Elephant – Exploring Cultural Awareness 2nd edition' and the co-author of 'The Pillars of Growth - The Keys to Getting Exponential Growth in Your Business Today.' Tom conveys his knowledge and expertise through passion, humour, stories and a level of authenticity that resonates with his clients and brings meaning and relevance. Dr. Tom Vergheese was born and raised in multi-ethnic Malaysia and is of Indian origin. He speaks a number of Asian languages. Tom moved to Melbourne, Australia as an international student over 30 years ago where he continues to reside with his English born wife and two children.

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

LinkedIn: www.linkedin.com/in/culturalsynergies

YVES VEULLIET

Yves is Global Disability & Inclusion Program Manager at IBM located in Belgium. He joined IBM in 1992 and after a series of promotions, in 2005, he joined the IBM Europe Middle East Africa Diversity team as Program Manager. In 2007, in addition to his role with the persons with disabilities community he took up the role of Generational Program Manager. He worked on building a framework that facilitates the creation of values for IBM and its clients through employee engagement, collaboration effectiveness, career paths and knowledge management for all of the generations in the workforce. From 2011 until early 2013 Yves was Diversity leader of IBM Canada, he defined the diversity business case, formulated the strategy and oversaw actions that delivered results in line with the Global Diversity strategy. In 2014, Yves was appointed Global Disability & Inclusion Program Manager - to facilitate the inclusion of employees with different abilities, to improve IBM's existing programs as well as identifying existing inhibitors to a successful work experience. Yves is member of the Corporate Advisory Board of the US Business Leadership Network, IBM representative within the International's Labor Organization's Business & Disability Global network, International

Associate with Business Disability Forum, External collaborator of the University of Liege – Belgium for the Academic Years 2011 – 2017, Expert panelist with the GDIB and author of 'Turning Point – The fall and rise' in which he explains, through his own experience, the psychological consequences of acquiring a disability and the impact on the social and professional life, and how to make other people, including employers, disability confident. Available at on-line retailers such as Amazon in both eBook and hard copy formats.

Contact information: yveulliet@hotmail.com

In French: <http://www.editions-harmattan.fr/index.asp?navig=catalogue&obj=livre&no=32532>

LinkedIn (English):

https://www.linkedin.com/profile/view?id=66523786&locale=en_US&trk=tab_pro

NADIA YOUNES

Nadia Younes is the Diversity Advisor for The International Monetary Fund and is charged with further integrating cross-cultural competency, equity and fairness into the core business practices, policies and systems worldwide. Passionate about influencing positive changes that bring about better business performance while serving the greater good for both employees and communities, Nadia has led D&I efforts across many sectors for the last 20 years. Prior to joining The International Monetary Fund, Nadia led D&I efforts in the mining, financial, consumer product, biotech and pharmaceutical sectors. She has also taught conflict prevention and management and cross-cultural communication in universities and in the public sector. These sessions have included training doctors and nurses in culturally competent healthcare and working with policemen, gang units and military personnel on culturally competent conflict prevention. Nadia sits on the board of several D&I think tanks and has been an active volunteer in many community programs working with women, immigrants, at-risk youth, elderly, interfaith and GLBT groups. Born in Canada to an American mother and Egyptian father and raised as a "Canyptian" in a multicultural family spanning continents, cultures and religions, she has a personal drive and mission toward improving global, organizational and interpersonal relations across cultures.

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

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., recently at MassMutual Financial Group in Springfield, MA. as head of multicultural markets, is available to help you reach new consumers & diverse markets. With 20+ years of successful marketing and diversity practitioner experience, Chris can help you develop actionable plans to drive growth and gain market share. Proven results and a recognized leader. Contact Chris at: chrismendoza1214@gmail.com, or by phone at 847-912-2715.

CALLS FOR PROPOSALS

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

UPCOMING CONFERENCES, WEBINARS WHERE GDIB IS INCLUDED

Please send us information if you are presenting on the GDIB (or including it in a presentation – even a short mention) at a conference or workshop that is open to the public. See the User Tools section of the Collegium website for slides and handouts you can use. **Please let us know if you are attending any of the conferences so we can make connections. And please spread the word about these sessions to your networks.**

FORUM ON WORKPLACE INCLUSION

March 28 to 30, 2017

Minneapolis, Minneapolis, USA

The GDIB and The Forum on Workplace and Inclusion have formed an Alliance. This is because we believe that the Forum is one of the best conferences in the world and we encourage you to attend. This conference has grown over the years to have an international audience. To see the Special Edition January 17 of the GDIB newsletter go to <http://www.diversitycollegium.org/newsletters.php> That contains session titles of Expert Panelists and GDIB users.

Here are GDIB Expert Panelists and colleagues who are presenters:

Barbara Deane

Deb Dagit

Ralph de Chabert

Steve Hanamura

Ed & Myra Hubbard

Lisa Kepinski

Eddie Moore, Jr.

Tinna Nielson

Julie O'Mara

Heather Price

Sidalia Reel

Margaret Regan

Jae Requiro

Alan Richter

Howard Ross

Riikka Salonen

Ilene Wasserman

Michael Wheeler

Lynda White

Mary-Frances Winters

Renée Yuengling

To see the many features of the conference including the keynote speakers, coaching, exhibits and many others, and to register for the conference go to:

<http://forumworkplaceinclusion.org>

Please tell us if you are presenting... or planning to attend.

THE WHITE PRIVILEGE CONFERENCE (#KCWPC18)

APRIL 27-30, 2017

Kansas City, Missouri, USA

Expert Panelist Eddie Moore, Conference Chair, has been the driving force behind this conference, now in its 18th year. This year's theme: Organizing. Strategizing. Taking-Action. Deconstructing the Culture of White Supremacy and Privilege: Creating Peace, Equity and Opportunity in the Heartland. The WPC includes national/internationally recognized experts, a Youth Leadership Program, a Film Series, over 125 workshops, Caucuses for People of Color, White Anti-Racist Activists and Youth, a Meet the Speakers & Book Signing Reception, a Community Dinner and Moore. GDIB Expert Panelist Dr. Eddie Moore Jr. is the Founder/Program Director for the WPC. Go to <http://www.whiteprivilegeconference.com/>.

ATD (Association for Talent Development, formerly ASTD)

May 21 to 24, 2017

Atlanta, Georgia, USA

On May 23 (Tuesday) Expert Panelist Judith Katz, Ed.D. and GDIB Co-Author Julie O'Mara are presenting on the GDIB, "More Than a Numbers Game: Integrating Diversity, Inclusion, Talent Development." And on May 24th (Wednesday) GDIB Co-Author Alan Richter together with Carla Messikomer, Manager, Academic Resources, Project Management Institute (PMI) will run a session on "Teaching Global Ethics." It will be based on recent research hosted by PMI that explores how ethical decision-making is impacted by diversity dimensions such as culture, gender, age, etc. Go here to register: <http://www.atdconference.org>

FORUM ON WORKPLACE INCLUSION

***** FREE **** WEBINAR SERIES**

June 22, 2017 at 1:00 pm CST

"*The Boss is Dead: Leveraging Inclusion to Move Beyond the Limits of Hierarchy*" by GDIB EP Judith H. Katz, The Kaleel Jamison Consulting Group, Inc. EVP and Client Brand Lead & Michael Ali, recently with W.W. Grainger, Inc., SVP and CIO These are held throughout the year. There are more than listed here. Go to http://stthomasbusiness.az1.qualtrics.com/jfe/form/SV_24XC5hO3i3LOe5n for more information and to register.

OFFERING SUPPORT

If you want to use the GDIB in conference presentations, blogs, articles, chapters and so forth, we will support you, if we can, by providing slides, handouts, and ideas.

NEWSLETTER CONTACT INFORMATION

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