Global Diversity and Inclusion Benchmarks Model

Achieving Cultural Equity in the Arts
Interactive Session 1:00-2:00pm
Wednesday, January 16, 2019
The GDIB Helps Organizations

→ Realize the depth, breadth, and integrated scope of D&I practices;
→ Assess the current state of D&I;
→ Determine strategy, and;
→ Measure progress in managing diversity and fostering inclusion.
If you want a quick fix, GDIB is not for you.

Helping to ensure that diversity and inclusion work is done at the highest quality level possible.
Diversity Definition

The variety of differences and similarities/dimensions among people, such as:

- Age
- Belief system
- Class/caste
- Culture
- Disability
- Education
- Ethnicity
- Gender
- Gender identity
- Generation
- Geography
- Job role and function
- Language
- Marital status
- Mental health
- Nationality
- Native or indigenous origins
- Parental status
- Personality type
- Race
- Religion
- Sexual orientation
- Thinking style
- Work experience
- Work style
Inclusion Definition

A dynamic state of operating in which diversity is leveraged to create a

- fair,
- healthy, and
- high performing organization or community.

An inclusive environment ensures equitable access to resources and opportunities for all.

It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward organizational societal goals.
Approaches to Diversity & Inclusion

Competence
Improving Skill, Knowledge, and Ability

Social Justice
Treating People Equitably and Ethically

Compliance
Complying with Laws and Regulations

Dignity
Affirming the Value and Interconnectedness of Every Person

Organization Development
Improving Organizational Performance

Approaches to Diversity & Inclusion

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