GLOBAL DIVERSITY & INCLUSION BENCHMARKS AWARDS
4 MARCH 2020
MARRIOTT KARACHI
According to McKinsey & Company 2015 research, there is positive correlation between diversity and organizational performance. Companies in the top-quartile for **gender** diversity on executive teams were 21% more likely to outperform on profitability and 27% more likely to have superior value creation. Companies in the top-quartile for **ethnic/cultural** diversity on executive teams were 33% more likely to have industry-leading profitability.

---

2020 Global Diversity And Inclusion Benchmarks Awards

**CHIEF GUEST**

**Dr. Shamshad Akhtar**  
Former Governor  
State Bank of Pakistan.
2018 Global Diversity And Inclusion Benchmarks Awards

CHIEF GUEST

Roshan Khursheed Bharucha
Former Provincial Minister & Senator Member
National Commission for Human Development

WINNER ORGANIZATIONS
2017 Global Diversity And Inclusion Benchmarks Awards

CHIEF GUEST

Marvi Memon
Member of the National Assembly of Pakistan

WINNER ORGANIZATIONS
Global Diversity & Inclusion Benchmarks Standards support organizations globally in the development and implementation of Diversity and Inclusion (D&I) best practices. GDIB was developed by 95 Expert Panelists from around the world, and co-authors Julie O’Mara (Former National President American Society for Training & Development) and Alan Richter, Ph.D. GDIB supports workplace D&I and describes People, Planet, Prosperity, Peace, and Partnership as its focus.

The Centre for Global Inclusion is a nonprofit organization and home of the free Global Diversity & Inclusion Benchmarks (Standards for Organizations Around the World). Its mission is 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. It is a non-profit US entity under 501c3 public charity focused on education and research on diversity and inclusion around the world. Details at www.centreforglobalinclusion.org
The 2030 Agenda for Sustainable Development contains 17 Sustainable Development Goals (SDGs) with 169 targets. It expands the integration of environmental, social, and economic policies and raises the bar on the role that all types and sizes of organizations in various sectors should play in supporting the global sustainable development agenda. It mentions and supports workplace D&I and describes People, Planet, Prosperity, Peace, and Partnership as its focus. While many would make the case that all 17 goals support D&I, below are six goals that are especially consistent with the GDIB Categories and Benchmarks:

**SDG 4: Quality Education**
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

**SDG 5: Gender Equality**
Achieve gender equality and empower all women.

**SDG 8: Decent Work and Economic Growth**
Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

**SDG 9: Industry, Motivation and Infrastructure**
Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

**SDG 10: Reduced Inequalities**
Reduce inequality within and among countries.

**SDG 16: Peace, Justice and Strong Institutions**
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

An increasing number of organizations around the world have made commitments to sustainability and are engaged in sustainability initiatives. Aligning D&I initiatives with sustainability efforts will strengthen both the sustainability initiative and the D&I initiative, resulting in more focused use of resources and the ability to achieve goals.
GDIB awards is a mechanism to recognize and encourage progressive organizations who use GDIB standards to align D&I with organizational policies and process for sustainable financial and social performance.
If you wish to participate in 2020 GDIB awards, you need to have a copy of Global Diversity & Inclusion Benchmarks Standards. This is free document subject to signing User Agreement available at http://centreforglobalinclusion.org/wp-content/uploads/2017/09/GDIB-Permission-Agreement-Sept.-2017.pdf

After signing the free user agreement, a representative of the Centre for Global Inclusion will email you a copy of GDIB standards. In case you don’t get it, contact Sehr@thehrmetrics.com for assistance.

GDIB Standards have 4 groups, 14 categories and 266 benchmarks. Each category has 5 levels.

You can identify key D&I initiatives that your organization has undertaken during 2019. If the initiatives started before 2019 then it must have ended or ongoing in 2019. Since GDIB awards are held every year, we encourage organizations to submit current year initiatives.
GDIB awards exist in 14 categories. You can apply for one or more categories of awards. Each category has following 5 levels of readiness. You can apply for award if your D&I initiative falls in the top three level (Proactive, Progressive or Best Practice). There is no award for basic two levels (Inactive and Reactive).

To apply for a category, you must specify the level and fulfil at least 2 benchmarks in that level.

**Example**

Suppose you apply for Category 4 (Recruitment and Development) and you think that your organization operates at readiness level 3 (Proactive) then you should look at following 5 benchmarks given under level 3. To win an award, you need to fulfil at least 2 benchmarks in that level.

**LEVEL 3: PROACTIVE**

- **4.12** The workforce is beginning to reflect the diversity found in the organization’s qualified labor market, but there is still underutilization of certain groups in mid-level and senior-level positions and some functions.
- **4.13** Managers are educated in understanding differences and the impact their biases may have on selection, development, and advancement decisions.
- **4.14** External search firms are selected based in part on their expertise in diversity recruiting.
- **4.15** The organization offers a variety of development programs and encourages employees to take advantage of them.
- **4.16** The organization attempts to remove biases based on personality type; for example, showing or restraining emotions won’t be seen as a barrier.
You need to provide a description (up to 300 words) of your initiative supporting those benchmarks. Submissions exceeding 300 words will not be considered.

You need to provide verifiable evidence to support your description. It may include a reference, video, photograph, published article, case study, testimonial or policy extract. Please send your submissions along with verifiable evidence to sehr@thehr-metrics.com.

Jury of Award will assess all submissions. Where necessary, Jury can ask for more evidence.

Entry Fee for each category of award is Rs 50,000 (Exclusive of Tax). To be considered for award, prior payment is mandatory. Submission for award does not guarantee an award. Winning of Award is subject to meeting criteria.

✓ Award winning organizations will be allocated one page per award in the D&I magazine to publish their D&I story, organization leaders interview or article.

✓ Award winning organizations business leaders video will also be recorded on the day of awards.

Organization winning highest number of awards will get one gift pass worth 2170 $ for SHRM Annual Conference & Exposition at San Diego USA from 28 June-1 July 2020.

For any query, please feel free to contact Sehr@thehrmetrics.com
Regular deadline for submission. Entry fee per category is Rs 50,000.

Jury review meeting will take place to finalize awards.

Late entry fee per category is Rs 70,000.

The awards will be presented during a ceremony.

GDIB awards will be announced. Jury decision will be final, binding and non-challengeable.