

PRESS RELEASE

Global Diversity, Equity & Inclusion Benchmarks Awards & Conference 2024

On 5 March 2024, during the Annual Global Diversity, Equity & Inclusion Benchmarks (GDEIB) Awards ceremony in Pakistan, the 3 co-authors of the GDEIB Standards – Julie O’Mara, Alan Richter PhD., and Nene Molefi surprised Zahid Mubarik, CEO HR Metrics and a GDEIB Expert Panelist with the Distinguished **GDEIB Vanguard Award**. Recognizing the exemplary contributions of Zahid to the advancement of diversity and inclusion across the world, the award was presented by US Consul General Karachi – Conrad Tribble and Former Adviser to the Pakistani Prime Minister, Dr. Ishrat Husain. The 3 co-authors acknowledge Zahid’s tireless efforts in fostering an environment of equality and acceptance.

Zahid Mubarik has facilitated 65 multinational and national companies in using GDEIB to leverage their social and financial performance with a focus on sustainability. He has also developed 100+ global experts on DEI from Europe, America, Africa, Australia, and Asia regions. Zahid has long been a vocal advocate for diversity and inclusion initiatives. His dedication to breaking down barriers and promoting equity has made a significant impact, inspiring positive change, and challenging norms.

This Award recognizes individuals who demonstrate outstanding leadership and innovation in promoting diversity, equity and inclusion. Whether through mentorship programs, advocacy efforts, or organizational policies, recipients of this award have shown a profound commitment to creating a more inclusive society.

The free GDEIB – Global Diversity, Equity, and Inclusion Benchmarks: Standards for Organizations Around the World, is an 80-page Guidebook researched and written by 3 authors – Nene Molefi, Julie O’Mara and Alan Richter, PhD, with extensive input from 112 Expert Panellists around the world. It is designed to be used by any organization, in any industry or sector, and any world region. It can be customized. It is available as a PDF. Anyone can view it; to use it, you must sign a User Agreement. The Guidebook and several User Tools, including a 1-page overview, several learning activities, an Assessment Checklist and other tools are also available for free. It has been supported by many organizations around the world. The entire GDEIB has 275 benchmarks in 4 Groups (Foundation, Bridging, Internal, and External) and 15 categories (such as Leadership, Structure, Social Responsibility, Marketing, Recruitment, and Communications). Each category contains 18 to 22 benchmarks in 5 levels from Inactive to Best Practice.

Only 3 people including Zahid Mubarik have received this award since the GDEIB was created in 2006. Dr. Price Cobbs a contemporary of Dr. Martin Luther King and Andrew Young in the US. Author, great thinker, and DEI advocate. His first book was Black Rage. The 2nd is Barbara Deane, a DEI consultant and writer who is an excellent thinker and educator who currently is co/founder of the NW (US) Diversity Learning Series. All Vanguard Award recipients have been GDEIB Expert Panellists. We are delighted to add Zahid to this distinguished list of DEI leaders. Go to www.globaldeiibenchmarks.org to get and learn about using the free GDEIB. The 2024 edition is coming soon. The 2021 edition is available now.

We commend Zahid Mubarik for his dedication to furthering the DEI agenda and look forward to seeing the lasting impact of his work. As we celebrate his achievements, we are reminded of the importance of fostering environments where everyone, regardless of background or identity, can thrive.



Zahid Mubarik SHRM–SCP, SPHRi, GPHR
CEO HR Metrics
**HONORED WITH THE PRESTIGIOUS
GDEIB VANGUARD AWARD**

