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Global Diversity, Equity, and Inclusion Benchmark (GDEIB) Primer

CalSTRS Diversity, Equity, and Inclusion Consulting Services

2024

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GDEIB Background

- GDEIB is a model used globally, which serves as a resource for research and education for individuals and organizations in their quest to improve diversity, equity, and inclusion practices around the world.

- GDEIB has a long reputable history. It was initiated as GDIB in 2006 and has gone through several editions.

- GDEIB is sponsored by the Centre for Global Inclusion.

- GDEIB represents the collective viewpoints of 112 Expert Panelists. Practitioners, scholars, authors from a variety of diversity dimensions, backgrounds, and areas of expertise.

- On November 7, 2023, the Centre for Global Inclusion ceased formal operations due not being able to sustain operational costs. However, the GDEIB as a model remains valid as does all data collected as part of the CalSTRS assessment process.
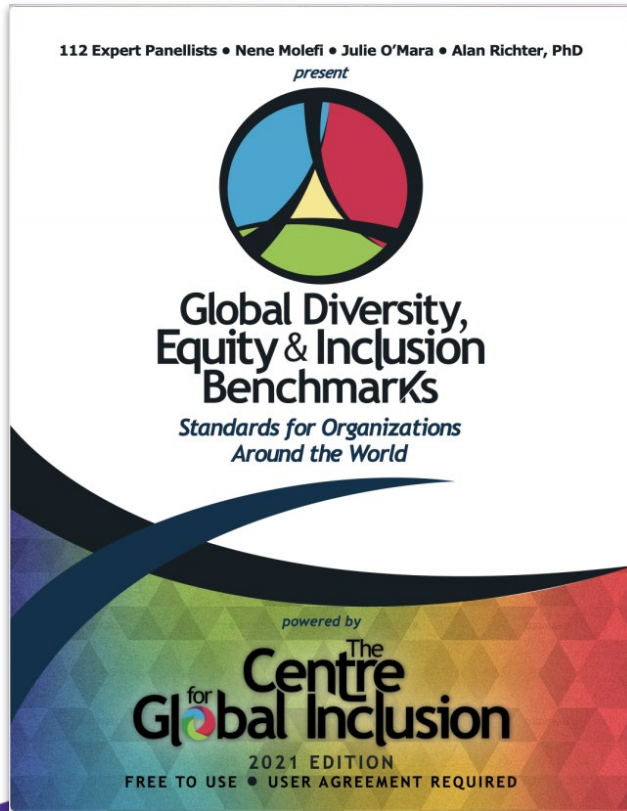
The GDEIB Helps Organizations

- Realize the depth, breadth, and systemic nature of DEI practices
- Assess the current state of DEI
- Determine organizational strategy
- Measure progress in managing diversity, equity, and fostering inclusion

Note: 2021 is the most recent report as of Guidehouse Assessment/CalSTRS Phase 1.

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Four Groups, 15 Categories, 275 Benchmarks

The Centre for Global Inclusion (CGI) recommends 15 categories organized into four groups containing 275 benchmarks. It covers the important elements that need to be addressed to create a world-class Diversity, Equity & Inclusion initiative.

CGI recommends organizations address all 15 categories as the most comprehensive and systemic approach, but recognizes organizations may need to be selective about which categories are able to be address.

Guidehouse will provide assessment recommendations on all 15 categories.

15 Categories in Four Groups

FOUNDATION
Drive the Strategy

1: Vision, Strategy, and Business Impact

2: Leadership and Accountability

3: DEI Structure and Implementation

BRIDGING
Align & Connect

8: Assessment, Measurement, and Research

9: DEI Communications

10: DEI Learning and Development

11: Connecting DEI and Sustainability

INTERNAL
Attract & Retain People

4: Recruitment

5: Advancement and Retention

6: Job Design, Classification, and   Compensation

7: Work-Life Integration, Flexibility and Benefits

EXTERNAL
Listen to & Serve Society

12: Community, Government Relations, and Philanthropy

13: Services and Product Development

14: Marketing and Customer Service

15: Responsible Sourcing

Five Levels of Progress

LEVEL 5: BEST PRACTICE
Demonstrating current global best practices in DEI; exemplary.

LEVEL 4: PROGRESSIVE
Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected.

LEVEL 3: PROACTIVE
A clear awareness of the value of DEI; starting to implement DEI systemically. This is what is required and expected of all organizations.

LEVEL 2: REACTIVE
A compliance-only mindset; actions are taken primarily to comply with relevant laws and social pressures. Doing the bare minimum.

LEVEL 1: INACTIVE
No DEI work has begun; diversity, equity, and inclusion are not part of organizational goals.

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Deliverable: Current State Organizational Assessment
based upon the Global Diversity, Equity, and Inclusion Benchmark (GDEIB) model
(The GDEIB model meets the goal of a data-driven Benchmark Report)

GDEIB Benchmarks	GDEIB Levels
1. Vision, Strategy, and Business Impact	• Level 5: Best Practice – Demonstrating current global best practices in DEI; exemplary
2. Leadership and Accountability	
3. DEI Structure and Implementation	• Level 4: Progressive – Implementing DEI systematically and showing improved results and outcomes beyond what is required or expected
4. Recruitment	
5. Advancement and Retention	• Level 3: Proactive – Clear awareness of the value of DEI; starting to implement DEI systematically. This is what is required and expected of all organizations.
6. Job Design, Classification, and Compensation	
7. Work-life Integration, Flexibility, and Benefits	• Level 2: Reactive – Compliance-only mindset. Actions are taken primarily to comply with relevant laws and social pressures. Doing the bare minimum.
8. Assessment, Measurement, and Research	
9. DEI Communications	• Level 1: Inactive – No DEI work has begun; diversity, equity, and inclusion are not part of the organizational goals.
10. DEI Learning and Development	
11. Connecting DEI and Sustainability	
12. Community, Government Relations, and Philanthropy	
13. Services and Products Development	
14. Marketing and Customer Service	
15. Responsible Sourcing	

GDEIB Model:
GDEIB contains 275 benchmarks organized into 4 groups and 15 categories. Each category has a 5-level rating system from Inactive (Level 1) to Best Practice (Level 5)

Guidehouse utilized the GDEIB model as a framework for the data-driven benchmark report.

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