



# Global Diversity Equity and Inclusion Benchmarks (GDEIB) 2021

The Anti-Racism in Sport Campaign recommends that signatories of the Anti-Racism in Sport Accord use the GDEIB to conduct equity, diversity, and inclusion (EDI) audits within their organizations.

## What is the GDEIB?

The GDEIB is a customizable EDI tool that aims to achieve results over time, built on collaboration for the benefit of all involved, and is beneficial for use in varied types and sizes of organizations. The GDEIB focuses on building EDI competence, laws and regulations compliance, honouring human dignity, assisting in organizational development, and sustainably championing social justice.

Informed by a panel of 112 expert panelists, the GDEIB consists of a total of 275 benchmarks (proven best practices for organizational standards of performance) in 15 categories and four groups, with five rating levels (see Appendix 1 - Global Diversity, Equity, and Inclusion Benchmarks).


The four groups are:


1. **the foundation group** (focusing on strategy development through connecting EDI vision and mission to the organization's goals while also increasing leadership accountability and support for EDI in the structure of the organization),
2. **the internal group** (focusing on policies, systems, and processes surrounding recruitment, advancement, compensation, performance management, and work-life integration),
3. **the external group** (focusing on interaction with the community and other stakeholders), and
4. **the bridging group** (connecting all the other groups). For EDI work, issues related to the foundational group must be addressed before attempting to resolve issues identified in the other areas.

## How is the GDEIB used?

At a minimum, organizations should register at a level three out of five for each benchmark, particularly in the Foundation and Bridging Groups.

The five levels are;

1. **level one** (inactive – no EDI work being done, no diversity and inclusion in the organization),
  2. **level two** (reactive – only complying with legal regulations pertaining to EDI),
  3. **level three** (proactive – displaying an awareness of the value of EDI and implementation has started),
  4. **level four** (progressive – EDI implementing has begun systemically, with a display of improved results and outcomes), and
  5. **level 5** (best practice – A model for others in displaying EDI best practices)
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The GDEIB can be used effectively for the review and development of an EDI vision, mission, strategy, and goals, organizational assessment in relation to EDI, engaging stakeholders in relation to EDI, measure the progress of EDI work, assistance with hiring EDI staff, consultants, and general staff, and for sharing best practices and information with other organizations in your community.

The GDEIB should be utilized by an experienced EDI staff or consultant, feedback should be conceptualized as opinions, official evaluations should include a quantitative and qualitative component, and overall ranking should focus on departments and not the organization. See appendix 2 for an example of how questions/assessments are framed for each category, beginning on page 26 of the GDEIB.

### **How to Access the GDEIB**

The GDEIB is a free and accessible tool for organizations who would like to use it. The GDEIB can be downloaded from the Centre for Global Inclusion's website <https://centreforglobalinclusion.org> but before downloading, interested users will have to:

1. Sign the user agreement found on the website,
2. Email it to [jeanne.spahr@centreforglobalinclusion.org](mailto:jeanne.spahr@centreforglobalinclusion.org) who will submit your request for use to the authors for review,
3. After review, if permission for use is granted to you, begin utilizing the GDEIB for organizational purposes.

**Information related to the GDEIB was taken from the source listed below.**

*Molefi, Y., O'Mara, J., & Richter, A. (2021). Global diversity, equity & inclusion benchmarks: Standards for organizations around the world. [www.centreforglobalinclusion.org](http://www.centreforglobalinclusion.org)*





**Appendices**

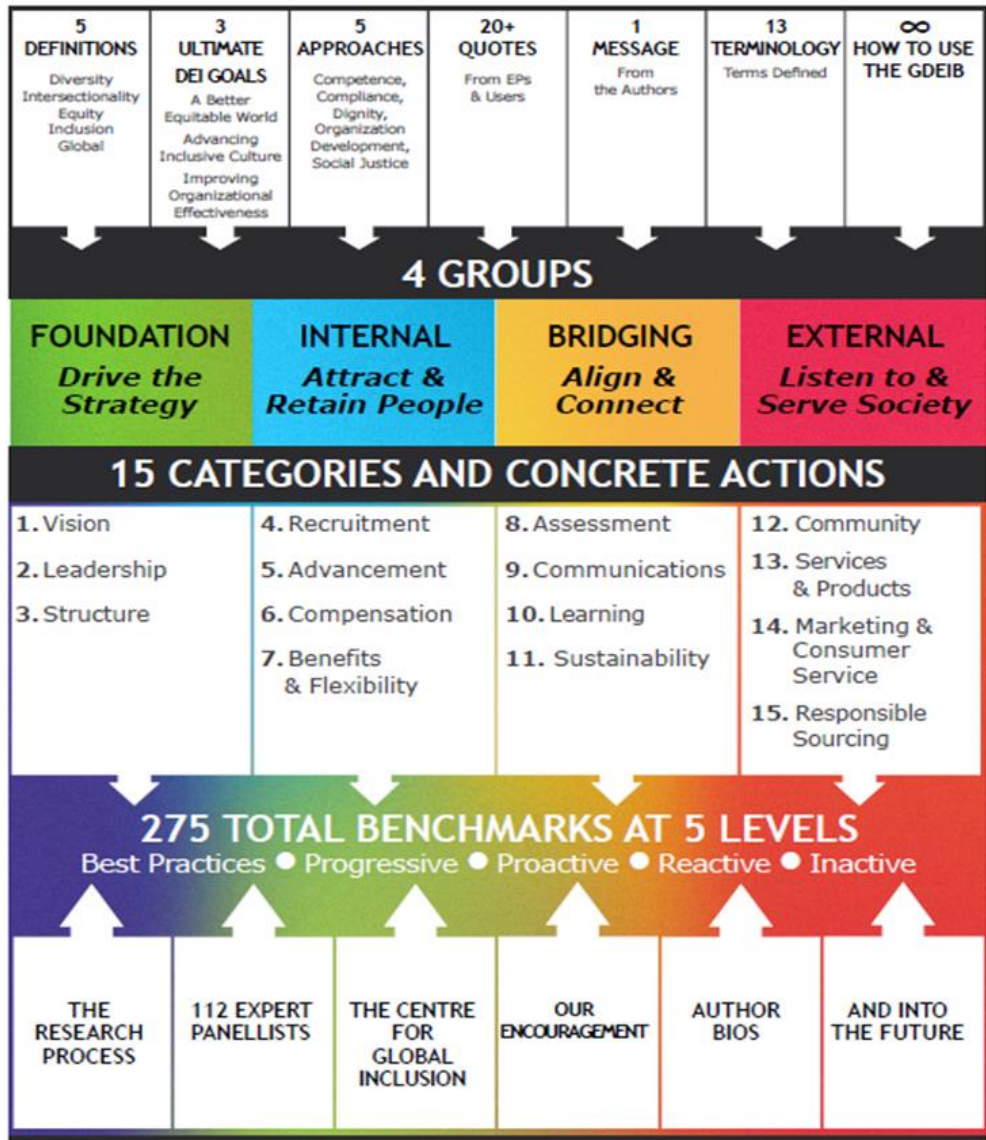
**Appendix 1 – Global Diversity, Equity, and Inclusion Benchmarks - Page XVIII in the GDEIB (2021)**

Global Diversity, Equity & Inclusion Benchmarks Standards for Organizations Around the World

**Global Diversity, Equity & Inclusion Benchmarks**

**AT-A-GLANCE AND BY-THE-NUMBERS**

*For all sectors, sizes, & types of organizations around the world*



Appendix 2 – Example of Questions for a Category in the GDEIB - Page 27 GDEIB (2021)

CATEGORY 1: VISION, STRATEGY, AND BUSINESS IMPACT

**LEVEL 5: BEST PRACTICE**

- 1.1 DEI strategy is an integral part of the overall organizational strategy and is reflected in vision, values, policies, and practices.
- 1.2 DEI is embedded in organizational culture as a core value, a source of innovation, and a means to belonging, sustainability and success.
- 1.3 The organization is frequently acknowledged, cited, and benchmarked by others for its DEI accomplishments.
- 1.4 The organization is proactive and responsive to DEI challenges that are faced by society, including but not limited to political and economic trends, and recognizes that organizations are microcosms of the societies in which they operate.
- 1.5 The organization continues to strive for excellence and is known for its pioneering DEI initiatives that help change the patterns which perpetuate systemic oppression.
- 1.6 The organization’s strategy includes numerical goals resulting in equitable representation of underrepresented groups across functions and levels.

**LEVEL 4: PROGRESSIVE**

- 1.7 The organization’s DEI vision and goals to embed equity, prevent harassment, and reduce or eliminate discrimination and oppression are part of the organizational strategy.
- 1.8 The majority of stakeholders acknowledge that DEI is important to the success of the organization.
- 1.9 DEI competencies that help achieve the DEI strategy are demonstrated by most leaders and a majority of employees.
- 1.10 The organization has examined its organizational culture and created strategies to eliminate inequities and reduce barriers to inclusion.
- 1.11 DEI qualitative and quantitative goals are developed with the help of new technologies and algorithms that include input from a variety of stakeholders.
- 1.12 The organization invests in ethical artificial intelligence to ensure that barriers to inclusion and equity are minimized.

**LEVEL 3: PROACTIVE**

- 1.13 A DEI vision, mission, strategy, and business impact statement has been developed and communicated to all employees.
- 1.14 DEI is defined broadly to include visible, non-visible, inherent, and acquired dimensions.
- 1.15 DEI qualitative and quantitative goals that include input from a variety of internal and external stakeholders are being developed.
- 1.16 Compliance with legislation that protects human rights and ensures safe workplaces is included in the strategy.

**LEVEL 2: REACTIVE**

- 1.17 A basic DEI vision, mission, and strategy have been developed and communicated to all employees.
- 1.18 DEI is defined broadly to include some dimensions beyond gender, race, and ethnicity.
- 1.19 Compliance with basic legislation is in place.

**LEVEL 1: INACTIVE**

- 1.20 There is no DEI vision, mission, strategy, goals, policies, principles, or program.