

The Global D&I Tipping Point 11 Key Trends in Diversity & Inclusion



The Winters Group, Inc.

Contributors



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About The Winters Group, Inc.

The Winters Group, Inc. is a diversity and inclusion (D&I) consulting firm providing clients with *Transformative Solutions for Equity and Inclusion*. The Winters Group has helped hundreds of fortune 100 companies, not for profit organizations, education and the government succeed with D&I by developing, executing, and measuring strategies that lead to breakthrough business results. The Winters Group has over three decades of experience in cultural competence, diversity and inclusion strategy, and organizational change.



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“It just seems clear to me that as long as we are all here, it’s pretty clear that the struggle is to share the planet, rather than divide it.”

*-Alice Walker,
Contemporary Educator and Novelist*

2012 was a tipping point for many diversity and inclusion (D&I) issues in this country and around the globe. We saw a number of defining moments, many of them controversial and misunderstood, that required the attention of D&I experts. We released the first edition of this report to identify how those issues impacted trends in D&I and to provide practitioners with actionable recommendations for developing inclusive strategies and practices within their organizations.

The 2016 edition of *The Global D&I Tipping Point* expounds upon the trends included in the 2012 report and includes new trends inspired by current events from across the United States and around the globe. We take a closer look into events and recent legislation that impact the LGBT[QIA] community. We also expand the “Women Rule: The New Global Gender Reality” trend, to include data and analyses around the unique experiences of women of color. New to the report is a discussion on how organizations are naming D&I, and the pros and cons of a focus on I&D versus D&I. We end the report by highlighting trends in how organizations are innovating at the intersection of diversity, inclusion, technology, and collaboration.

D&I leaders and practitioners should use this report as a tool to draw connections between our ever changing world and evolving workplaces. The 2016 key global trends in diversity and inclusion that D&I practitioners need to pay particular attention to are:



At a Glance—The Global D&I Tipping Point: 11 Key Trends in Diversity & Inclusion

Religious Diversity



Religious diversity, a topic that many organizations shy away from putting on the diversity agenda, will gain more significance. Religious minorities have become more visible and vocal in the United States.

LGBTQIA



LGBTQIA rights in the United States and abroad have progressed tremendously over the past few years. We can safely say there has been a global “sea change” in attitudes towards LGBTQIA rights.

People with Disabilities & Veterans



We have perhaps made the least progress related to people with disabilities. In many countries this is a key D&I focus area, in the US, this topic is gaining widespread attention as troops return home from war.

Gender: Women Rule



Women hold the majority in the global population, however, they are still woefully underrepresented in positions of power. While women are making significant strides, there is still much work to be done around the globe to correct glaring inequities.

“Diversity” Gone Global



Until recently, diversity and inclusion were thought to be U.S. concepts, however, many more companies and governments outside the U.S. have named chief diversity officers and are focusing on D&I in very intentional and strategic ways.

Multiple Identities



The “check the one box” identity answer is a thing of the past. Diversity practitioners will have to understand the multidimensional intersections of identities that employees want acknowledged, valued and respected.

New Global Workforce



The global workforce is changing. Rapid and massive demographic shifts are a reality across the globe. The global workforce is becoming increasingly female, younger and older, and non-white.

Immigration



Globally, in many countries, immigration is also a major source of controversy. Opening a country’s borders to people from “foreign lands” has been a contentious issue for centuries, but as globalization and technological advances have made it much easier to be borderless, the issue is front and center.

Race



Racial inequities persist in every facet of our society from education to economics to health care. Race has been characterized as a social construct with little biological meaning. However, race, defined by color continues to separate, divide and perpetuate an unequal class system.

D&I or I&D



The evolution of how we have labeled this “work” is a diversity trend in and of itself. As more organizations have begun to adopt their own strategies towards fostering a diverse and inclusive workplace, so have they also begun to define what that actually means to their organizations.

Intersection of Innovation



The rise of global, multicultural and virtual teams has become the new norm for many organizations, subsequently fueling the business case for the identification and implementation of strategies and tactics that foster inclusion, collaboration, and innovation. The use of technology in creating these synergies is a growing trend.



LGBT[QIA]: Emptying the Closet

"Give to every other human being every right that you claim for yourself - that is my doctrine."

*-Thomas Paine,
Writer and Political Philosopher*

Traditionally, LGBT has been used as an abbreviated umbrella term to reference people who identify as lesbian, gay, bisexual, or transgender. However, as our understanding of gender and sexual orientation has expanded, so have the terms we use to refer to members of the community.

Recently, some organizations have extended the abbreviation to LGBTQIA, to be inclusive of individuals who identify as queer, intersex, and asexual. This expansion is a result of much of the work and research that has been done to deconstruct the historical, binary approaches to defining gender. For example, in Western culture, gender has traditionally been fixated on two categories—male and female—both

grounded in the person’s physical anatomy (Understanding Gender, 2016). Gender and *biological sex*, however, are very different.

Practitioners have found that gender is not solely connected to one’s biological sex and physical anatomy (Understanding Gender, 2016). Rather, gender is far more complicated, and is made up of an interrelationship between one’s biological sex, gender identity, and gender expression (Understanding Gender, 2016).

Sam Killermann’s (2013) “Genderbread Person,” is a helpful resource in understanding and simplifying this complex topic. In addition, a detailed glossary of commonly used terms related to the LGBTQIA community is included at the conclusion of this chapter.

The Genderbread Person v3.3

The Genderbread Person v3.3
 by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*, Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread. 4 (of infinite) possible plot and label combos.

Identity (Indicates a lack of what's on the right):
 Woman-ness / Man-ness
 How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Gender Expression:
 Feminine / Masculine
 The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Biological Sex:
 Female-ness / Male-ness
 The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Sexually Attracted to:
 Nobody / (Women/Females/Femininity) / (Men/Males/Masculinity)

Romantically Attracted to:
 Nobody / (Women/Females/Femininity) / (Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

For a bigger bite, read more at <http://bit.ly/genderbread>

In the Media & News

LGBTQIA rights in the United States and abroad have progressed tremendously over the past few years. President Obama became the first president in the U.S. to publicly and verbally express his acceptance of gay marriages during his second inaugural address. Most notably, on June 26, 2015, he became the first U.S. president to have the same-sex marriage law passed by the Supreme Court. The historic 5-4 landmark decision, gives marital rights to all same-sex couples throughout all 50 states and U.S. territories.

Within recent years, politicians, entertainers, and sports figures, have openly and proudly affirmed their identity. Tammy Baldwin became the first openly gay senator elected to the U.S. Senate (Grinberg, 2012). Mary Gonzalez became the first openly pansexual legislator (Signorile, 2015). Twenty-three openly gay and lesbian athletes from around the world participated in the 2012 Olympics, more than doubling the number of “out” athletes at each of the previous two summer games (Buzinski, 2012). Jason Collins, an NBA Veteran of 13 years, came out to the world at the closing of his career. NFL hopeful, Michael Sam, became the first openly gay player to be drafted by an NFL team. CNN anchor Anderson Cooper – who has been out to family, friends and co-workers for many years – made the decision to go public, saying, “I think visibility is important -- that the tide of history only moves forward when everybody is visible ... I didn't want to send a message that there was anything I was ashamed about” (The Huffington Post, 2012).

Global Statistics & Laws

Even though same sex unions are still illegal in some regions and in 79 countries gay sex is a crime, one could still argue that there has been a global “sea change” in attitudes towards LGBTQIA rights.

According to a poll conducted by Pew Research Center in May 2015, 57% of U.S. Americans supported same sex marriage (Press, 2015). In 2004, just 12 years ago, only 22% registered approval, and 42% approved in 2009. Young people show the most approval, and people over 65 show the least. Other polls have confirmed similar trends (Pew Research, 2012).

In 2015, the U.S. became the 21st country to legalize same-sex marriage nationwide (Diamond & de Vouge, 2015). Before this epic ruling, there were only 37 states that passed the same-sex marriage law. President Obama’s Executive Order on LGBT Workplace Discrimination also went into effect in 2015, and prohibited federal contractors and subcontractors from discriminating on the basis of sexual orientation and gender identity. That same year, the Equal Employment Opportunity Commission concluded that workplace discrimination based on sexual orientation was illegal, and employers who discriminated against LGBT workers were violating Title VII of the 1964 Civil Rights Act (EEOC). The EEOC took the position that the existing sex discrimination provision under Title VII protected LGBT workers from employment bias.

Globally, at least one country on every continent allows some level of recognition for same-sex partnerships. The Netherlands