

Global Gazette

The latest news, updates, and announcements

In This Issue

World Mental Health Day

Global Scholarship Application

DEI in Hiring

Quote of the Month:

"Your present circumstances don't determine where you go; they merely determine where you start."

- Dr. Lauren Fogel Mersy



October: World Mental Health Day

October 10th is celebrated as World Mental Health day. This is a day to focus on making mental health and well-being a priority for all. The first step in this process is breaking the stigma and disproving the myths our society has about mental health. Statistics show that 1 in 5 U.S. adults experience mental illness. Yet, talking about it can feel ostracizing or like a sign of weakness. Even when we get passed the taboo of seeking support we find many disparities in access to mental health resources. The biggest barriers include a lack of insurance, language proficiency, and mental health professional shortage areas. Global has dedicated our monthly donation to an organization focused on helping this cause. The 988 Suicide & Crisis Lifeline received nearly 2.4 million crisis calls in 2020. This lifeline is free and available 24/7 with a trained crisis worker waiting to listen and provide local support. In Illinois, only 30% of calls were answered in-state. When a call has to be transferred to a national backup center, callers wait for 2-3x longer which makes them more likely to abandon their call and receive fewer linkages to effective local care. Most centers only receive about \$5,000 per year from the state to keep running. This underfunded resource is America's first defense against suicide, making outside donations vital to its success.

Global Scholarship Application



Each year Global offers a scholarship to support outstanding students pursuing higher education. Often, people do not pursue college or graduate school because of the cost and fear of overwhelming student debt. This barrier negatively impacts our community by inhibiting individuals from excelling to their highest potential. As a company with the purpose to do business for good, we provide this scholarship to help relieve some of the burdens that students bear.

Historically, Global only provided this scholarship to students that are friends and family of our employees or clients. Last year we extended our application to the Naperville community and the alma maters of our employees. This led to a huge increase in the number of applications and made it necessary for Global to establish a Scholarship Review Committee. The committee reviews applications that are censored from any identifying information in order to reduce bias when selecting the winners. The voluntary committee votes on their top applicants to select two final winners.

There are 2 winners of this annual scholarship each receiving \$2,500 directly to their school of choice. Please feel free to share [this application link](#) with any of your friends or family and to email our CSR Coordinator at alexis.mordawski@gmsllc.com if you have any questions or concerns with your application.

- *The application for the Global Scholarship (2023-24) will open: November 1st, 2022.*
- *The deadline to submit an application is: March 31st, 2023 at 2:00 pm (CST).*

[Submit a Scholarship Application](#)

Diversity, Equity, and Inclusion in Hiring

One of the many benefits of being B Corp Certified is the opportunity Global has to connect with fellow B Corps. This month one of our fellow B Corps Digital Knack, a female founded recruiting and consulting firm, hosted a coffee chat on inclusive hiring.



The benefits of a diverse team have been proven to show productivity boosts, are predictive of future growth, and lead to higher employee retention. Digital Knack holds diversity, equity, belonging, and inclusion as the four fundamentals that shape its business strategy and actions. Strategies for inclusive hiring vary between companies, the conversations that sparked in this chat focused on how to ethically source candidates for diversity. Simply selecting candidates based on their assumed identity via profile photo or name proves to have many faults. These identifying factors are just the tip of the iceberg, using this method ignores intersectionality and unconscious bias. So how does Digital Knack suggest to source diverse candidates?

The process starts with asking, what groups of people are underrepresented in your industry? Start your search for potential candidates through organizations, educational institutions, and professional associations that imply affiliation with these groups. By seeking out people with an expressed association with a particular group we can eliminate room for assumptions. However, ethically sourcing diverse employees is just the first step in creating an inclusive workforce. Even with good intentions of diversification, some employers may unintentionally cause another form of covert racism with tokenization. A token hire occurs when an individual's identity represents less than 15% of the total workforce.

A top-down approach with support from the C-Suite level matters most when it comes to DEI in hiring. Having full involvement from leadership is necessary to build trust with employees and create a safe environment for transparency and equality in a company's culture. As a company shaped by our diversity, we look forward to continuing these conversations about equity and inclusion in our workforce.

