INCLUSION TRACKS

COMPLIANCE- Discrimination due to racism or other prejudices can take many forms in the workplace, including unjust treatment in hiring, firing, promotions, benefits and more. Creating a safe work environment where such misconduct is not tolerated is crucial for fostering an inclusive and equitable culture.

INCLUSIVE HIRING & WELL-BEING - Inclusive hiring practices acknowledge that different backgrounds, experiences and opinions can add value to an organization. Hiring diverse talent should be supported by an inclusive and equitable work environment that considers employees' well-being in the total employee experience—from recruitment and onboarding to training and development.

ACCESSIBILITY - "Smart" devices powered by artificial intelligence have changed the way we live and work. Though advances in technology have equipped HR with tools to support a culture of inclusion, equity and diversity, technology can also be responsible for perpetuating injustices. Harnessing the power of technology must be done carefully and thoughtfully, taking into account accessibility needs.

CIVILITY & DIGNITY - Cognitive diversity, or diversity of thought, is not predicted by factors such as gender, ethnicity, age or disability status. Leveraging different ways of thinking, viewpoints and skill sets helps drive business outcomes and, ultimately, success.

CONSCIOUS INCLUSION - When unrealized or unchecked, unconscious bias—or stereotypes individuals form outside of their conscious awareness—can be harmful to the work environment and can result in the loss of top talent. To cultivate a truly inclusive workplace culture, organizations must actively acknowledge and mitigate these unconscious attitudes and beliefs and ensure that civility is a key element in workplace interactions.

EQUITY - Equity is central to an inclusive workplace. Organizations must guarantee fair treatment regardless of prescribed gender, race, class or other factors. This includes equitable pay and recognition, as well as equal access to resources, opportunities and rewards for all.

I&D STRATEGY - Understanding business value can help individuals and organizations shift from simply operating to embracing inclusion and diversity—from getting buy-in from leadership to adoption and implementation. Robust I&D processes and strategies can positively impact the bottom line.