

Tracks

Discrimination in the Workplace

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 & Employee 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.

Technology & 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 diversity, equity and inclusion, it can also be responsible for perpetuating injustices. Harnessing the power of technology must be done carefully and thoughtfully, taking into account accessibility needs.

Cognitive Diversity

Cognitive diversity, or diversity of thought, is not predicted by factors such as gender, ethnicity, age or learning disabilities. Leveraging different ways of thinking, viewpoints and skillsets helps drive business outcomes and ultimately, success.

Unconscious Bias

When unrealized or unchecked, unconscious bias—or stereotypes individuals form outside of their conscious awareness—can be harmful to the work environment and 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.

Workplace Culture & Communication

Building a positive workplace culture is anchored in mutual respect and strong communication. Differences in individual styles of communication due to race, gender, age or many other factors, can lead to incivility, or worse, a toxic work environment that compromises productivity and emotional or even physical safety in the workplace.

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.

DE&I Strategy

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