

## **INCLUSION 2025 TRACKS**

### **Untapped Talent Pools**

Unlock the potential of underrepresented talent pools to enhance workforce competitiveness. Focus on strategies for recruiting and supporting veterans, military spouses, older workers, people with disabilities, and other overlooked groups, driving inclusion and workforce diversity.

### **Inclusive Hiring & Talent Development**

Beyond hiring, talent development is key to retaining and advancing diverse talent. Explore equitable hiring, skills-first strategies, and inclusive promotion practices, emphasizing ongoing development to build robust talent pipelines.

### **Employee Well-Being & Mental Health**

Well-being and mental health are central to creating inclusive workplaces. Address mental health support, psychological safety, and holistic wellness programs that promote work-life integration and foster an inclusive environment for all employees.

### **Accessibility & Universal Design**

Accessibility is a cornerstone of inclusive workspaces, both physical and digital. Design universally accessible environments and implement technology-driven solutions that enable neurodiverse and disabled employees to thrive.

### **Inclusive Leadership**

Effective leadership is essential in cultivating inclusive, respectful workplace cultures. Gain strategies to lead by example, foster civility, manage conflicts, and promote inclusivity across teams and organizations.

### **Conscious Inclusion & Bias Reduction**

Intentional inclusion and bias reduction are key to organizational change. Explore strategies to combat unconscious bias in recruitment, promotions, and daily interactions, while fostering allyship and embedding inclusive behaviors throughout the workforce.

### **Equity & Belonging**

Belonging and equity are critical to a thriving, inclusive workplace. Focus on equitable policies, pay practices, and representation, alongside fostering environments where every individual feels valued and empowered.

### **Inclusion & Diversity Strategy**

I&D strategies must align with broader business goals for lasting impact. Build sustainable inclusion efforts through strategic planning, metrics, accountability, and fostering innovation through diverse perspectives.