Workplace Inclusion Charter: Creating Connection between AI and Talent Retention for Business Growth

Dieulita Datus-Hall

Workplace
Inclusion
Charter

What Is Missing?

TREY
research

Starting at The Start

Technology or Inclusion?
- o Requires intentionality
- o Requires boldness
- o Requires forward thinking

Technology or Inclusion:
- o Innovative
- o Encourages sustainability
- o Increase engagement and retention
- o Attracts diverse workforce

Technology or Inclusion:
- o Requires Ongoing training and development
- o Requires adaptability
- o Requires financial investment

Workplace
Inclusion
Charter

What is the Workplace Inclusion Charter?

Definition:

o The Workplace Inclusion Charter is a strategic framework designed to help businesses build inclusive, equitable, and diverse work environments. It provides organizations with actionable guidelines to create workplaces where all employees feel valued and have equal opportunities to succeed.

Why It's Critical for Business Growth:
o Diversity Drives Innovation: Businesses that embrace diverse perspectives are better positioned to innovate.

o Inclusive Workplaces Attract Top Talent: Inclusive practices help create environments that appeal to a broader talent pool, improving recruitment and retention.

Key Areas of Focus:

o Leadership Commitment to Inclusion
o Hiring & Recruitment Practices
o Employee Development and Mentorship
o Support for Employee Resource Groups (ERGs)

Comparison with the Early Days of Computer Use in Business

1

Just as the advent of computers revolutionized business operations, inclusive practices in the workplace is now reshaping business growth and success.

Workplace Inclusion Charter

The Early Days of Computer Use – Resistance and Transformation

Initial Resistance (1980s-1990s):
o   Businesses were initially hesitant to adopt computer technology due to high costs and uncertainty about its long-term value.
o   Many organizations faced a steep learning curve when introducing computer systems and training employees.

Long-Term Impact:
o   Early adopters of computers gained a competitive advantage, transforming their operations by increasing efficiency, improving communication, and streamlining data management.
o   Eventually, computer technology became integral to every business, demonstrating that initial resistance could lead to great rewards.

Lessons from Early Adoption:
o   Embracing change, even when faced with challenges, can transform business practices for the better.
o   Companies that were early to adopt computers had a clear competitive advantage as they became more efficient and agile.

Workplace Inclusion *Charter*

Drawing Parallels – Inclusion and AI as the New Frontier

Resistance to Inclusion:
- o Just as businesses were initially reluctant to adopt computers, some organizations are still hesitant to implement inclusive practices in the workspace often due to fear of change or lack of understanding.

Inclusion & AI as Competitive Edge:
- o Inclusion Today: Companies that embrace inclusion are better positioned to attract and retain top talent, increase engagement, and drive innovation.
- o AI in the Workforce: Similarly, companies that implemented technology early on saw an increase of sustainability, improved efficiency, better decision-making, and innovation.

Future-Proofing Through Both:
- o Understanding that early intergration of practices will ensure businesses and organizations stay ahead of trends and create meaningful changes in the workplace. This can lead to creating more resilient workforce that is better prepared to adapt to future challenges, much like the organizations that thrived after adopting computers in the early days of digital transformation.

Workplace Inclusion *Charter*

Key Benefits of Connecting AI, Inclusion, and Talent Retention

1

Broader Talent Pool:
o   Innovative Technology and inclusive hiring practices together ensure businesses attract diverse talent from a broader pool, allowing them to tap into unique skill sets and perspectives.

Increased Employee Engagement:
o   AI tools help personalize employee experiences, making it easier to align individual needs with business goals, thus enhancing overall engagement and retention.

Driving Innovation:
o   A diverse and inclusive workforce is more likely to generate innovative ideas. By leveraging AI to support talent development and engagement, businesses can sustain a cycle of continuous innovation.

Improved Business Performance:
o   Research shows that diverse teams that are supported by inclusive policies and advanced AI tools perform better, both in terms of financial outcomes and employee satisfaction.

Actionable Steps for Businesses

Commit to Diversity and Inclusion:
- Sign the Workplace Inclusion Charter and ensure leadership drives the agenda through .

Create a reminder of the challenges that businesses faced in the early days of technology adoption:
- Unbiased recruitment and personalized employee development.
- Lead by examples
- Challenge yoursel

Ongoing Education & Training:
- Provide ongoing training on unconscious bias, and the importance of diversity in the workplace.

Encourage Employee Resource Groups (ERGs):
- Create spaces for underrepresented groups to have a voice and influence in organizational decisions.

Workplace Inclusion *Charter*

Conclusion

Final Thoughts:
- Be Creative
- Be Bold
- Take The Lead
- Be the first
- Stand Against the opposition

Call to Action:
- Working together to create a future where businesses don't simply apply inclusion as a check mark but instead it is incorporated into every facet of and AI to not only retain top talent but drive growth, innovation, and success.

1

Workplace Inclusion *Charter*

Dieulita Datus-Hall
Rdlip.ca

Thank you for Joining

Workplace
Inclusion
Charter