CREATING INCLUSIVE WORKPLACES: LEVERAGING TECHNOLOGY AND INNOVATION"

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AGENDA

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- Benefits
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- Challenges
- Best Practices
- Summary

INTRODUCTION

In today's rapidly evolving professional landscape, the importance of workplace diversity cannot be underestimated.

Inclusion is the act of creating an environment where all employees feel valued, respected, and supported. It means promoting diversity and embracing differences, while also ensuring that everyone has equal access to opportunities and resources.

The subject on inclusiveness highlights on prioritizing and actively promoting diversity, equity, and inclusion among employees.
These includes but not limited to;

- Diversified workforce
- Equal opportunity
- Inclusive Leadership
- Leadership development..etc.

CREATING INCLUSIVE WORKPLACE

Creating inclusive workplaces aims to foster an environment where all employees feel valued, respected, and able to contribute their unique perspectives and talents.

It involves a commitment to fostering diversity, equity, and inclusion, along with continuous assessment in the implementation of strategies. Benefits comprises of;

- Creativity in perspectives and innovation
- Increase employee engagement,
- Improves productivity and improved innovation.
- It also helps attract and retain top talent
- Improves customer satisfaction
- Access to other markets in an industry
- Enhances the company's reputation, and leads to better decision-making.

ROLE OF TECHNOLOGY & INNOVATION
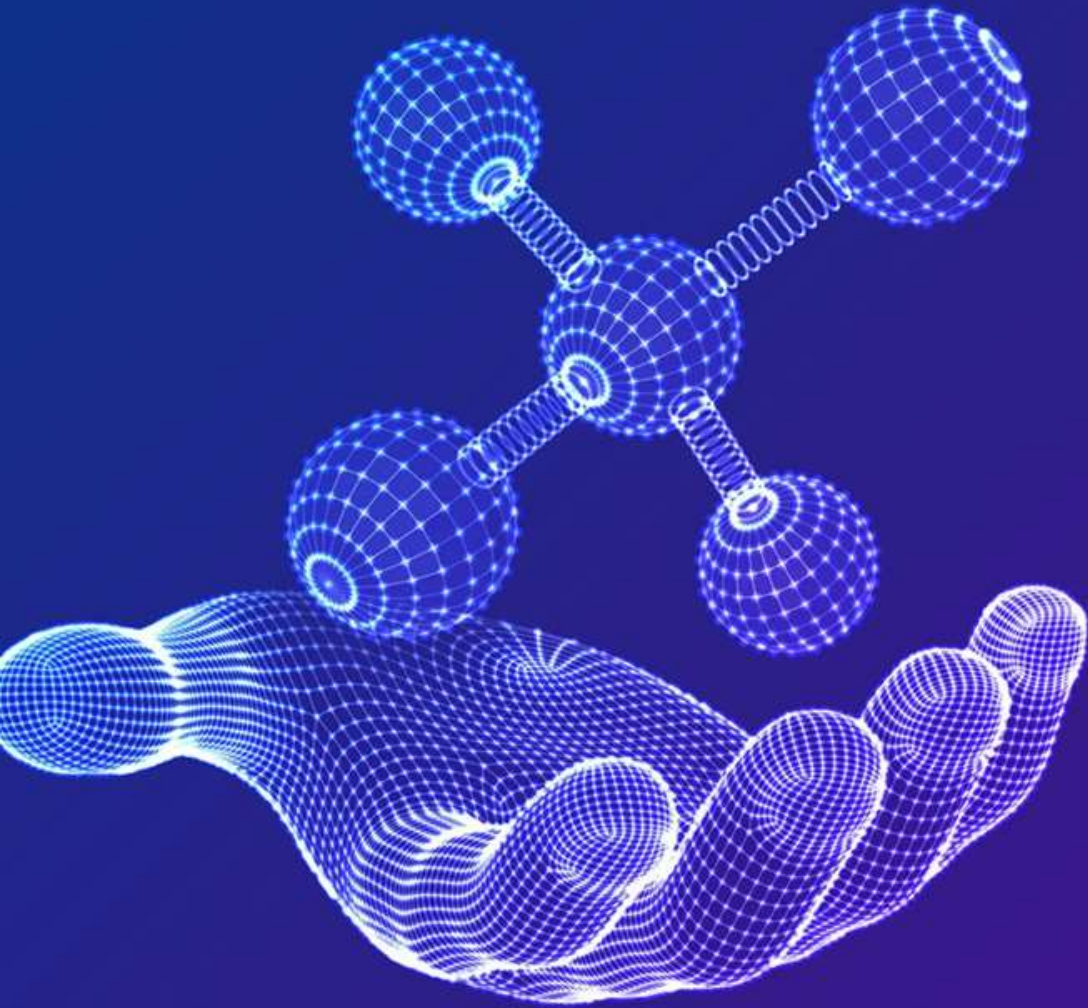
Despite the many benefits of inclusion, there are barriers that prevent it from being fully realized in the workplace. These can include lack of awareness and understanding of different cultures and backgrounds.

Technology and innovation play a significant role in achieving inclusiveness in the workplace. By harnessing the power of technology, companies can leverage data, automation, and AI-driven processes to break down barriers, foster diversity, and drive innovation.

Technology & Innovations can create inclusive workplace in the recruitment process, learning & development, employee assistance programs, remote work, performance management and amongst others

LEVERAGING ON TECHNOLOGY & INNOVATION

Recruitment & Selection process

- The use of technology helps to ensure that the hiring process is as bias-free as possible.
- AI algorithms can be developed with diversity and fairness in mind, ensuring unbiased recruitment
- The use of Applicant Tracking System(ATS) in shortlisting candidates
- AI developed aptitude test for the screening processes

LEVERAGING ON TECHNOLOGY & INNOVATION

Learning & Development

- The use of technology helps to offer online training and learning modules on innovations and trends in an industry that is accessible to all employees.

- Online diversity training programs will create a supportive and accepting workplace environment.

- Digital accessibility features, such as screen readers and captioning, guarantee equal access to information for employees with disabilities.

LEVERAGING ON TECHNOLOGY & INNOVATION

Remote Work schedules

- The use of remote work tools and platforms are accessible to all employees, including those with disabilities.
- Collaborative digital platforms such as shared workspaces facilitate inclusive communication and collaboration, breaking down barriers and enabling all employees to contribute and thrive in a diverse and inclusive work environment.
  - These tools include google spaces, Microsoft tools, slack..etc. They empower workplace equity, ensuring everyone, regardless of their role or location, has the opportunity to contribute and be heard.
- Digital accessibility features, such as screen readers and captioning, guarantee equal access to information for employees with disabilities.

LEVERAGING ON TECHNOLOGY & INNOVATION

Mentoring and Networking Platforms

The use of platforms that foster professional relationships, knowledge-sharing, and personal development opportunities for employees.

- Examples include, company specific intranet platforms where employees can connect, share resources, and seek mentors, professional organisations, social learning platforms with content that promote diversity and inclusion while connecting with colleagues.

- **Employee Resource Group (ERG) Platforms:** platforms or sections on the company intranet where individuals can network, collaborate on projects, and find resources related to their specific affinity group or diversity focus.

LEVERAGING ON TECHNOLOGY & INNOVATION

CHALLENGES

- Resistance to change,

- Lack of technological infrastructure

- Overdependence on technology- relying too heavily on technology for communication and decision-making can hinder personal interactions

BEST PRACTICES

- Proper planning and implementation of initiatives

- Align technology and innovation initiatives to organizational goals and objectives

- Create a supportive and inclusive culture.

SUSTAINABILITY

- Leadership Commitment

- Ongoing training and education

- Ethical use of technology to create inclusive and equitable workplaces.

CHALLENGES

- The balance between remote & in-person work to feel connected and part of the team when working remotely.

- Difference in the technology proficiency of employees

BEST PRACTICES

- Implement a balanced approach in offering flexibility

- Stay responsive through surveys and feedback from employees to the evolving needs of your workforce

SUSTAINABILITY

- Evaluation and Improvement in systems

- Use of rewards to celebrate achievements

SUMMARY

Organisations can create an environment that embraces diversity, empowers employees, and drives innovation by been intentional in its approach and implementation.

Creating an inclusive workplace is an an ongoing process that requires continuous commitment and adaptation by both employees and management.

THANK YOU

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