



AI for Diversity
and Inclusion

Diversity as a competitive advantage: Strategies for inclusion in the workplace.

Co-funded by the
Erasmus+ Programme
of the European Union



AI4DI: RAISING AWARENESS IN THE WORKPLACE

- Project won in the Erasmus+ vocational training framework
- Creation of an app equipped with artificial intelligence capable of "measuring" employee sentiment;
- The chosen themes were explored with the help of a psychotherapist;
- Free training for Managers and HR Managers on how to use the conne monitoring tool app





AI for Diversity and Inclusion



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We need to work together to overcome these challenging times. Diversity and inclusion foster cohesive communities and capitalise on innovation and growth. To do this we must use all talents and leave no one behind. It is therefore important to assess where we stand and whether our diversity policies are delivering. I am calling for every organisation join me during May 2023 to celebrate European Diversity Month and take a firm stance for diverse, inclusive and equal workplaces.

Helena Dalli, European Commissioner for Equality

H "Diversity and inclusive policies foster productivity and creativity. When people from different backgrounds work together, innovation happens."

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ISO 30415:2021
Human resource
management —
Diversity and inclusion



It represents the unequivocal commitment of all UN Member States to eradicate poverty in all its forms, end discrimination and exclusion, and reduce inequalities and vulnerabilities that leave people behind and undermine the potential of individuals and humanity as a whole.

Before you start a journey or assess your progress, you need to know where you stand. And every business should ask itself these questions:

- Do our diversity policies really work?
- Are we aware of the level of diversity among our staff members? Are we open to diversity of talent?
- Do our policies and strategies contribute to creating a respectful, nurturing, and encouraging environment for every single person?

Success means knowing how to build bridges: bridges with the latest resources, with team members, business partners, suppliers, customers and public authorities, as well as between the various policies and strategies within a company.



Soap dispenser video

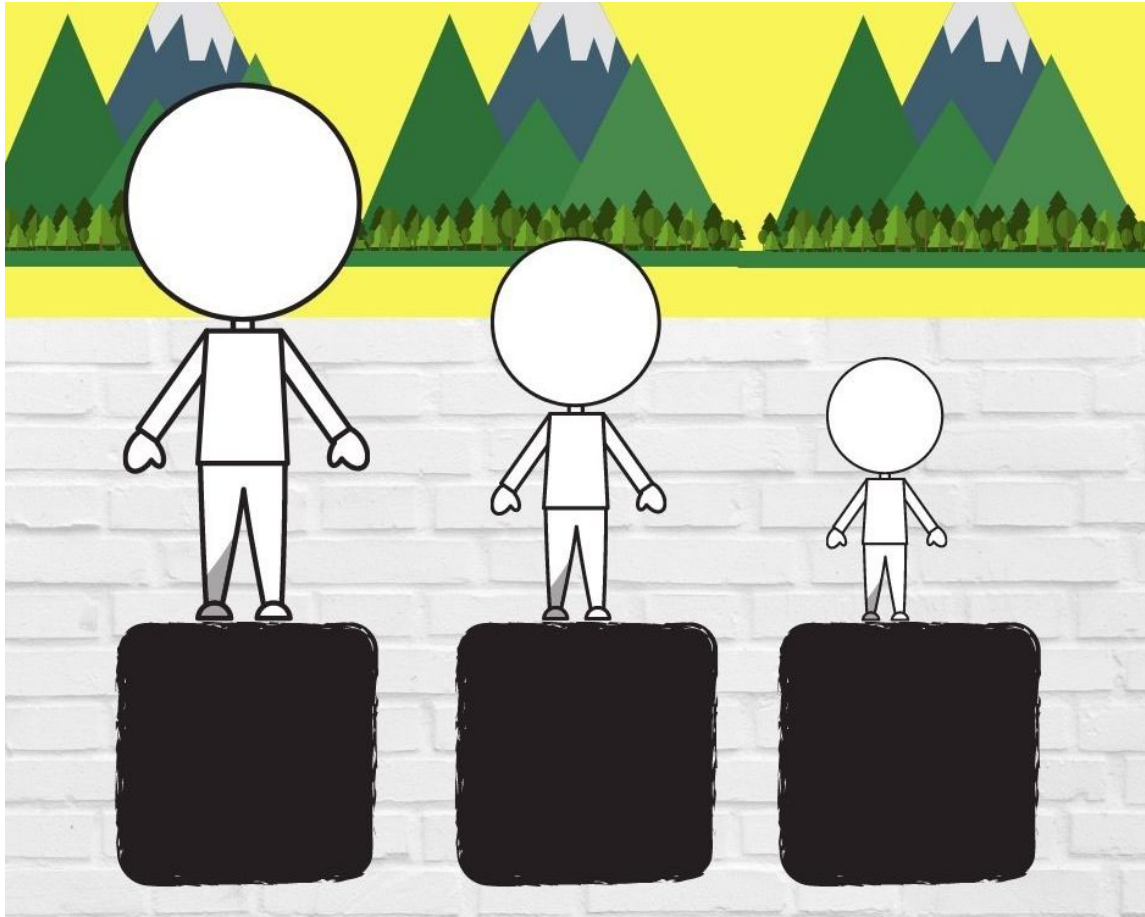
DIVERSITY

Diversity refers to the presence of differences within a group, such as race, gender, and cultural background.

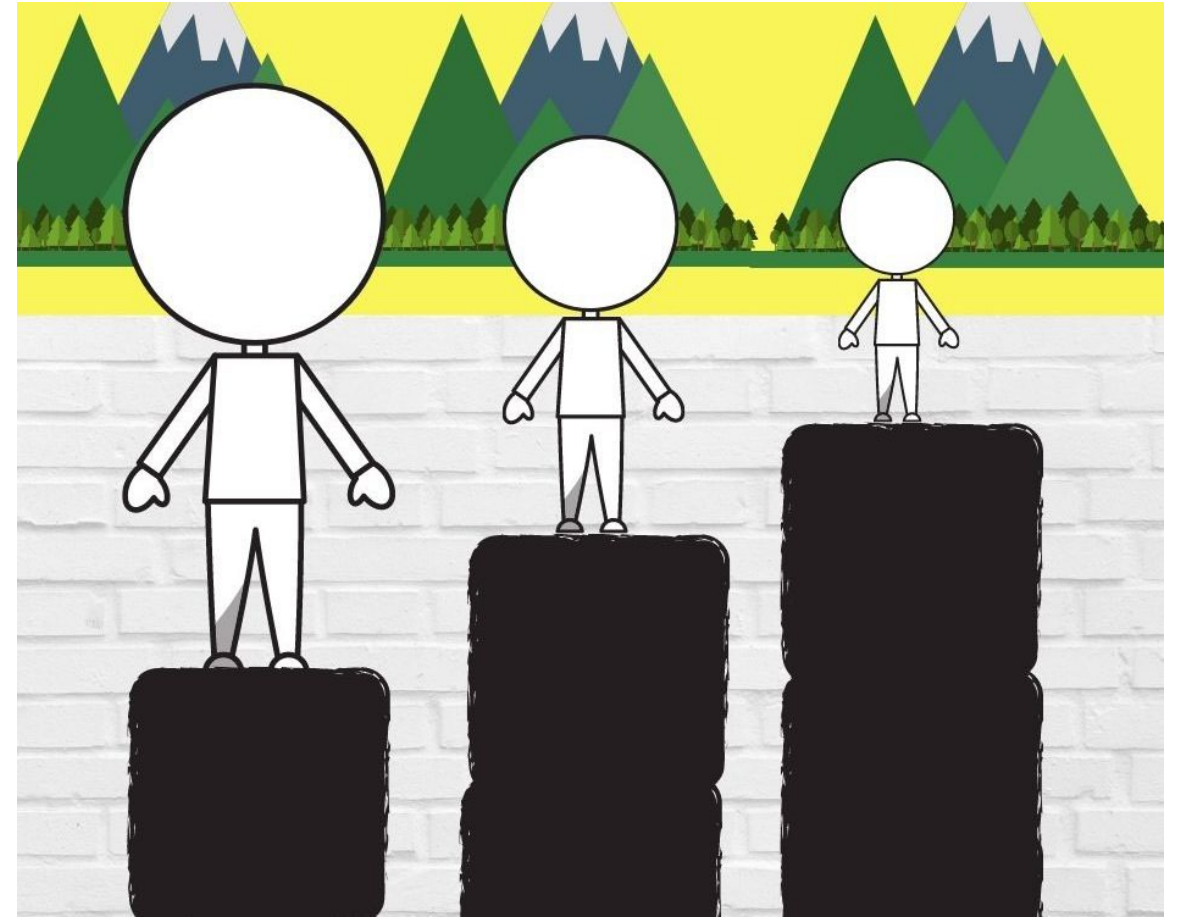
INCLUSION

Inclusion ensures that all individuals feel valued and integrated, emphasizing active engagement and equal access to opportunities.

EQUALITY



EQUITY



INTEGRATION

Integration refers to the process of incorporating individuals from different backgrounds into existing social structures. It aims to bridge the gaps between different groups by promoting interaction and mutual understanding. Integration focuses on fostering social cohesion.

INCLUSION

Inclusion focuses on creating an environment where everyone feels valued and respected, regardless of their differences. It emphasizes the active participation and involvement of individuals from diverse backgrounds, ensuring that their voices are heard and their needs are met. Inclusion emphasizes acceptance and celebration of diversity.

Pixar 'For the birds' video

Italy

Germany

France

England

Spain

Austria

Portugal

Belgium



English

14 responses



Italians

19 responses



Germans

19 responses



French

14 responses



Spanish

19 responses



Austrians

16 responses



Belgians

14 responses



Portuguese

16 responses



They are always late and never respect deadlines. When you ask them for information, they are always approximative, but when they ask you for something, you have to do it immediately.

An Italian marketing manager speaking about their Spanish colleagues.

They're very serious and 'cold' towards other people. Sometimes they seem quite arrogant almost as if they're better than anyone else.

An English manager speaking about their Austrian colleagues.

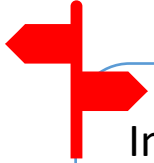
They don't have a sense of humour. When we are in meetings, they don't like any jokes or funny comments. All the meetings are mechanical and well...boring.

A German sales manager speaking about their French colleagues.

What does inclusion mean in real life?

Inclusion starts with I video

What are the benefits of adopting EFFECTIVELY Diversity & Inclusion policies?



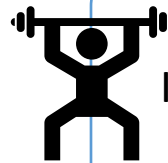
Increases the the company's reputation
particularly with client's and consumers
e.g. Italy: 88% prefer to choose inclusive
brands



Increases the capacity to attract and
retain talent

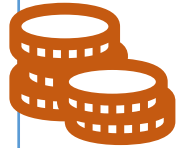


Important impact on innovation
+20%

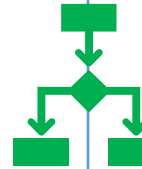


Increases a company's competitiveness

What are the benefits of adopting EFFECTIVELY Diversity & Inclusion policies?



On average +25-35%
increase in profits



Greatly improves a company's ability to
manage processes of decision making
(+30%) and reduce unnecessary risks

Inclusion makes the world more vibrant Video

The beauty of being different, the joy of including everyone!

Gross average earnings, 2023

for calculating the gender pay gap



25.30 EUR
per hour



Men

20.84 EUR
per hour



Women

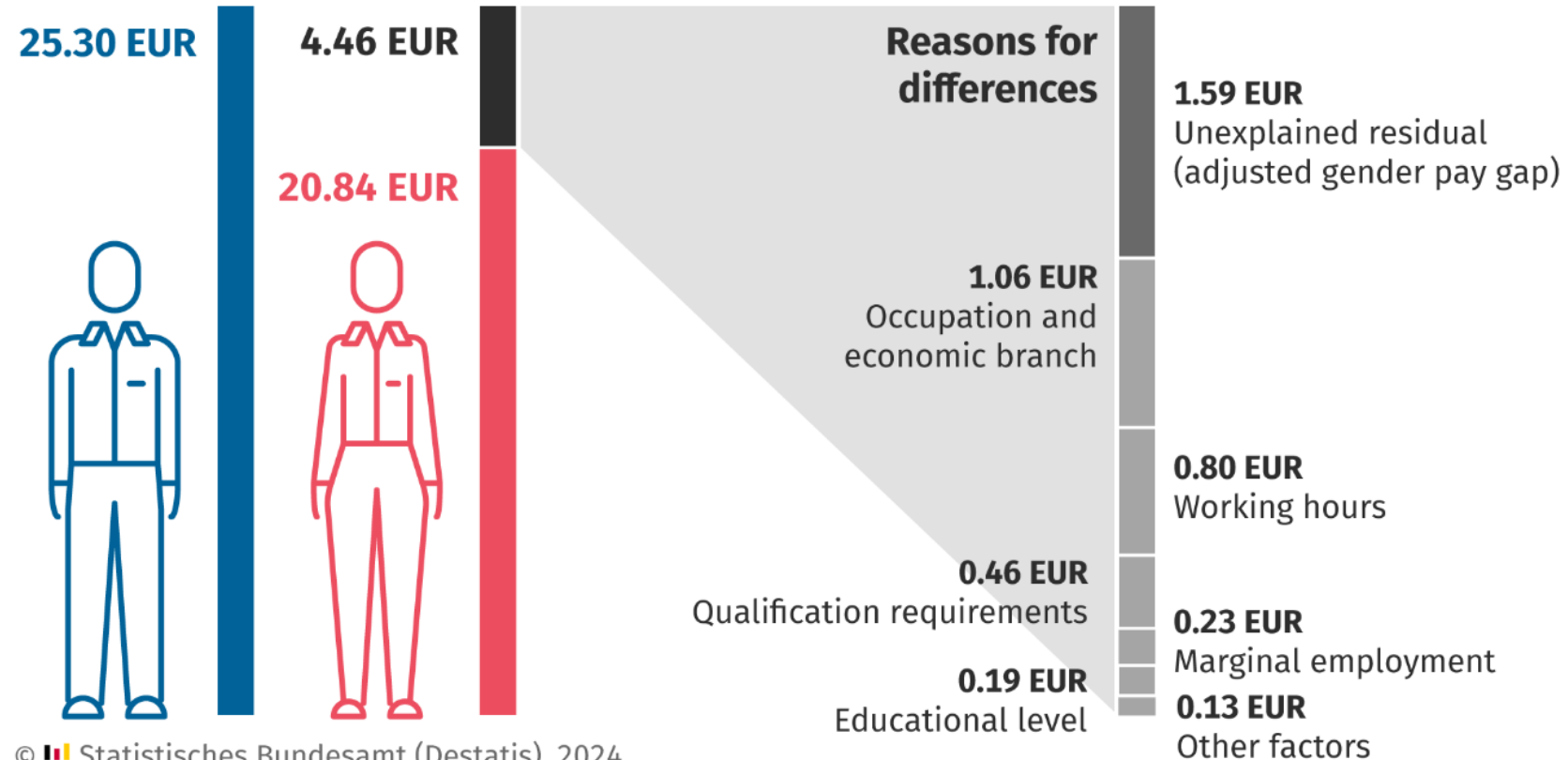


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DESTATIS
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Earnings differences between men and women 2023

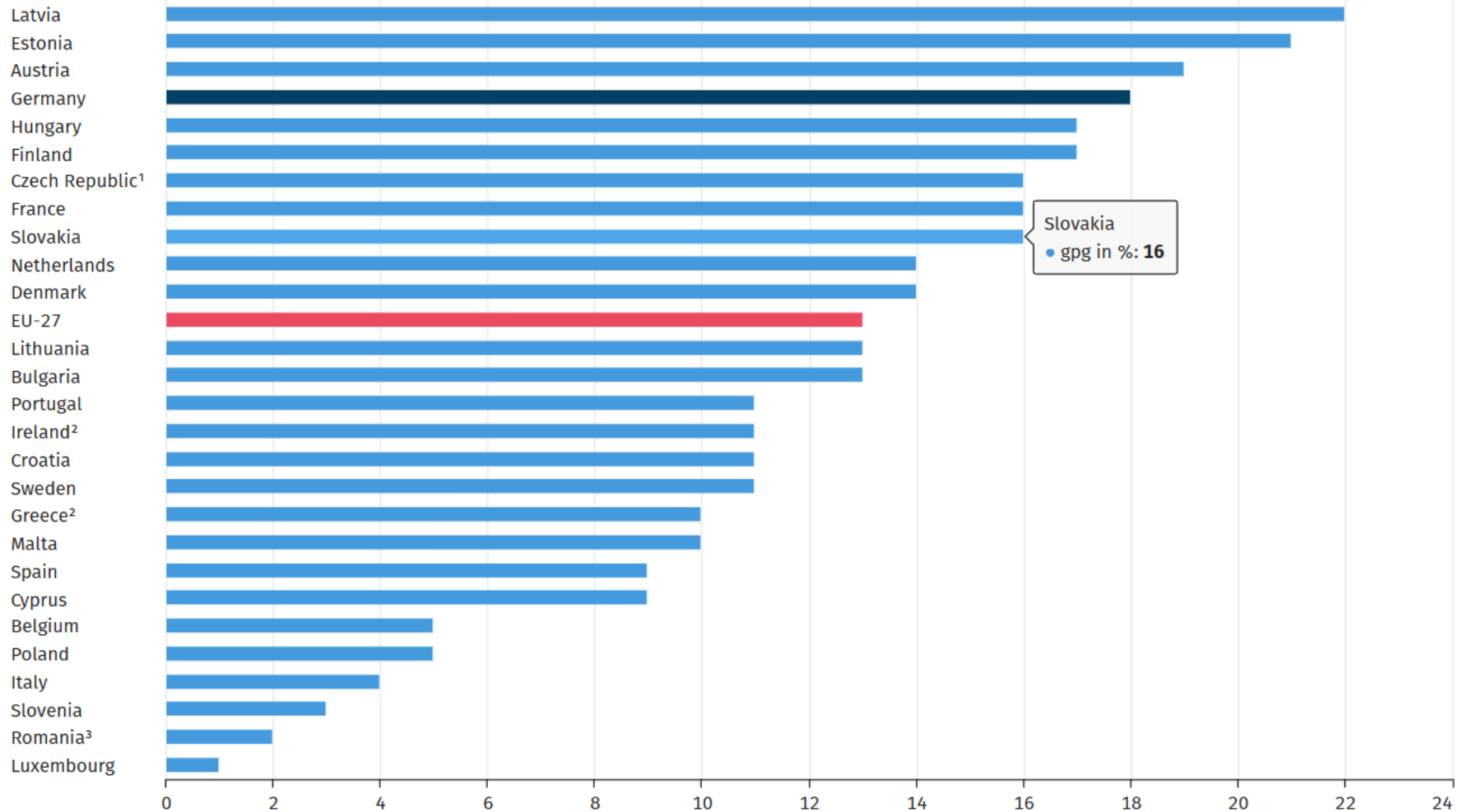
Gross hourly earnings



© Statistisches Bundesamt (Destatis), 2024

Unadjusted gender pay gap in EU Member States, 2020

in %



Preliminary results except Poland, Sweden, Denmark, Slovakia, Finland and Hungary. 1 Definition differs. 2 2018. 3 estimated.

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THE CHALLENGES OF INCLUSION FACING THE EU: OTHER KEY STATS

- Gender pay gap as seen in the previous slide
- Barriers for people with disabilities: In 2021, only 50.8% of people with disabilities aged 20-64 in the EU were employed, compared to 75.5% of people without disabilities, according to Eurostat.
- Age discrimination: In 2020, 18.3% of EU workers over the age of 55 reported experiencing discrimination in the workplace on the basis of age, according to a Eurobarometer survey.
- Discrimination based on sexual orientation: In 2020, 43% of LGBTQ+ employees reported experiencing discrimination at work in the EU, according to a survey by the Agency for Fundamental Rights.
- Discrimination based on 'race': In 2019, 23.5% of migrant workers in the EU reported being victims of discrimination or harassment in the workplace because of their ethnic origin or race, according to Eurostat.

HOW TO PROMOTE INCLUSION

1. Inclusive vocabulary
2. Creation of a Safe Space
3. Saying goodbye to stereotypes
4. A wall of memories
5. Networking, especially via stroytelling
6. Events e.g. Bring a dish party

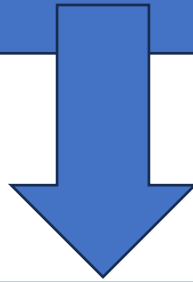


What's Europe doing?

EUROPEAN LAWS AND DIRECTIVES	INTERNATIONAL CONVENTIONS
Directive 2000/43/CE from the Council 29 June 2000	United Nations Convention on the Rights of Persons with Disabilities (CRPD).
Directive 2000/78/CE from the Council del 27 november 2000	International Convention on the Elimination of All Forms of Racial Discrimination (ICERD).
Directive 2004/113/CE from the Council 13 December 2004	International Covenant on Civil and Political Rights (ICCPR).
Directive 2006/54/CE European parliament and the Council 5 July 2006	International Covenant on Economic, Social and Cultural Rights (ICESCR).
	ILO Convention 190/2019 on gender-based violence and sexual harassment in the workplace

Final thoughts...

Inclusion starts with us!



What can we do to highlight the value of another person and what can we change to make our workplace a safe space for everyone to feel at ease?

Thanks!