# Build an inclusive organization

Enable every worker
to fully contribute
and succeed

Organizations today face tremendous disruption navigating uncharted territory since the global health pandemic. As companies start to re-open, employees are faced with new internal processes, safety procedures and protocols. However, the systemic inequalities remain, demanding a stronger focus on diversity, equity and inclusion.

Achieving racial equity is a top priority for companies so including diverse and inclusionary values to organizational talent and recruitment strategies is critical. The current shift of employee and candidate expectations in the workplace presents an opportunity for HR leaders to truly address diversity and inclusion realities that very much matter not only to companies but to society, as a whole.

Not only does a strong diversity focus help to attract the right talent to an organization, it supports retention of that talent to help build the company's future. Inaction is simply not an option today, as employees expect more from their employers, like having a well-rounded, more productive and comfortable working environment. This investment in employees translates directly to brand equity. Not only are consumers more willing to engage with brands they think favorably of, but brands not responding to their clients' needs may see negative effects on their brand equity.
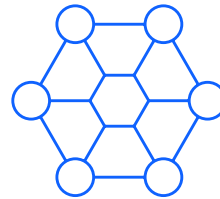
Building diverse, equitable and inclusive teams is a top talent priority for HR and talent acquisition professionals.[1]

Our diversity offering stems from our own learnings and values

IBM® understands that talent transformation and a solid action-oriented strategy for diversity, equity and inclusion go hand in hand. We build upon your strategy with the people, process and technology capabilities you need to realize your corporate vision for a diverse and inclusive company.

Our diversity offering stems from our own learnings and values that leads with a customized strategy and is technology-enabled with embedded measurement and feedback loops. Our goal is to empower clients to envision, design and implement an equitable and inclusive workplace that will help them to:

– Build a diverse workforce where everyone feels like they belong and are valued.
– Improve company culture and brand to attract and retain talent.
– Optimize the investment in every person hired by enabling them to fully contribute throughout their careers.
– Avoid cost of rehiring by helping retention rate.

"We all have a role to play to make IBM more inclusive for our fellow IBMers, and we must each shift gears—to advance from unconscious bias to conscious inclusion, from being color-blind to color-appreciative, and from passive non-discrimination to active allyship. We must stand together as IBMers in true allyship to continue driving an inclusive culture and environment for all IBMers to be their authentic self in the workplace."

– Carla Grant-Pickens, Global Diversity and Inclusion Officer, IBM
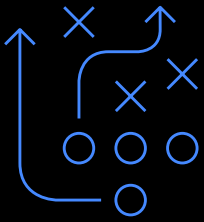
Our diversity services lead with strategy, are technology-enabled and integrate with other IBM talent and transformation offerings.
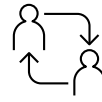
Our consulting services include:
– Co-creating bold diversity goals and strategies
– Educating clients on true nature and pervasiveness of racism
– Conducting 'bias audit' of processes and business outcomes
– Helping to drive change, challenging long-held assumptions
– Aligning diversity, equity and inclusion strategies with business plan
– Assessing the current reality and providing feedback
– Defining success with outcomes, metrics and ROI
– Embedding governance and accountability into plan
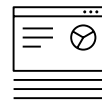
Our technology services include:
– Incorporating IBM's philosophy of 'AI for Good'
– Creating custom analytics and dashboards

Our ethical AI services include:
– Advising on AI risks and benefits and IT security
– Providing expert guidance to ensure right ethical approaches
– Guarding against creation and scaling of systemic barriers
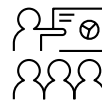
Our assets include:
– Utilizing digital diversity, equity and inclusion training modules
– Drawing on IBM Skills Academy for skills development content

Why IBM?

Standing up for the rights of everyone to have equal treatment under the law is fundamental to IBM. Our learned inclusive posture and actions, together with our deep HR expertise and knowledge in HR transformation, empowers our clients to build and evolve their own custom diversity plan. Building a more well-rounded company through diverse hires and employment practices, drives greater innovation and a smarter company, helping to change how work gets done in a more tolerant and inclusive workplace.

IBM created the Emb(race)™ initiative which furthers our commitment to longer term, sustained actions around social justice with measurable outcomes. This initiative will drastically change our company and society moving forward. In combating implicit bias, we have established four pillars around our efforts:

– Representation and transparency
– Creating economic opportunity
– Leading in good technology
– Social justice policy advocacy

Our other efforts against bias include discontinuing our facial recognition technology in June 2020; expanding our AI for Good program and our Pathways to Technology (P-TECH) educational programs; supporting anti-discriminatory and hate crime bills; and more. IBM initiatives can be found in our 2019 Corporate Social Responsibility Report.

The power of valuing differences in the workplace is significant.

For over 100 years, we at IBM have been committed to foster an environment where everyone is able to thrive because of their differences, not in spite of them. As leaders in diversity, equity and inclusion, we are committed to advancing equity in a global society and for our clients, as well.

Now is the time to embrace change.

And start building a resilient talent management strategy today.

Get started →

IBM.

1 Global Recruiting Trends report, 2018