

Evaluating AI Tools for Workplace Inclusion



Cat DiStasio, HR Expert

1

Define your inclusion goals

- Identify the specific DEI challenges you want to address (reducing hiring bias, improving accessibility, fostering equitable career growth, etc).
- Align AI implementation with your company's broader DEI strategy.



2

Research AI tools with proven impact

- Look for AI solutions that have a strong track record in workplace inclusion.
- Seek case studies, testimonials or independent reviews that demonstrate measurable results.



3

Assess for bias and ethical AI use

- Investigate how the AI model was trained – does it use diverse datasets?
- Ask vendors about bias-mitigation strategies and fairness testing.
- Ensure transparency: can the AI's decision-making process be explained?



4

Evaluate accessibility features

- If using AI for workplace accessibility, check compliance with ADA and WCAG standards.
- Test AI-powered assistive tools for usability by employees with disabilities.



5

Ensure data privacy and security

- Confirm that the tool complies with data privacy laws (e.g., GDPR, CCPA).
- Assess how candidate and employee data is stored, used and protected.



6

Pilot the AI tool with diverse stakeholders

- Run a small-scale test with employees from diverse backgrounds.
- Gather feedback on effectiveness, usability and any unintended bias.



7

Measure and continuously improve

- Track key inclusion metrics before and after implementation.
- Regularly audit the AI tool's impact and adjust strategies as needed.
- Stay informed on AI advancements and evolving best practices in DE.

