

Diversity, Inclusion and Training: What Does This Look Like for the Workforce of the Future?

By Weldon H. Latham and James F. Botana

May 11, 2017

Corporate Diversity and Inclusion (“D&I”) programs have evolved from the concern of a few forward-thinking corporations over 25 years ago, to a mainstream business imperative today. Rapid U.S. population demographic changes are remaking the workforce. Companies large and small are already facing the reality of overwhelmingly diverse applicant pools. These dramatic changes present *opportunities* – to win the “war for talent” – and *challenges* – to maximize productivity of a multicultural workforce, while managing legal risks. This white paper will focus on: (I) how the modern workforce is changing; (II) benefits of diverse corporate workforces; (III) approaches and technology to lawfully manage enhanced D&I in the workforce; (IV) essential training approaches available now to ensure policies become actual practices; and (V) impact of Trump Administration on diverse workforce management.

©2017 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.’s 950+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients’ goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.



Meet the Authors



[Weldon H. Latham](#)

Principal
Washington, D.C. Region 703-483-
8333
[Email](#)



[James F. Botana](#)

Principal
Chicago 312-803-2506
[Email](#)

Practices

Corporate Diversity Counseling