



## The Future of Diversity and Inclusion

### Scan Club output for March 2022

On March 2022 , the Human Resources Innovation Foresight Team (“HRI”) hosted its monthly Scan Club on “The Future of Diversity and Inclusion”. Participants from across the Government of Canada participated in the hour and a half activity.

HRI provided participants with three specific “Weak Signals”:

- [Battle of the Sexes- Conservative Yoon wins South Korean Presidential election on strong anti-feminist platform](#)
- [Gen Zers are tuning in to TikTok to learn about forgotten Black history](#)
- [SiriusXM sued for failing to provide podcast transcripts for Deaf users](#)

Participants then discussed the importance of these signals and their potential impact on the Federal Public Service.

The following infographics summarize each Weak Signal and organizes the participant’s insights and discussions into various areas of implications using a [STEEP](#) framework.

Visit HRI at:

- GC-wiki: [https://wiki.gccollab.ca/EDSC\\_Innovation\\_RH\\_-\\_HR\\_Innovation\\_ESDC](https://wiki.gccollab.ca/EDSC_Innovation_RH_-_HR_Innovation_ESDC)
- GC-collab: <https://gccollab.ca/groups/profile/928221/esdc-human-resources-innovation-innovation-en-ressources-humaines-de-edsc>



## Battle of the Sexes- Conservative Yoon wins South Korean Presidential election on strong anti-feminist platform



Yoon Suk-yeol won South Korea's Presidential election on March 9, 2022. He explicitly sought out the votes of young men and promised to abolish the ministry of gender equality, believing that South Korean women do not suffer from systemic gender discrimination. This is despite South Korea having the largest gender pay gap among OECD countries.

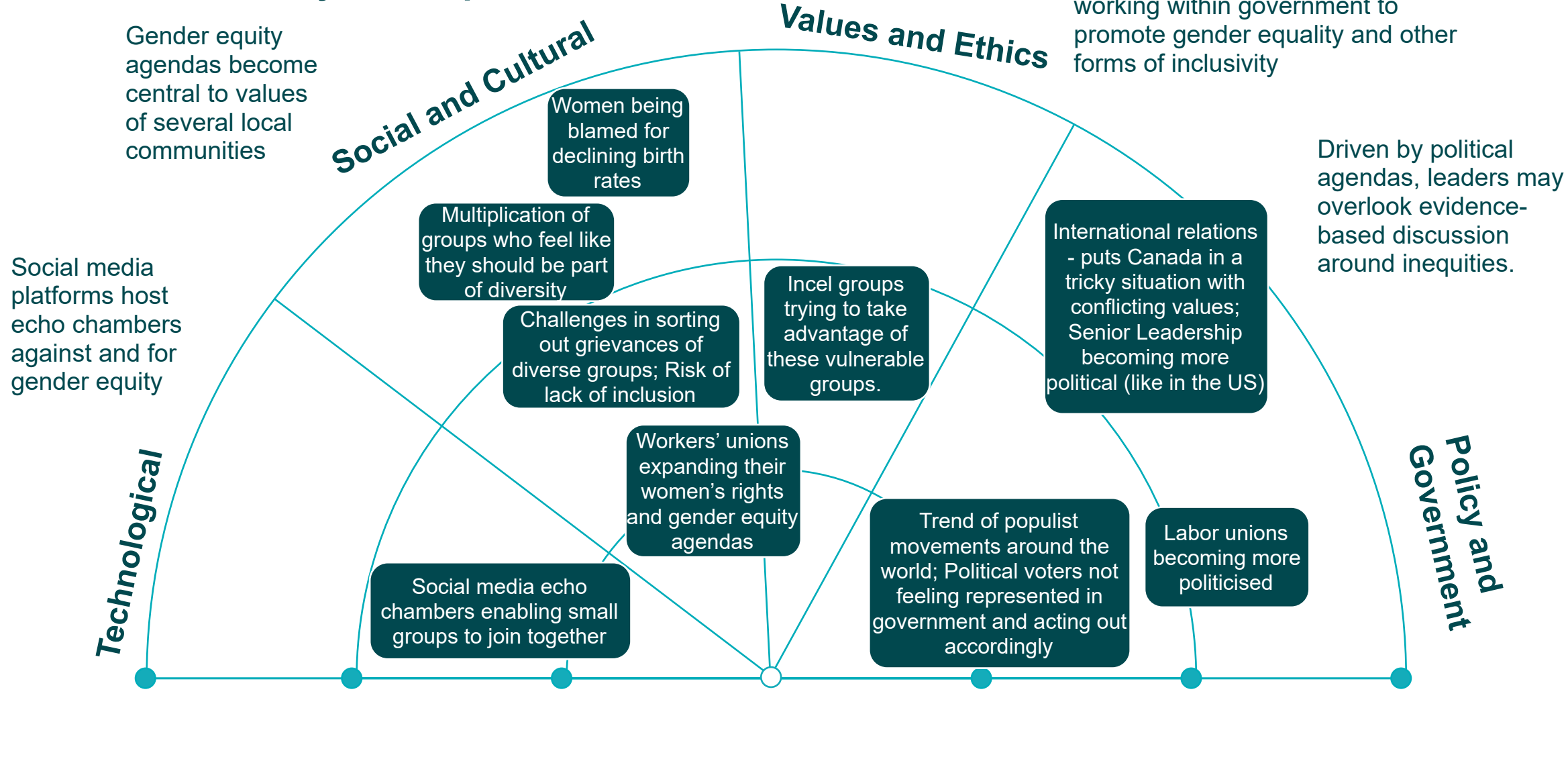
### Who's impacted?

Non-male workforce  
(intersectional identities)

### Conclusion:

If this development were to become a dominant trend, diversity and inclusion could become some of the most charged issues in politics and politicians could get into power based on promises to roll back progress on women's rights. These developments come at a time when LGBTQ and reproductive rights are under serious threat in the United States and "wokeism" is regularly maligned in French political circles during a tense Presidential campaign. These developments are a threat to the livelihoods of those working within government to promote gender equality and other forms of inclusivity. The outright denial of disadvantage or discrimination by leading officials is a potential threat to evidence-based discussion around inequities. The stark difference between men's and women's voting patterns could become a challenging social cleavage that could bleed into many sectors and impede social policy.

### So what? How may this impact us in the future?



### References:

[Conservative Yoon wins tight South Korean presidential race \(msn.com\)](https://www.msn.com)

[The Significance of South Korea's New President Yoon Seok-yeol - Fair Observer](#)

## Gen Zers are tuning in to TikTok to learn about forgotten Black history



As communities around the country continue to discuss whether classroom curricula should include the role of race in the modern era, a new class of Black influencers has emerged on TikTok committed to picking up the slack in education about Black history. They share entertaining videos featuring forgotten lessons and firsthand stories about Black history. For example, a 24-year-old spoken word artist Nick Courmon has earned more than 100,000 followers on TikTok by informing viewers of little-known Black history figures using poetry.

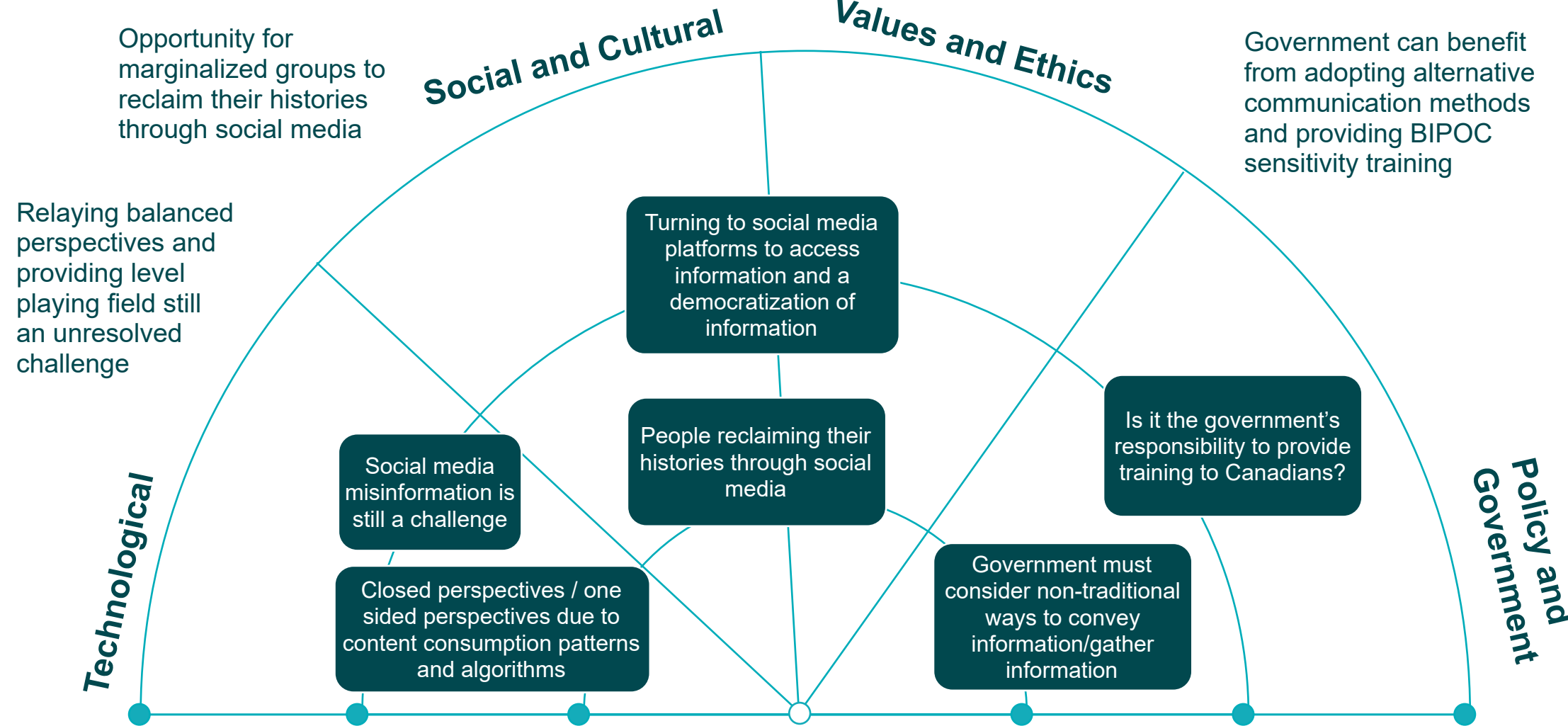
### Who's impacted?

Younger generations

Indigenous Peoples

People of colour

## So what? How may this impact us in the future?



## Conclusion:

This signals a movement where marginalized populations are reclaiming their histories through social media. The younger generation's interest in Black history and the desire to seek out more information can act as a signal to parents, politicians, and educators to take a different approach to the subject. The government needs to be more flexible in terms of conveying information using non-traditional methods to be able to reach this growing demographic of the population.

## References:

[Black creators use TikTok to teach forgotten Black history lessons \(today.com\)](https://www.today.com/black-creators-use-tiktok-to-teach-forgotten-black-history-lessons-todday.com)



## SiriusXM sued for failing to provide podcast transcripts for Deaf users



The Satellite radio giant SiriusXM has been sued by deaf advocacy groups for the failure of its podcasts to include transcripts for members of the Deaf and hard-of-hearing communities. According to the complaint, shows done by Sirius subsidiaries—Pandora and Stitcher are in violation of the Americans with Disabilities Act by excluding those who cannot hear from experiencing podcasts without providing reasonable accommodation (like transcripts).

### Who's impacted?

Deaf and hard of hearing communities

### Conclusion:

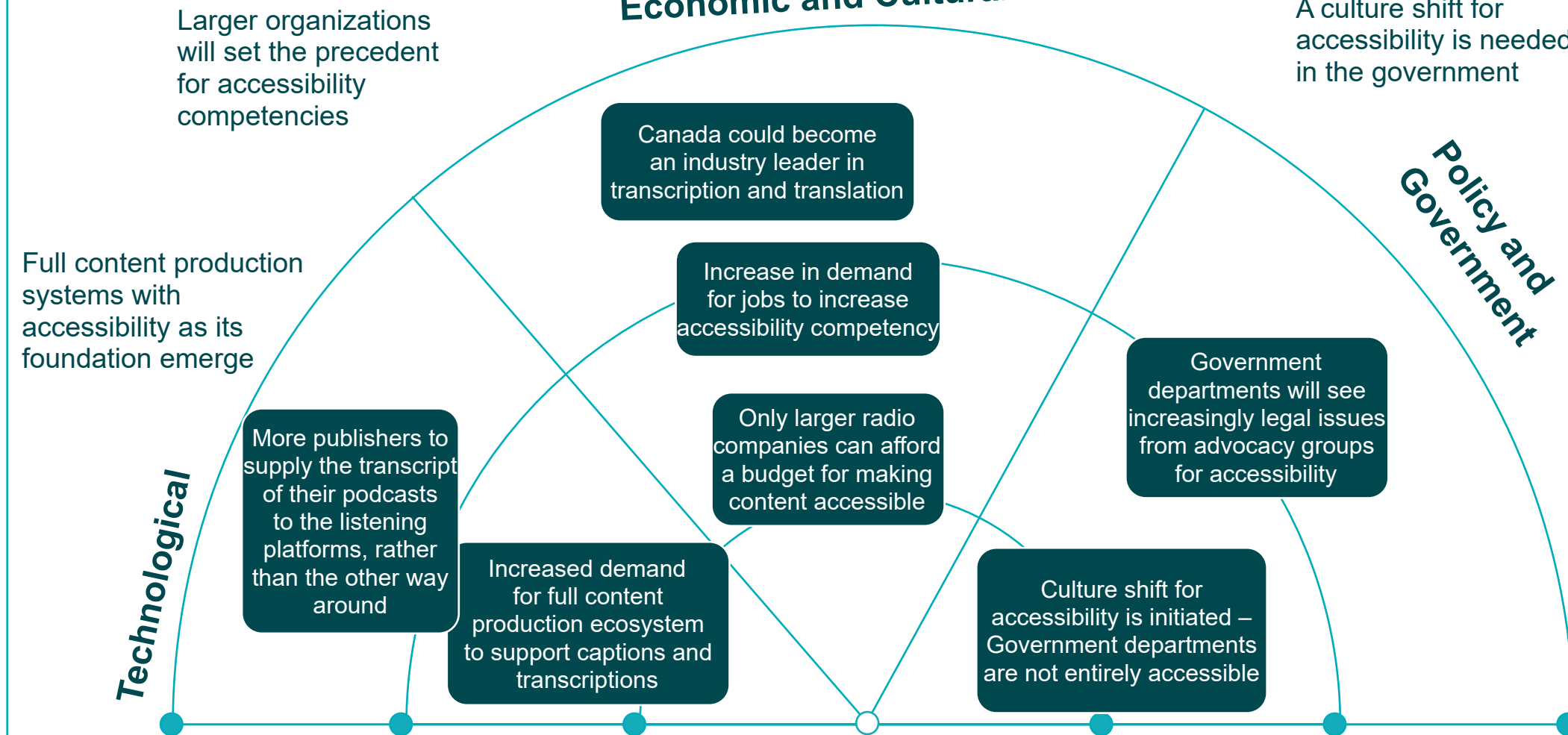
This lawsuit marks a shift in the way Broadcasters and creators need to re-look at their approach to accessibility of audio distribution. Transcripts are no longer a “nice to have” and they are becoming a requirement on demand. Transcriptions are the building blocks if the future of audio distribution and have relevance beyond accessibility in terms of boosting SEO. They can also benefit multi-modal learners who retain knowledge better by using multiple senses—in this case, using their ears and eyes to take things in.

### So What? How may this impact us in the future?

#### Economic and Cultural

A culture shift for accessibility is needed in the government

#### Policy and Government



### References:

- [SiriusXM sued for failing to provide podcast transcripts for Deaf users - The Verge](#)
- [SiriusXM Lawsuit Over Inaccessible Podcasts Underscores The Need For Transcripts Accessible To Everyone \(forbes.com\)](#)
- Related: [Are Transcriptions the Building Blocks for the Future of Audio Distribution? | by Omny Studio team | Omny Studio blog](#)
- [Spotify will auto-transcribe podcasts over the coming weeks - The Verge](#)