

Meeting Planner: Interview with Paolo Gaudiano

Objective: Introduce DEI360, discuss key TEDx talk insights, and explore workplace inclusion over diversity. Use insights learned from Mr. Gaudiano in upcoming research paper.

Introduction:

- Introduce yourself as Founder & President of DEI360.
 - Explain DEI360's mission: Focus on *inclusion* over *diversity*.
 - Introduce Paolo Gaudiano as an expert in DEI, TEDx speaker, and founder of Aleria
-

Discussion Topics:

1. TEDx Talk – Prioritizing Inclusion

- Focus on inclusion over diversity. Hiring diverse talent isn't enough if they don't feel valued or heard. Inclusion ensures engagement, retention, and real impact. Diversity is the invite; inclusion is making them feel at home.

2. Financial Benefits of Inclusion

- Employees stay longer when they feel valued.

3. Ask Questions

- From the report, ask all 4 questions and take notes of Mr. Gaudiano's responses. He is an expert afterall!
- For the AI model question, show the prototype built on www.dei360.ca website

4. Handling Criticism (*If time permits*)

- Address pushback from both DEI supporters and critics.
- **Ask:** Have you faced resistance to DEI reform? How did you handle it?
- Share some comments expressing discontent with DEI:



@hjliao521 1 month ago

The main problem is E, equity. We want equality and fairness, not equity... Equity actually produces privilege and results in exclusion.


 8  [Reply](#)



@mdog6726 2 months ago

There is NO way to get racism right. DEI is racism by definition.

 16  [Reply](#)

 [1 reply](#)