Episode 254: HR News: "Reverse Discrimination" Claims and AI Litigation Risks with David Miklas Discussion Starter

Use this guide to spark conversations with your HR team

1. Employers are facing growing legal scrutiny around diversity, equity, and inclusion initiatives under evolving federal enforcement priorities.
What principles drive our strategies to attract and retain great talent?

2. Managers increasingly use AI tools like ChatGPT to assist with documentation, performance management, and employee communications. What guardrails or AI usage policies have we established to reduce organizational risk?

3. Many organizations promote high-performing employees into leadership positions without adequately preparing them to manage people.
What additional training or support do our managers need to become more effective leaders?

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