



Suhas Bhairav

AI Diversity and Inclusive Language Policy Audit

AI-powered checks to flag biased terms and suggest inclusive alternatives across internal docs.

Deliver a pragmatic AI-guided process to audit, flag, and improve inclusive language in company communications.

Suhas Bhairav

suhasbhairav.com

Automate Inclusive Language Checks

AI can scan policies, handbooks, job postings, emails, intranet pages for inclusive language. It augments human review, not replace judgment, with auditable change history.

Key move Pilot on one document this week; learn and scale.

PRACTICAL CHECKLIST

- 01** Scope content: policies, handbooks, job postings, emails, intranet pages.
- 02** Build a living inclusive lexicon aligned with values and compliance.
- 03** Automate checks on drafts and published content on a weekly cadence.
- 04** Flag terms with suggested inclusive alternatives and usage notes.
- 05** Route flags to human reviewers with context and suggested rewrites.
- 06** Integrate with CMS or document repositories for traceability.
- 07** Privacy-first: anonymize data, limit sensitive fields.

Suhas Bhairav AI Resource

Deliver a pragmatic AI-guided process to audit, flag, and improve inclusive language in company communications.

Weekly Adoption Plan

This plan guides HR teams from pilot to enterprise-wide use in small weekly steps. It emphasizes measurable outcomes and continuous feedback.

Key move Governance first: finalize approvals before full rollout.

PRACTICAL CHECKLIST

- 01** Week 1: Audit one policy, extract non-inclusive terms, build preliminary lexicon.
- 02** Week 2: Integrate AI checks into drafting workflows for new documents.
- 03** Week 3: Extend to two templates; collect reviewer feedback.
- 04** Week 4: Define approvals, escalation, and ownership.
- 05** Week 5: Add privacy controls and data minimization in prompts.
- 06** Week 6: Track metrics: terms flagged, speed, and reviewer load.
- 07** Week 7+: Scale to all content and refine lexicon.

Suhas Bhairav AI Resource

Deliver a pragmatic AI-guided process to audit, flag, and improve inclusive language in company communications.

Risks and Guardrails

AI-assisted checks introduce risk if misused. Establish guardrails, approvals, and metrics to maintain safety and accountability.

Key move Always require human sign-off on high-risk terms before publication.

PRACTICAL CHECKLIST

- 01** Data privacy: avoid PII in prompts; anonymize inputs and results.
- 02** Bias risk: monitor substitutions; involve diverse reviewers.
- 03** Quality: maintain human-in-the-loop for nuanced rewriting.
- 04** Compliance: align with equal opportunity and diversity policies.
- 05** Approvals: assign owner and sign-off process before publication.
- 06** Audit trails: log prompts, decisions, and changes for accountability.
- 07** Metrics: measure term usage reductions and reviewer workload.

Suhas Bhairav AI Resource

Deliver a pragmatic AI-guided process to audit, flag, and improve inclusive language in company communications.

ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

WEBSITE

suhasbhairav.com

EMAIL

suhasbhairav@gmail.com