

REFRAME



AI

WHITE PAPER EXECUTIVE SUMMARY

THE MAKING OF THE FIRST SMALL LANGUAGE MODEL THAT MODERNIZED THE PRACTICE OF DIVERSITY, EQUITY AND INCLUSION AND HOW IT WORKS

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WHITE PAPER EXECUTIVE SUMMARY: THE MAKING OF THE FIRST SMALL LANGUAGE MODEL THAT MODERNIZED THE PRACTICE OF DEI AND HOW IT WORKS

INTRODUCTION

This white paper executive summary provides the background for the making of the first Small Language Model (SLM) that modernized the practice of Diversity, Equity and Inclusion (DEI). It provides the background, the opportunity, approach and results for the development of a proprietary assessment and change operating system to inclusive experience design. Powered by artificial intelligence and machine learning, Reframe automated its change operating system to inclusive experience design training a small language model.

The objective for publishing the white paper is to **share the method used for modernizing the practice of Diversity, Equity and Inclusion (DEI)**. Second, **report evidenced based findings and outcomes from using the Reframe SLM**. Last, **educate and demystify the risks associated with artificial intelligence and machine learning**.

BACKGROUND

- The global market for Diversity and Inclusion (D&I) is estimated at US\$10.9 Billion in 2023 and is projected to reach US\$24.4 Billion by 2030, growing at a CAGR of 12.2% from 2023 to 2030*. With little impact in the number of executives leading Fortune 500 organizations being a woman or a person of color, many within the HR professional community believe the practice of DEI requires a more effective and modern approach.
- Reframe began developing the industry's first Cultural Maturity Model for benchmarking organizations and understand how companies were making the shift to a more inclusive workplace and marketplace.
- This approach took them on a road less travel and automated their consulting services with the development and training of the first small language model that helps leaders modernize DEI while operationalizing change and growth at scale.

THE OPPORTUNITY

- For leaders it is an opportunity to modernize the practice of DEI and close cultural gaps.
- Modernizing the practice of DEI may lead to greater return on human capital and productivity globally.

THE APPROACH

- **RESEARCHED** and developed the industry's first attitude and behavior based instrument that measures an organization's level of cultural maturity and change readiness.
- **DEVELOPED AND TESTED**, Reframe Cultural Maturity Assessment™ and scoring system.
- **VALIDATED** Reframe Cultural Maturity Assessment™ and Change Operating Systems to Inclusive Experience Design.
- **MADE THE REFRAME SMALL LANGUAGE MODEL WITH SOFTWARE TOOLS** and automated its Reframe Change Operating Services to Inclusive Experience Design.

THE RESULTS

2024, with the support of a client partner within the hospitality industry, Reframe tested and validated their **HYPOTHESIS: THE FUTURE OF WORK PRIORITY SHIFTS FROM DIVERSITY AND TO INCLUSION FOR A MORE EFFECTIVE AND SCALABLE OUTCOME**. Using the Reframe Machine on a limited basis, their client partner within the hospitality industry delivered significant results while validating their HYPOTHESIS.

WHAT IS NEXT?

Our ambition is to modernize the practice of DEI for leaders while operationalizing inclusive change and growth at scale. Under the guidance of the Reframe AI Charter, the ambition is to amplify the research and development invested and continuously validate the **HYPOTHESIS: THE FUTURE OF WORK PRIORITY SHIFTS FROM DIVERSITY TO INCLUSION FOR A MORE EFFECTIVE AND SCALABLE OUTCOME**. The next several months reflect the following:

1. Continue validating and training of the Reframe SLM while operationalizing the approach.
2. Release Reframe AI 2.0 waitlist (Q42024) and marketing website.
3. Based on the Reframe AI Charter, build out committees and conduct kick-off meetings to support the vision, mission and business ambition.
4. Secure additional funding with use of funds to support the technology, working capital and launch of Reframe AI version 2.0 (beta).
5. Release Reframe AI version 2.0 Q12025.

*Source: [Research and Markets](#)

To learn more, get the full report: <https://www.getreframe.ai/>

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