General Instructions

1. For each page, synthesize the reading and research by writing in complete sentences in essay format.
   a. Use the green instructions in the notes below each page to focus your research and writing.
   b. Write about each question, prompt, or process provided in those notes.
   c. Write a full page of text with lots of detail (about 250 words).
      i. Don’t generalize so much that your writing is devoid of detail.
      ii. Don’t repeat yourself.
   d. Cite each source by adding a hyperlink in the Title of the Article or law.
   e. Do not change the template:
      i. Text must be 14 point Lato left-justified type.
      ii. Refrain from adding extra margins or double spacing.
      iii. Do not bullet the paragraphs. Write in essay format only.
   f. Add additional pages if you need more room.

2. Add all sources to the Bibliography page.
   a. Include author, year, title, publisher, and URL.
   b. Number or bullet them using the list button.

When in doubt, write to the instructor for clarification using the Canvas Inbox.
In the article *The Radical Frontier of Inclusive Design*, the author discusses the wide range of innovative technology that companies are creating in order to be more inclusive. Specifically, these innovations focused on making the digital world more user friendly for people with a variety of disabilities, such as those who are blind and deaf. One technology uses augmented reality to help people with a hard time hearing be a part of group conversations by placing speech bubbles above each person's head when they are talking with what they are saying written out in the bubble. Another organization called Canetroller allows people who are deaf to participate in VR. This device is a good tool to tech people how to use a cane to navigate new environments in a safe space.

As companies are trying to include make products that appeal to a diverse group of people, some are also trying to hire people who think in different ways. According to *More Companies Looking for Ways to Hire and Support “Neurodiverse” Workers*, neurodiversity in their employees is a concept businesses have started considering in their hiring process. According to some hiring managers, hiring people with a wide range of abilities and disabilities is a good business decision that helps them be more successful, not just to improve their brand image. They create programs that help neurodiverse people do well with their company such as having a mentor in the same department as them. These workers are said to have a “unique perspective and valuable skills,” helping companies be more innovative and creating real value for them.
Leaky Pipeline

According to If Investors Really Listened To Data, They’d Be Investing In Women, despite the fact that companies led by women perform better than those led by men, investment rates for women-led businesses are lower. Research has shown that investment groups typically decide on what organizations to invest in through two factors. The first is data as they try to figure out how successful the business has been and is projected to be. The second factor they consider is their intuition and feeling of the entrepreneur. However, this study showed that investors value their “gut instinct” more highly than data because companies led by men receive 34 times as much funding than women-led companies.

When businesses increase their women leadership roles from 0 to 30%, their profit increases on average by 15%. Male tech entrepreneurs make 35% lower returns on money invested in businesses. This information suggests that investors intuition and general perception favors men over women leading companies. Since the majority of investors are male, they are likely bias towards men as they relate to them more. They likely choose entrepreneurs that are similar to themselves as they have more trust in them. It may also be easier for them to build rapport with men over women, meaning relationships with women may involve more conscious effort. In order to make more informed investment decisions, male investors need to acknowledge their bias and actively try to overcome it. They should spend more time with female entrepreneurs and pay attention to data and what it is saying.
Bias in Artificial Intelligence (AI)

Gender equality in the workplace is a hot topic, with issues including pay differences and unequal ratios of men to women. The article "Can AI make the gender gap at work disappear?" discusses how innovator Katica Roy is using an AI program to help businesses promote gender equality. Roy found in previous studies that a boost of 10% in gender equality results in revenue increasing 1-2%. One of the problems the AI is working to solve is promotion rates, with men getting promoted 30% faster than women. There may be equal numbers of men and women working entry level positions but few working higher up in the company.

Roy's AI makes recommendations when the company is considering making a change such as giving out promotions and salary increases. When the company is doing one of these modifications, the AI suggests changes such as where they need to hire more women and who should be considered for a raise. The AI will also score each decision the organization is making, showing how it will increase or decrease their gender equality. If a company is hiring for a position, the AI brings up a list of potentials from inside the company based on their skills and what diversity they would bring to the new position. This software is designed to show companies where they can improve. Although the organizations on average only adopt 30% of the AI's recommendations, this is a significant number considering how slowly the gap in gender inequality is closing otherwise. It is a slow process, but in three years most companies will have made the money that they spent on the AI system back by increasing their equality.
Hiring Laws and Special Programs to Deter Discrimination

According to Equal Opportunity Employers, it is illegal for most employers to discriminate on potential job candidates based on race, color, religion, sex, national origin, age, disability, genetic information, or on the basis that they have of a complaint of discrimination of any form. Employers that are exempt typically are those that have less than 15 employees. As this is a federal law, the U.S. Equal Employment Opportunity Commission (EEOC) is in charge of making sure all businesses in the United States are following it. In How to File a Charge, the EEOC gives information on how people can file a discrimination complaint. They can be filed online through a public portal, in person, by mail, and they can start the process over the phone. These complaints have to be filed within 180 days of the incident unless state or local laws also prohibit the discrimination, in which case individuals have 300 days.

The EEOC has the ability to file lawsuits on the behalf of individuals if they believe that there has been a violation. Deciding whether or not to take a business to court is based off of the evidence provided, the discrimination that occurred, and how the lawsuit will impact their future cases. In addition to pursuing legal action against businesses that violate the Equal Employment Opportunity Act, they also educate organizations on how to comply with this law. In addition, the EEOC works with federal agencies to make sure they are compliant. In order to do all of this work, the EEOC has 53 field offices all around the United States, as well as a headquarters in Washington D.C.
Bibliography


