

Create A Software Plan

Use what you have learned today to create a software plan for your organization. For more details on other software, refer to the back of your sheet.

1. What is your need?

2. Choose your tool.

3. What will you be replacing?

4. How will this tool impact your organization?

5. Can/will my organization support this tool?

6. What would you need to gain buy-in?

Textio

Textio is the augmented writing platform for creating gender-neutral job posts. By analyzing the hiring outcomes of more than 10 million job posts a month, Textio predicts the performance of your post and gives you real-time guidance on how to improve it.

<https://textio.com/>

MeVitae

Established in the Oxford University start-up incubator, currently located at the European Space Agency, MeVitae utilizes eye-tracking devices, neuroimaging and Emotiv Electroencephalogram (EEG) to determine how employers' brains react to Harvard University's Implicit Association Test (IAT) and different resumes. Decoding of neural behaviors determines patterns on what employers look for in resumes and build a bias correction algorithm that scores and ranks candidates for jobs, irrespective of social class, race, ethnicity, gender, disabilities. In addition names of schools attended and zip codes that can correlate with demographic-related information such as race and socioeconomic status are analyzed through augmented human intelligence tools.

<https://mevitae.com/>

Joonko

Joonko is a real-time diversity and inclusion coach for companies, that can identify unconscious (or conscious) bias events as they happen and provide on-the-spot assessment and feedback to prevent it from damaging the business. A manager can set notification alerts encouraging them to offer opportunities, as the right opportunity arises, for those who may be otherwise overlooked. Alerts may be sent when one person on their team is consistently assigned fewer or less critical tasks. Idiosyncratic work scenarios are taken to consideration by coding into the system if an employee receives fewer tasks because they requested that.

<https://www.joonko.co/>

Loom The Culture Map

Uses machine learning to help leaders, diversity practitioners, and HR professionals measure, map and improve their workplace culture. This assessment and reporting tool quantifies organizational culture across 11 categories and 80 competencies. Reports generated by Loom give organizations the ability to assess team dynamics and employee engagement, identify leadership strengths and opportunities, pinpoint trends across demographic groups, and identify actionable improvement strategies.

Sign up for updates at <https://www.tmiconsultinginc.com/>



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