

Identification of unconscious bias through gamification and unparalleled user experience - Jimmie

Problem Analysis:

Many individuals are unaware of how biases impact their decision-making, leading to potential inequities and conflicts. Traditional approaches to bias training often lack engagement and fail to provide practical and personalized solutions.

Solution Overview: - our proposed solution comprises 4 core components:

Gaming Platform:

Users begin by creating personalized profiles and then enter an immersive metaverse where they navigate various locations marked on a map. These locations house stations offering scenario-based games focusing on specific workplace biases. Users confirm participation upon approaching location, which initiates a storyline based from real datasets and articles related to the selected bias. The scenario unfolds by presenting users with questions and decision points that guides the storyline based on their choices. It continues until users complete the scenario, aiming to help them correctly identify biases and learn how to recognize and mitigate their impact on decision-making. The platform employs machine learning models to analyze user choices, providing personalized reports highlighting learned biases and those identified through user decisions. Continuous scenario updates ensure ongoing learning opportunities for users. Outside the game, there will be a discussion platform for different users to come together and have a common place to interact.

Chatbot Integration:

Our chatbot, chat JIMMIE, plays a crucial role in guiding users too. Leveraging advanced technologies such as OpenAI's GPT models, chat JIMMIE engages users in conversational interactions tailored to their specific needs. Custom prompts, conversational flows, and educational resources within the chatbot facilitate an interactive learning experience. Integration with external services and APIs enhances its functionality, allowing access to relevant databases and incorporating sentiment analysis to understand user emotions.

Reward System:

Our solution also includes a reporting and intervention system. This system enables users to easily report instances of unconscious bias observed in their interactions with colleagues. Upon reporting, users earn points based on the incident's significance and the effectiveness of their intervention. Our software engages with both victims and offenders to resolve the situation, promoting proactive bias mitigation. Users who successfully address bias incidents earn points that can be redeemed for rewards, incentivizing individuals to actively combat unconscious bias in the workplace.

Web Extension for Microsoft Teams:

Our web extension acts as an integrated tool within MS Teams, utilizing NLP to automatically detect multiple instances of unconscious bias in conversations and team meetings. By recognizing keywords and patterns indicative of bias, the extension notifies users in real-time when they may be exhibiting biased behavior. Upon detection, users receive immediate guidance through our integrated chatbot, offering advice on how to address and mitigate the situation. With a focus on privacy and confidentiality, our system ensures sensitive information is encrypted and securely handled.

Feasibility & Impact:

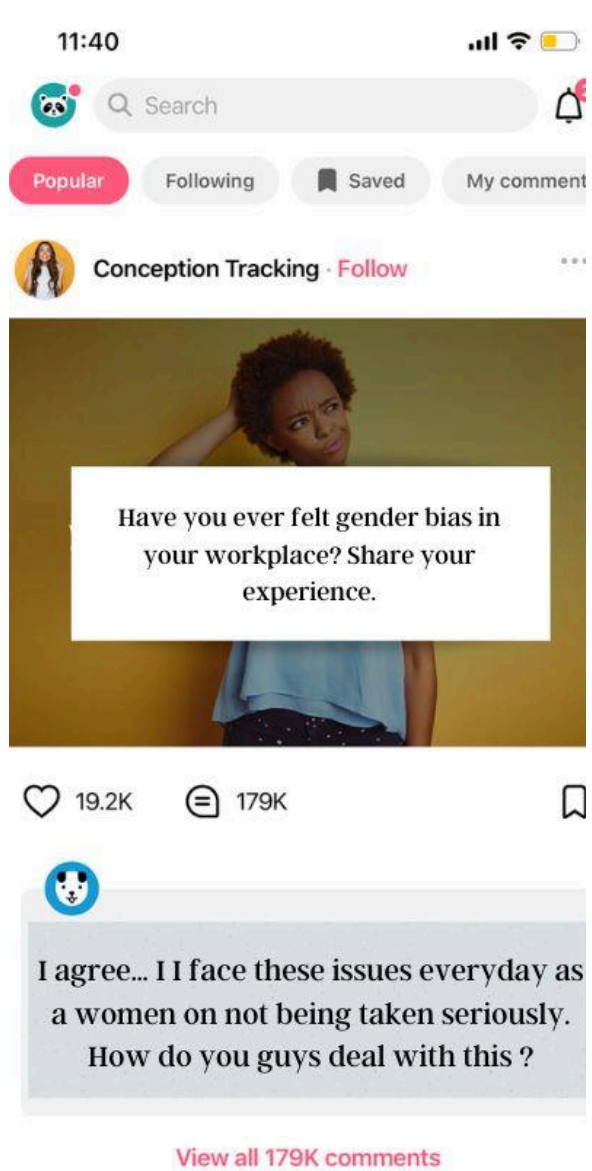
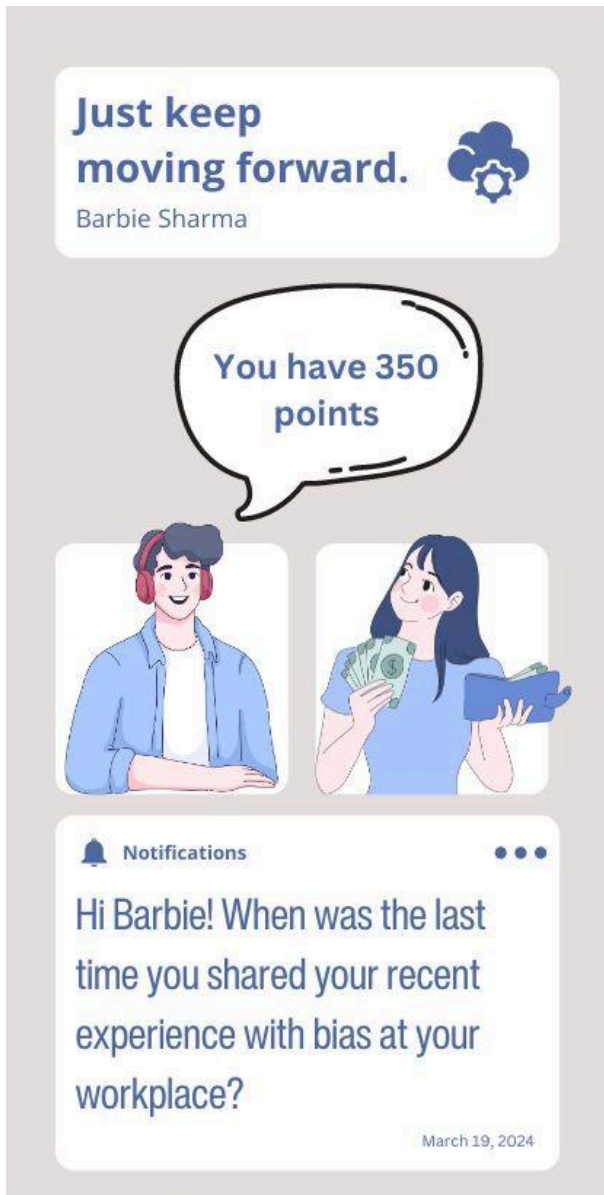
Financial feasibility involves assessing the costs of platform development and considering potential revenue streams, such as subscriptions or advertising, to ensure a positive return on investment. Conducting a cost-benefit analysis and exploring funding options can help determine financial viability. Operational feasibility focuses on coordinating stakeholders, establishing clear roles, and conducting pilot testing to ensure smooth implementation and adoption of the platform. Organizational readiness and stakeholder buy-in are critical considerations. Technical feasibility requires expertise in software development, ML, and game design, with a focus on scalability and compatibility across platforms. Leveraging existing frameworks and cloud services can expedite development and ensure technical viability. Organizational feasibility involves aligning the platform with strategic objectives and addressing workplace culture to ensure acceptance. Educating users through engaging game simulations may require cultural shifts, particularly in more traditional environments.

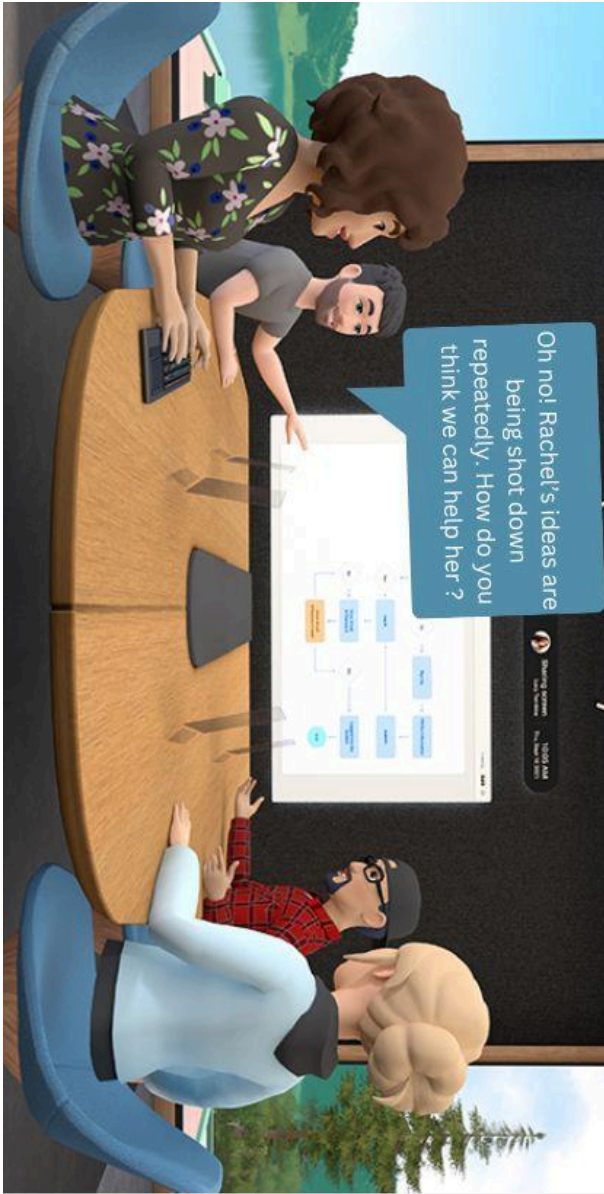
Our solution presents a multi-faceted impact on workplace environments and beyond. Firstly, it elevates awareness and understanding among users regarding unconscious biases, thereby enhancing their decision-making abilities and interactions within the workplace. This newfound awareness empowers users with practical tools to effectively recognize, address, and mitigate biases, fostering a more inclusive and equitable work environment. The platform catalyzes a cultural shift towards inclusivity, promoting diversity and improving workplace dynamics by reducing bias-related conflicts and fostering increased collaboration. Furthermore, its influence extends to educational institutions, where graduates equipped with heightened bias awareness contribute to broader societal understanding and change. Finally, the integration of analytics provides valuable data-driven insights into user behaviors, enabling continuous improvements to ensure ongoing effectiveness and relevance of the solution. Our solution aims to revolutionize bias training, creating a ripple effect of positive impact across workplaces, educational settings, and societal norms.

Appendix:

feature analysis matrix

characteristics feature	technical expertise required	predicted engagement level (1-10)	What it targets/ analyses	why Jimmie?
Game	• all aspects of game development	9	users decision-making process	• engaging • personalized to user profile
AI chat bot	• open AI customization • API	9	users knowledge on biases; personalized solutions	• human-like conversation • learns and adapts to user over time
reward system	machine learning	5	users ability & motivation to identify and solve bias in real life	• first-ever reward system to target & tackle bias in real life
discussion platform	network specific machine learning	7	facilitates collaborative bias-related conversations	• anonymous • moderated by real people
web extension	• NLP	5	users daily interaction online & offline	• secure homomorphic-encrypted data protection





Hi, I'm JIMMIE!
How are you doing today?



Share your thoughts with me....