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| **NAME OF SESSION** | Ways of Working |
| **STUDENT NAME** | Funkeyi Jessica Omoro |

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| **ASSESSMENT FOCUS** | Promoting and Sustaining Diversity in Tech and Using AI Effectively. |

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| **PART ONE: DIVERSITY**  **Scenario:**  You are a mid-level developer working for a tech company with a predominantly male workforce. The company has recently made a public commitment to increasing diversity, specifically the representation of women and non-binary individuals in technical roles. However, progress has been slow, and there's a sense of frustration among some employees who feel that the company's efforts are not genuine.  **Task:**  Identify **three** key areas for improvement to promote and sustain diversity in your company.  For **each** area, provide:   * A brief description of the issue. * Specific recommendations for addressing the issue. * A justification for your recommendations, drawing on the principles discussed in the training document.   **Deliverables:**   * A short-written response (approximately 500 words) outlining the three key areas for improvement and your recommendations. |
| **YOUR ANSWER:**  Diversity within technical roles is increasingly recognised as critical for innovation and organisational success. However, achieving meaningful diversity requires systematic change addressing underlying barriers. In our company with its predominantly male workforce, slow progress has created employee frustration and scepticism about the authenticity of diversity efforts. To address this challenge, three key areas for improvement have been identified: recruitment pipeline diversification, inclusive workplace culture development, and equitable career advancement systems.  1. The utilisation of inclusive recruitment practices is of paramount importance in contemporary organisational settings.  The issue: Current recruitment processes perpetuate homogeneity, drawing from a circumscribed talent pool and employing evaluation methods that favour traditional backgrounds. This systemic approach has the unintentional consequence of excluding suitably qualified candidates from underrepresented groups before they have had the opportunity to demonstrate their capabilities.  Recommendations: To access diverse talent networks, it is recommended that partnerships be formed with organisations such as Code First Girls, Women Who Code, and non-binary tech communities. The implementation of structured interview processes, incorporating standardised questions and diverse interview panels, is paramount. The removal of degree requirements in which experience can substitute, and the adoption of skills-based assessments that focus on problem-solving abilities rather than cultural fit assumptions, are recommended.  Justification: Research has demonstrated that the utilisation of diverse recruitment panels has the potential to reduce bias by up to 30%. Furthermore, the employment of skills-based hiring has been shown to identify talent that may otherwise remain undiscovered by traditional methods. It has been demonstrated that companies with diverse teams consistently outperform homogeneous ones in innovation metrics. This approach is both ethically sound and commercially strategic.  2. Authentic Cultural Transformation  The issue: The implementation of diversity initiatives without consideration of cultural change has been demonstrated to create tokenism, leading to feelings of cynicism amongst employees and thereby undermining genuine efforts towards inclusion. When employees who are underrepresented in their field feel that they are being regarded in terms of diversity statistics rather than as valuable team members, retention is likely to suffer, regardless of how successful the recruitment process is.  Justification: Companies with strong inclusion cultures have been shown to report 2.3 times higher cash flow per employee and 70% lower turnover rates among diverse hires. When inclusion becomes embedded in performance management, leaders prioritise it alongside other business objectives, ensuring sustainable change.  3. Equitable Career Advancement  The Issue: Even successful diverse hires often plateau in junior roles due to lack of mentorship, unclear promotion criteria, and limited leadership development opportunities. This “leaky pipeline” problem wastes recruitment investments and perpetuates leadership homogeneity.  Recommendations: Launch formal mentorship programs pairing underrepresented employees with senior advocates who actively champion their advancement. Publish transparent promotion criteria and create Individual Development Plans with clear milestones. Establish leadership shadowing opportunities and sponsor high-potential diverse employees for external conferences and training.  Justification: Organisations with formal mentorship programs report 25% higher retention rates for diverse employees and faster promotion timelines. Transparent advancement processes eliminate ambiguity that often disadvantages those without informal networks, creating equitable pathways to leadership.  Conclusion  Sustainable diversity requires coordinated action across recruitment, culture, and advancement systems. By implementing these evidence-based strategies, our company can move from performative diversity statements to genuine cultural transformation. Success depends on leadership commitment, measurable accountability, and consistent investment in creating an environment where all employees can thrive and advance. |

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| **PART TWO: AI**  **Scenario:**  Reflect on a technical project you have worked on previously - this could be a project you completed as part of a university degree, a previous coding course (e.g. the CFGdegree), or a project you have been a part of at a current or previous job in tech.  It may have even been way before generative AI was on the scene!  **Task:**  Retrospectively outline a strategy for how you could have used Generative AI responsibly during this project.  Your strategy should consider the following:   * Identify a specific use case for generative AI in the project. * Outline the potential benefits and challenges of using generative AI. * Discuss the ethical considerations and potential risks associated with generative AI. * Propose guidelines and best practices for responsible AI usage.   **Deliverables:**   * A short-written response (approximately 300 words) outlining your strategy for using generative AI effectively and responsibly. |
| **YOUR ANSWER:**  Reflecting on the development of a Contact Management System I built, a low code- application designed to manage client relationships and featuring contact storage, interaction tracking and reporting capabilities, I can identify several areas where the integration of Generative AI could have improved efficiency and the quality of outcomes.  Specific use case identification:  The most impactful application would have been the automated generation of comprehensive test suites and technical documentation. AI could have generated unit tests, integration test scenarios and API documentation based on code specifications. AI-powered coding assistants could also have generated boilerplate implementations for CRUD operations, data validation functions and standard REST API endpoints, thereby reducing the time taken to develop routine functionality.  Benefits and challenges analysis:  Benefits: AI assistance would have improved the consistency of documentation, reduced manual coding errors in repetitive functions and enhanced the comprehensiveness of test coverage. Development time could have shifted from routine implementation to complex system architecture and optimising the user experience, potentially improving the overall quality and delivery timeline of the product.  Challenges include the potential for significant risks, such as the need for extensive debugging due to potential inaccuracies in generated code, the potential for over-reliance to degrade fundamental programming skills, and the potential for AI-generated solutions to introduce subtle security vulnerabilities or performance inefficiencies that manual review might miss.  Ethical considerations and risk assessment  Key ethical concerns include data privacy when sharing project specifications with external AI services, potential algorithmic bias in generated solutions that reflects the limitations of the training data, and questions of accountability when AI-generated code introduces system vulnerabilities. Intellectual property considerations also arise regarding code ownership and potential licensing complications.  Guidelines and Best Practices Framework  Responsible AI integration requires treating it as an augmentation of, rather than a replacement for, human expertise. All AI outputs must undergo thorough code review and testing before implementation. Sensitive project data should never be shared with third-party AI services. Team members require training in AI literacy, including the critical evaluation of generated content, an understanding of AI limitations and the maintenance of core development skills alongside AI adoption.   Conclusion:  Generative AI could significantly enhance project efficiency by automating documentation and providing routine code assistance. However, successful integration requires robust governance frameworks, continuous human oversight and a commitment to maintaining development expertise. |