Project Title: Breaking Barriers Online

Diversity, Equity, and Inclusion also known as DEI. It is a framework used by organizations to promote and create a more equitable and inclusive environment for all individuals, regardless of their backgrounds or identities.

Diversity refers to the differences and similarities between individuals in terms of their race, ethnicity, gender, sexual orientation, abilities, religion, and other identities. Organizations that value diversity recognize that different perspectives and experiences can bring innovation, creativity, and better decision-making.

Equity refers to ensuring fairness and justice in the treatment and opportunities provided to individuals. It involves identifying and addressing systemic barriers and biases that prevent marginalized groups from accessing the same opportunities as others.

Inclusion refers to creating an environment where all individuals feel welcomed, respected, and valued. It involves actively seeking out and listening to diverse perspectives, and promoting a sense of belonging for all individuals within the organization.

By adopting a DEI framework, organizations can promote a more equitable and inclusive workplace culture that benefits everyone. This can lead to increased productivity, better decision-making, and improved overall employee satisfaction and retention.

An organization can also adopt DEI through different technologies which are present in today's world. Every organization have their own website and through which they show their commitment to DEI in several ways but having DEI on a website is only one aspect of creating an inclusive and equitable workplace culture. All Organizations also need to have policies, practices and behaviors that support and promote DEI. These efforts can include diversifying their workforce, providing equitable opportunities for all employees, fostering a culture of inclusion, and creating a safe and respectful workplace.

So, by considering all aspects, we are going to implement a DEI based website which uses modern web technologies.

Languages Used:

    Frontend:

a. HTML
b. CSS
c. JavaScript
d. React.js

Backend:

a. Node.js
b. MongoDB

Website consists of 3 modules:

1. **Learner**
2. **Victim**
3. **Consultant**

- **Learner:** This module includes 2 sub-components which are Social-Media and E-Learning Platform.
  - **Social-Media:** This component can be a powerful tool for promoting DEI and engaging with employees, customers, and the community. It can help create a sense of community and shared values around DEI, and can amplify the organization's efforts to create a more diverse, equitable, and inclusive workplace culture.
    It can include:
    - (i)   DEI News and Updates
    - (ii)   Employee Spotlight
    - (iii) Community Engagement
    - (iv)   Interactive Discussion

  - **E-Learning Platform:** The e-learning platform can offer educational resources on topics related to DEI, such as unconscious bias, cultural competence, and allyship. It can include courses, webinars, and interactive tools to help individuals and organizations learn and apply DEI principles in their daily work and interactions.

- **Victim:** Victim is a person who has ever experienced discrimination or exclusion based on their identity or characteristics, including but not limited to their race, ethnicity, gender, sexual orientation, religion, age, disability, or socio-economic status. Everyone who has ever faced this kind of discrimination seeks for consultancy because it helps them in different way such as:
  - **To better understand their situation:** A consultant can help the person understand their rights, identify potential legal or ethical violations, and clarify what actions they can take to address the discrimination.

- **To explore their options:** A consultant can help the person understand what those options are and weigh the pros and cons of each. They can also help the person develop a strategy for pursuing their chosen course of action.
- **To develop a plan for moving forward:** A consultant can help the person develop a plan for healing, rebuilding their confidence, and reestablishing a sense of safety and belonging in their workplace or community.

To overcome these problems, victim component contains a form which will ask for:

(i) **Demographic information:** Collect demographic information/ such as race, gender, sexual orientation, religion, age and disability status, can help identify pattern of discrimination and ensure that DEI efforts are targeted appropriately.

(ii) **Details about the incident(s):** Ask the person to describe the incident(s) of discrimination or exclusion that they experienced, including what happened, who was involved, where and when it occurred, and any witnesses or evidence they have.

(iii) **Impact on the person:** Ask how the incident(s) of discrimination or exclusion have affected the person, including their emotional and physical well-being, their ability to work or study, and any other consequences they have experienced.

(iv) **Action Taken**: Ask what actions, if any, the person has taken in response to the incident(s), such as reporting it to HR or a supervisor, filing a complaint with a regulatory agency or advocacy group, or seeking legal counsel.

(v) **Desired Output:** Ask what the person hopes to achieve by filling out the form, such as an apology, corrective action, or compensation.

(vi) **Preference mode of communication:** Ask whether the person wants solution through mail or Google Meet. If the person wants to connect through Google Meet then Mail will consist of link of Meet with timing.

- **Consultant:** Consultant is a professional who specializes in helping organizations and communities build more inclusive and equitable environments. They are experts in DEI issues and have the knowledge, skills, and experience to provide guidance, advice, and support to individuals and organizations seeking to promote diversity, equity, and inclusion. A consultant can also play an important role in supporting victims of DEI (Diversity, Equity, and Inclusion) discrimination or exclusion. Here are some of the key roles a consultant may take on in working with victims:
  - **Empathy and support:** A consultant can provide a safe and empathetic space for the victim to share their experiences and feelings. The consultant can listen actively, validate the victim's emotions, and provide emotional support as needed.

- **Education and empowerment:** A consultant can provide education to the victim about their rights and options for addressing the discrimination or exclusion they experienced. The consultant can help the victim understand the steps they can take to advocate for themselves and seek justice.
- **Referral to resources:** A consultant can refer the victim to resources and support services, such as counseling or legal services, as needed. The consultant can also help the victim connect with community organizations or advocacy groups that can provide additional support and resources.
- **Follow-up and support:** A consultant can provide ongoing support to the victim, checking in regularly and providing additional assistance as needed. The consultant can also help the victim navigate any additional challenges that arise as a result of their experience with DEI discrimination or exclusion.

To assign consultant for Diversity, Equity and Inclusion (DEI), Consultant component of website will include:

- online test consisting of 10 questions out of which 6 will be MCQs and 4 problem-based related to DEI.
- Anyone who will pass this test will be assigned as a consultant and will be provided with rights to provide solution to multiple problems available on website and post them on social-media module.