

PROBLEM Recruitment processes often unintentionally include gender-biased language in job descriptions, reducing opportunities for fair hiring.	Solution <ul style="list-style-type: none">- Natural Language Processing (NLP) model trained on gender-neutral and biased texts- Real-time web-based interface for checking recruitment texts- Visual feedback and suggestions for unbiased alternative	Unique Value Proposition An AI-powered tool that identifies gender bias in job postings to promote inclusive, fair hiring practices, supporting UN SDG 5 (Gender Equality)	Unfair Advantage <ul style="list-style-type: none">- AI-driven insights tailored to DEI- Ethical AI focus aligned with IBM's vision- Clean, professional UI with pastel-themed branding	Customer Segments <ul style="list-style-type: none">- HR Professionals- Companies focused on DEI (Diversity, Equity & Inclusion)- Job platforms- Recruitment agencies
	Key Metrics <ul style="list-style-type: none">- Detection accuracy of bias- User adoption rate (HR teams, recruiters)- Reduction in biased terms used in postings		Channels <ul style="list-style-type: none">- Integration with recruitment platforms- IBM SkillsBuild showcase- GitHub and portfolio display- Direct outreach to HR communitie	
Cost Structure <ul style="list-style-type: none">- Development time & resources- Hosting (for live tool)- Maintenance & updates			Revenue Streams (For future scope) <ul style="list-style-type: none">- Subscription from companies- Freemium model with premium suggestions- B2B custom integration	