1. Creating a database of ableist words.
   1. The approach of scraping words from job portals such as linkedin, glassdoors etc. is into consideration.
   2. We are currently developing a code that could extract words from job descriptions that will be posted in the portal.
   3. Although there is a question of how far the process is legal, we are proceeding in the global accepted ways and using scrapping techniques from open sources.
   4. The other approach of creating a database is by manual validation of words.
   5. The approach starts from manually jotting 10-15 words that have been used most frequently and then expanding the database for the new words used by validation from the user.
   6. These validated words will be added to the existing dictionaries by reinforcement learning i.e., adding the words to the dictionaries, and expanding the test set from the train set.
2. Split dictionaries approach to save different ableist words in different databases.

Ableist words for Mentally challenged.

Ableist words for physically challenged.

Ableist words for learning disabilities.

Database containing all words.

1. To generate score

Score generated for Ableist words used for Mentally challenged.

Score generated for Ableist words used for physically challenged.

Score generated for Ableist words used for learning disabilities.

Determination factor for usage of words.

1. To create wordbot
2. Collecting words/phrases.
   1. Referring links from excel sheet.
   2. Collecting words/phrases from portals.
   3. Google
   4. Csv in git for collection of words.

A+B+C -> D (Master DB-main)

1. Reading of this Master DB to python.
2. Reading JD to python or input as value.
3. Read JD to fetch words for validation.
4. Fetched words to be added to Master DB.
5. Matching JD and Master DB.
6. Suggest/replace the matched word with a non-ableist word -> output.xlsx
7. Solution words/phrases:
   1. Links -> don’t use words.
   2. Collection + google -> synonyms (ableist replacement word)
   3. A + B -> Master DB (suggestion)

**New word**