

About Diversity Cyber Council  
<https://diversitycybercouncil.com/>

Our Mission

Diversity Cyber Council is a 501c3 Non-Profit that serves under-represented demographics in the tech industry by facilitating education, training, and staffing opportunities to establish a sustainable and diverse talent pipeline to the workforce.

VISION

Our vision is to enhance inclusion and representation in the tech industry through training, mentoring, networking, and visibility programs.

GOAL

Our goal is to establish a sustainable and diverse talent pipeline that extends career equity to underrepresented demographics by providing access to competent training programs that lead to direct employment opportunities.

## The Kata

### Definitions

### Overview

Program Name: Spotlight App/Platform

Program Summary: The Spotlight App Project is a sustained effort to amass a coalition of nonprofits in order to address specific needs within the communities we serve by leveraging a centralized platform as the base of operations to collaborate and make a collective impact.

Problem Statement #1: The decentralization and lack of support between nonprofits create gaps of service and overall impact.

Problem Statement #2: The lack of visibility of nonprofit groups and offerings creates a barrier of access to the people we aim to serve.

Technology Solution Description: Nonprofit Networking Hub & Diverse Candidate Career Case Management Tool

Tagline: ***Illuminate Possibilities.***

Technology Summary: A technology solution that serves the purpose of enhancing visibility, support, and collaboration of nonprofits serving similar needs in the community and operate as a candidate case management platform.

Users:

Non-Profit with offering ("Non-Profit") - group with a platform integration offering  
Candidate - consumer of non-profit offerings, delivered via the platform  
Administrators - Management of the platform, registering Non-Profits

Requirements:

The Platform must establish a way to incentivize engagement such as sharing of resources, collaboration, networking, facilitating introductions, and partnerships

The Platform must categorize/tag nonprofit support services to match candidate needs identified in the onboarding assessment to include but not limited to

- Resume Writing Services
- Interview Prep
- Free Business Attire
- Apprenticeship Program Registration
- Training Program Registration
- College & University Registration
- Free Grocery & Meal Services
- Discounted Rent & Housing Services
- Daycare/Child Care Services
- Mentorship/Career Advocate Services

End-Use Ease of Use is a hard requirement

Tracking candidate progress is a hard requirement

Tracking engagement is a hard requirement

The Platform must provide a way to allow Non-Profits to publicize offerings to the platform that can provide some level of automatic matching for Candidate requests.

The Platform allows offerings to contain rich text, links, and downloadable readable content such as PDFs, but no other downloads.

Each offering must support a certain list of properties (defined by the platform), such as name, organization description, website, unique identifier (assigned by the Administrators) and other identification information.

The Platform must provide both operational reports (number of candidate matches / period, number of offerings / region, and so on) and analytical reports (projections of future desirable career paths, Offering gaps in a region based on demand, and so on) for use by Administrators.

Reminder to think critically about the nonprofit and candidate experience, anticipate these users needs while developing the use case and user stories. Consider what can offer these users maximum value to fulfill the intent of logging on the app.

## **Networking Hub Functionality & Process**

#### Operational Process - Registration & Intake (Non-Profit)

- Step 1 New Non-Profit registers on platform
- Step 2 New Non-Profit completes community profile
- Step 3 New Non-Profit completes service capabilities assessment
- Step 4 Completion of profile and assessment automatically starts intake
- Step 5 New Non-Profit assignment created

#### Operational Process - Mentor Assignment & Roadmap

- Step 6 New Non-Profit assigned a community leader
- Step 7 Email sent to new Non-Profit introducing community leader
- Step 8 Introductory meeting is schedule within 1-2 weeks to discuss non profit service capabilities, responsibilities, & expectations
- Step 9 Regular cadence touchpoints scheduled between new non-profit and community leader
- Step 10 Platform Role based training is assigned to new Non-Profit
- Step 11 New Non-Profit is invited to monthly community meetings

### **Career Case Management Functionality & Process**

#### Operational Process - Registration & Intake & Career Assessment

- Step 1 Candidate registers on platform
- Step 2 Candidate completes a career profile
- Step 3 Candidate completes a career assessment
- Step 4 Completion of profile and assessment automatically starts intake
- Step 5 New candidate assignment created

#### Operational Process - Mentor Assignment & Roadmap

- Step 6 New candidate assigned a career mentor
- Step 7 Email sent to new candidate introducing career mentor
- Step 8 Introductory meeting is schedule within 1-2 weeks to discuss candidate needs and develop career roadmap
- Step 9 Regular cadence touchpoints scheduled between new candidate and career mentor
- Step 10 Career mentor uploads new candidate career roadmap in platform
- Step 11 Career mentor updates candidate assignment in platform to reflect career roadmap

#### Operational Process - Candidate Services

- Resume Writing Services
- Interview Prep Free Business Attire
- Apprenticeship Program Registration Training Program Registration
- College & University Registration
- Free Grocery & Meal Services
- Discounted Rent & Housing Services
- Daycare/Child Care Services
- Mentorship/Career Advocate Services

## Technical Details

### Domain areas:

- Non-Profit Community
  - NonProfit Profiles
  - Open Community - No Connection Requests
    - Due to the open community please ensure volume of posts will not cause missing important content, maybe a separate forum for posts the nonprofit opts into?
  - Engagement Enhancers - how can engagement be enhanced based on app/platform design and functionality? Weekly NonProfit Spotlights for Engagement? How else to incentivize?
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- Candidate Onboarding Community
  - Registration
  - Needs Assessment
  - Career Roadmap
- Candidate / Non-Profit Matching
  - What is the most efficient and effective process to meet the need?
  - How will candidate progress be tracked
  - How will nonprofit gain value?
- Integration (extranet)

## Resources