WRT 205
Developing a focused explainer topic

As I've been reading through others' suggested additions to our canon, here are some issues that especially interest me:

How diversity and inclusion issues affect self-perception, self-esteem, and mental health

How AI is going to affect organizational cultures in the future

Here are some ways in which these issues connect to other things we've read and/or to prior interests I have:

In Gundemir et all, we saw the impact of organizational culture on employee self-perceptions and attitudes

In Austin and Pisano, we read about ways diversity and neurodiversity help teams perform better.

I have personal interests in how people with disabilities and learning differences are treated in the workplace

As a business major and sport management minor, I am interested in improving the performance of teams. I also want to understand how to harness technology to achieve diversity and inclusion goals but in a way that also protects people and privacy.

Looking at this list of connections, highlight key foundational concepts/ideas/terminology—list those here.

Workplace dignity

Dignity threats

Neurodiversity

Digital hiring assessments

Biased algorithms

Unconscious bias

Dominant ideology

Moral identity

Review your list to the left—which of these issues do you think a person would need to understand in order to understand why this broader topic interests you? Circle them and prioritize—what's really important? What really intrigues you? Why?

I am most intrigued by the threat of AI to help or hurt diversity and inclusion efforts. We live in a world where data about us is constantly being gathered. What will happen when all this data converges so that our personality tests, credit scores, social media posts, grades, driving history, browsing history, social contacts, etc. are available to our future employers? The things we worry about today – like making sure we have a diverse applicant pool or diversity on corporate boards – are important and should be fixed, but I'm more interested in the dangers ahead.

Frame your project statement here: I think [X] is a really important topic in organizational culture, so I'm going to explain this foundational idea [Y] to you all. *[In other words, you're going to focus on some very specific component that is essential to our understanding of the larger whole; you're going to articulate both the small bit and the Big Picture here.]*

I think artificial intelligence will completely transform the way organizations hire employees and shape their organizational cultures in the near future. Therefore, with respect to diversity and inclusion, I will examine the ways AI might be used as a force for good, or force for evil, and investigate if safeguards can be put in place to before it's too late.