



The MaRS and CIBC Inclusive Design Challenge: Future of Work

<https://challenges.marsdd.com/challenge/idc-futureofwork/>

Submission Form

For descriptions of relevant terms, please refer to the glossary (in the Resources tab of the Challenge website).

Introduction

Thank you for submitting your solution to The MaRS and CIBC Inclusive Design Challenge: Future of Work.

Please read the [website content](#) in full as it contains important information related to how the Challenge will be run. In particular, this information contains very important and mandatory information on eligibility (who can apply) and on the assessment criteria (how the solutions will be judged).

You must answer all fields in Sections 1 and 2. Sections 3 and 4 are optional. Your application may not be considered if sections 1 and 2 are incomplete. Please note that some questions have a word limit. It is your responsibility to respect the maximum word limit.

How do I use this form to enter the Challenge?

Participants must submit their application before the deadline of **March 4, 2024 at 5:00 PM** (Eastern Time):

Submit your application online via the Challenge [website](#):

- a) Create a profile on <https://challenges.marsdd.com/>
- b) Read and agree to the [Challenge Rules](#) by clicking the "Accept Challenge" button on the Challenge [website](#).
- c) Complete this **Submission Form**:
 1. Be sure to follow the word limits,
 2. Then save in **PDF format** with your team/applicant name and date listed in the file name (*e.g. Team-MaRS_Mar2024_Submission-Form*).

Click "Submit Application" on the [Inclusive Design Challenge: Future of Work webpage](#) and upload your saved Submission Form.

If you require an alternative entry format, please contact the MaRS Challenges team at challenges@marsdd.com or (647) 255-1452; together we will work to ensure you have a suitable alternative entry format that will allow you to complete all necessary requirements.

Section 1: Applicants Information

Section 1 of the application will be used to validate that you, as an applicant, are eligible to apply to the Challenge. This section of the application will not be evaluated.

1.1 Title of your proposed solution (note: this may be made public - Limit 10 words)

1.2 What is your solution? Describe your solution in 2-3 sentences using clear, simple and non-technical language (note: this may be made public - Limit 40 words)

1.3 Applicant information

1.3.1 Are you entering the Challenge as a(n):

- Individual
- Group/team of individuals
- Company or organization

1.4 Primary Contact Information:

Full Name	Role	Organization	Full Address (including city and province)	Email Address	Phone Number	Organization Website

1.5 Secondary Contact Information:

Full Name	Role	Organization	Full Address (including city and province)	Email Address	Phone Number	Organization Website

1.6 Additional team members

Name	Role or title	Company / organization	Email Address	Full Address

Section 2: Proposed Solution Details

Section 2 of the application will be evaluated by the Judging Panel based on the information you provide in this section. The assessment criteria and weighting can be found on the [Challenge website](#).

2.1 Target (pass/fail)

2.1.1 Is your solution designed explicitly for people with disabilities? (*Evidence will be provided in section 2.2*)

- Yes
- No

2.1.2 Is your solution addressing AI bias in recruitment?

- Yes
- No

2.1.3 Please indicate the level that best describes the current stage of your solution with an "X" below. Examples of solution categories can be found on the website. You may apply to only one stream.

Stream A: Idea Generation (for Non-Technological solutions only)

- I/We have an idea


- OR -

Stream B: Technological or Developed Non-Technological solutions (Choose one)

- I/We have a developed "non-technological" program/policy/standards/ tools/solution
- I/We have a tech-based solution:
 - Have a prototype/minimum viable product.
 - Seeking customers and/or to test demand for solutions.
 - A mature and complete product/solution in the early adoption phase and/or a commercially available solution

2.2 **Innovation** (25%) *This criteria evaluates the novelty of the solution*

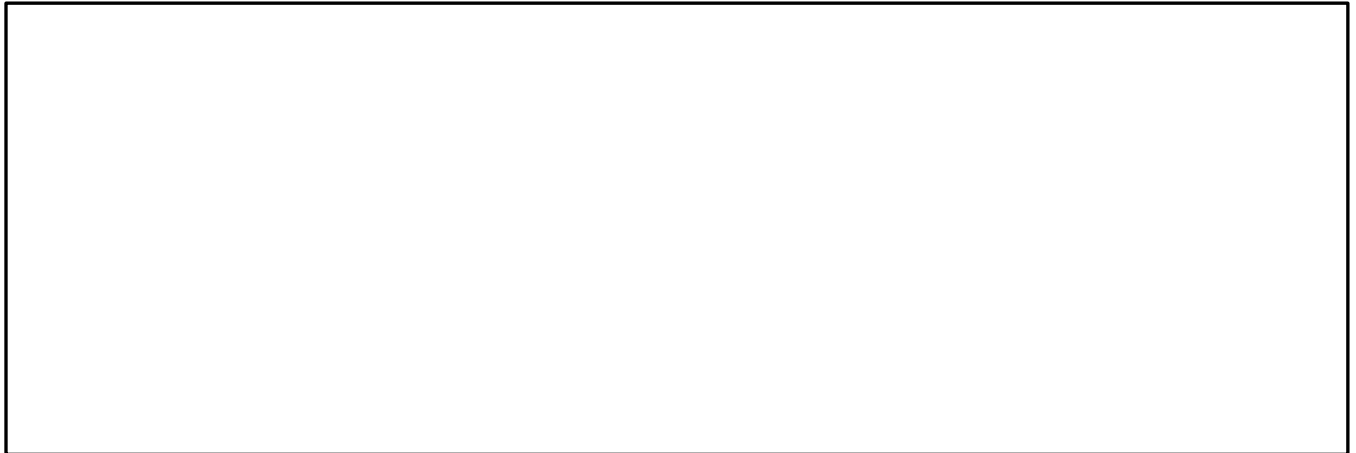
2.2.1 Provide a detailed overview of your solution. Specify the core components of the solution that prevent or reduce AI bias in recruitment for people with disabilities. (Limit 400 Words)

A large, empty rectangular box with a thin black border, intended for the user to provide a detailed overview of their solution to reduce AI bias in recruitment for people with disabilities. The box is currently blank.

2.2.2 How does your solution stand out from existing approaches or offerings in terms of novelty? (*Please cite relevant research*) (Limit 250 Words)



2.2.3 What unique value does the solution offer for people with disabilities? (Limit 150 Words)



2.3 **Feasibility** (30%) *This criteria evaluates the practicality of the solution.*

2.3.1 (a) Please describe your plan for implementation, including (but not limited to) your goals, timelines, key activities and resources required. (b) If you are chosen as a winner of the Inclusive Design Challenge, how will you/your organization use the prize money? Please be specific. (Limit 500 Words)

2.3.2 Describe how the current/proposed team has the relevant expertise and capability to implement the proposed solution successfully? (Limit 100 Words)

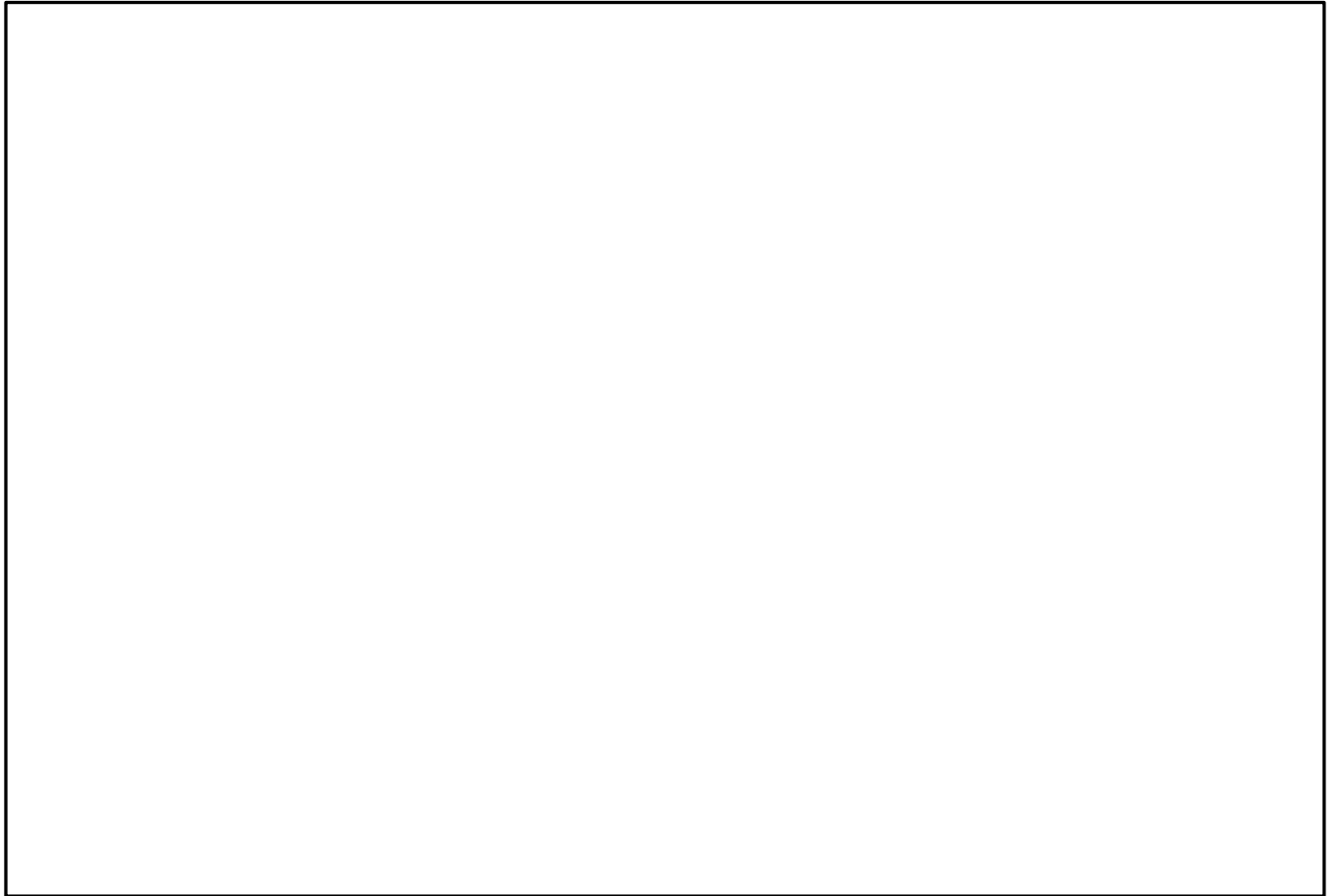
2.3.3 How easily can the solution be adopted by other organizations/individuals (or the audience as it relates to your solution)? (Limit 200 Words)

2.4 **Impact** (25%) *This criteria evaluates what success looks like.*

2.4.1 If successfully implemented, what will your solution achieve? Please specify outcomes.
(Limit 300 Words)

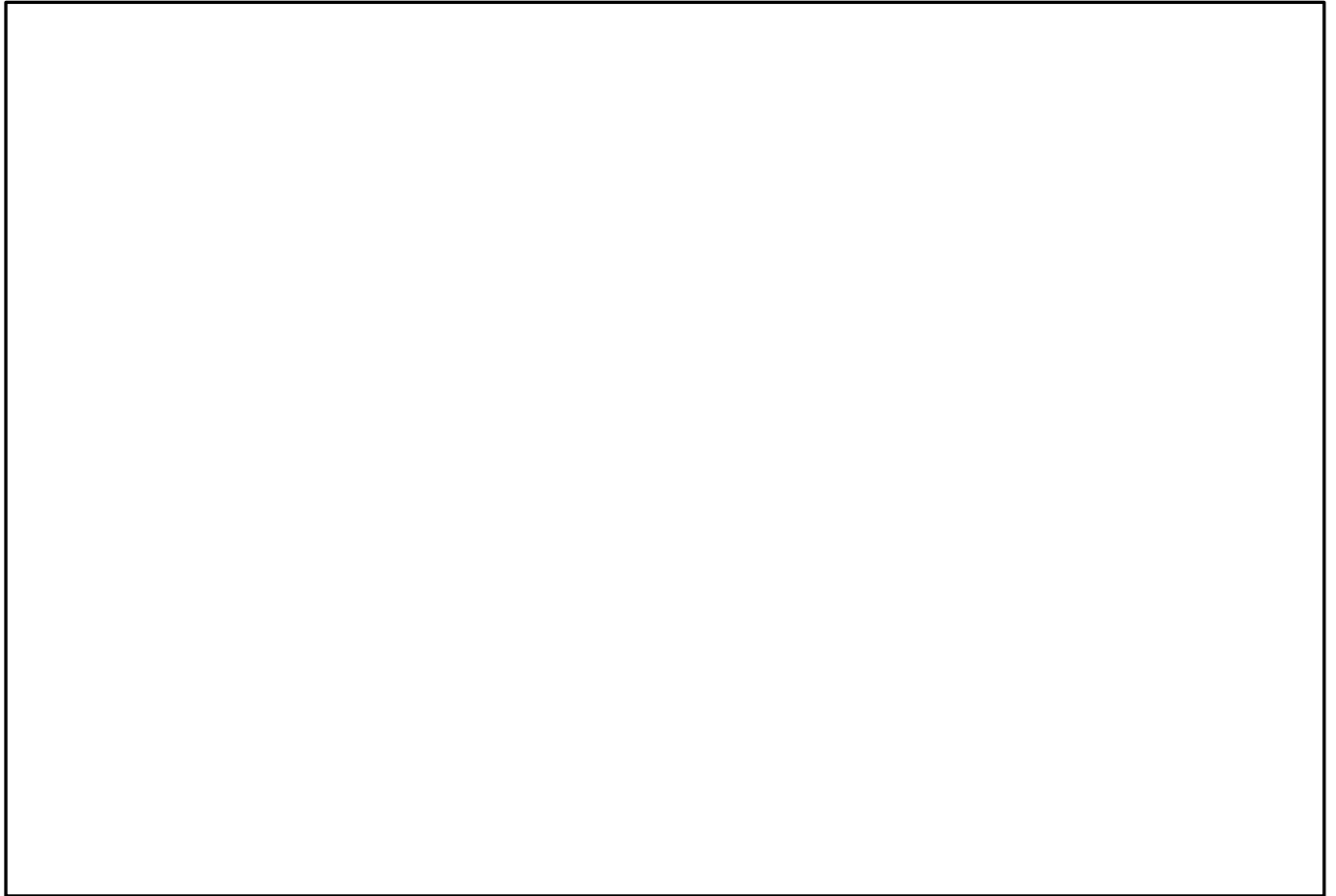
A large, empty rectangular box with a thin black border, intended for the user to write their response to question 2.4.1. The box is currently blank.

2.4.2 How will you measure the items listed in 2.4.1? Please include your approach to data collection and analysis. (Limit 300 Words)

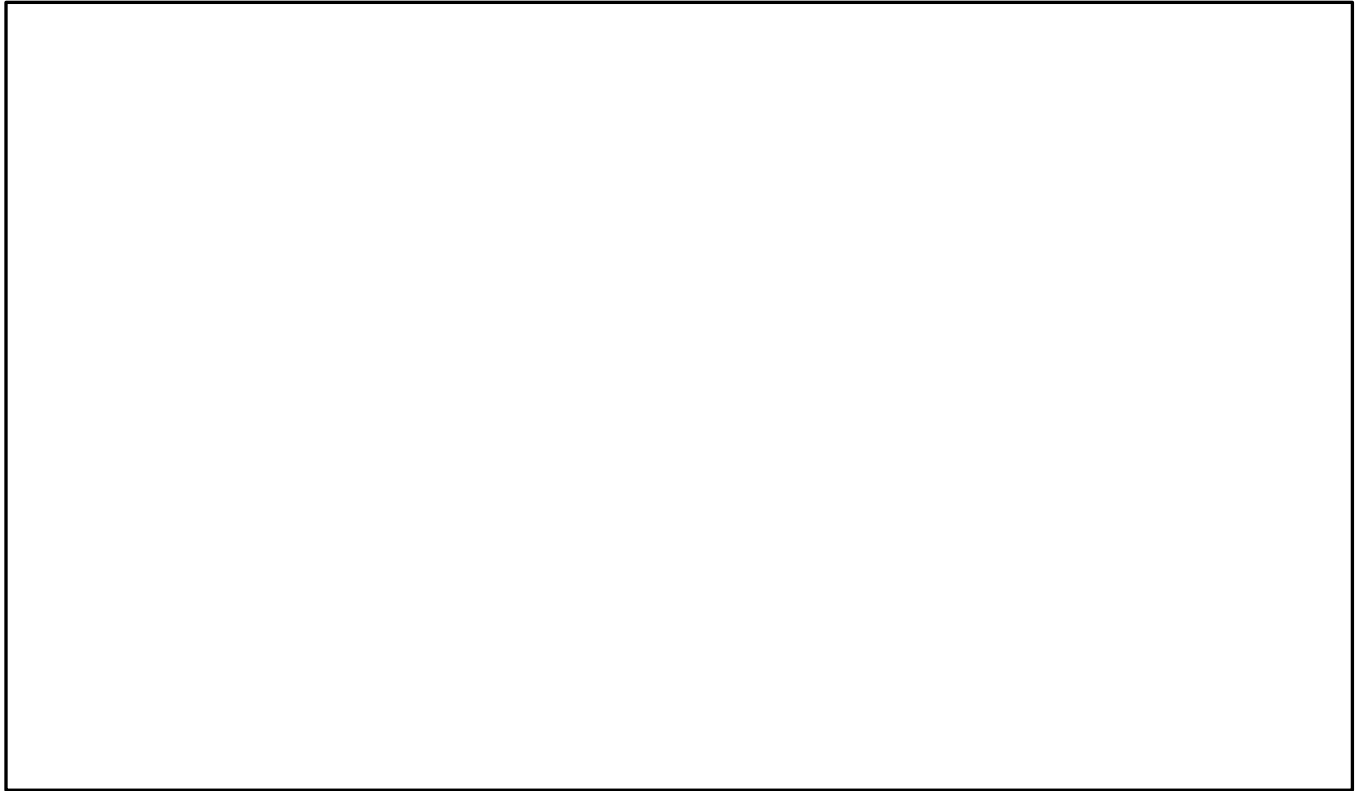


2.5 **Inclusion** (20%) *This criteria evaluates the approach for considering and including diverse perspectives in the creation of the solution.*

2.5.1 In what ways did your solution incorporate an inclusive design approach? Please specify how people with disabilities were involved in the creation and implementation (if applicable) of the solution. (*Evidence can include make-up of the team, number of consultations held, number of partnerships, accessibility audits of solutions*). (Limit 300 Words)

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2.5.2 Acknowledging that there are overlapping factors/identities that exacerbate the barriers described in the challenge statement, how have you considered intersectionality in the creation and implementation of the solution? (*As with the previous question, please utilize evidence where possible*). (Limit 250 Words)



Section 3: Appendix (Optional)

Include any additional supporting material or information in a separate document and upload it to the website along with your submission form. This includes but is not limited to:

- A link to your platform/website
- A link to a video demonstration of your solution
- Publications, patents, placements in other competitions
- Existing customers or partner use cases

Please note there is a **5-page limit** to the length of the Appendix.

Section 4: Participant Survey (Optional)

3.1 Tell us about why you applied for this Challenge. Please include any information that helps us understand your motivations for participating.

3.2 How did you first hear about the Inclusive Design Challenge Future of Work?

- News outlet / news website
- Email announcing the Challenge
- Social media post by MaRS or CIBC
- Direct contact from a MaRS or CIBC representative via social media, e-mail or other channel
- Network or stakeholder related to the subject matter of the challenge (e.g. Accessibility, Disability, etc.)
- Network or stakeholder related to innovation or entrepreneurship
- MaRS Challenges website
- Other (please specify below)

3.3 For the following criteria, please indicate your motivation for applying to the Challenge.

Criteria	Not important	Somewhat important	Important	Fairly important	Very important
Opportunity to build or test out a new idea	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial prize	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chance to build collaborative partnerships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognition of achievement by MaRS and/or CIBC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: (Please list below)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3.4 In what ways could your experience as a challenge participant be improved?

3.5 Prior to the launch of this Challenge, were you working in the same sector/domain as the Challenge problem area?

- Yes, directly on future of work and accessibility/disability
- Yes, but in another accessibility/disability area
- No, but in the human resources area
- No, but in emerging technologies
- No, in a completely different area altogether
- Other...

3.6 Were you working on your solution prior to the launch of this Challenge?

- Yes
- No

3.7 Did you make changes/improvements to your solution in order to apply to this Challenge?

- Yes
- No

3.8 If you submitted a solution as a team or company/organization, was your team created in order to participate in this Challenge?

- Yes
- No

3.9 Did the Challenge affect the composition of your team?

- Yes
- No

3.10 Did the Challenge encourage you to create new partnerships with other organizations or individuals?

- Yes
- No

3.11 Not including the Inclusive Design Challenge: Future of Work, have you ever applied to other MaRS innovation challenges?

- Yes
- No

3.12 Please check the applicant category that best applies to you.

- Company, organization or other for-profit organization
- Non-profit organization
- Post-secondary/academic institution
- Government organization (federal, provincial/territorial, municipal)
- Indigenous organization or group (e.g., First Nation band, Tribal Council, or community under a Self-Government Agreement or Comprehensive Land Claim Agreement; the Métis Nation; etc.)
- Group (non-incorporated)
- Individual (non-incorporated)
- Other...

3.13 What is the size of your team or organization?

- 1 to 4 individuals
- 5 to 9 individuals
- 10 to 14 individuals
- 15 to 19 individuals
- 20 or more individuals
- Don't know / prefer not to answer