

Tekoälyä vaiko tukiälyä?  
Mervi Airaksinen, toimitusjohtaja  
Microsoft Oy



# Mission Statement



'Empower every person and every organisation on the planet to achieve more'



MICROSOFT 365

# Bing Chat Enterprise

Microsoft Bing SEARCH CHAT


 **Bing Chat Enterprise** 


AI-powered chat for work


Bing is powered by AI, so surprises and mistakes are possible. Please share feedback so we can improve! [Terms](#) | [Privacy](#)

Choose a conversation style

**More Creative** More Balanced More Precise

 Anal Create a

 Write Help me write a sales pit

 Busi What's a New Yo

# Bing Chat Enterprise – Turvallinen tukiäly



## Asiakkaan data on suojattu



Käyttäjien ja kaupungin data on suojattu ja eikä pääse vuotamaan organisaation ulkopuolelle.

## Dataa ei käytetä kielimallin kouluttamiseen



Chat dataa ei käytetä AI:n hyödyntämän laajan kielimallin kouluttamiseen.

## Chat dataa ei tallenneta



Chat dataa ei tallenneta, eikä Microsoftilla ole missään vaiheessa pääsyä tai näkymää asiakkaan dataan.



**Copilot for Microsoft 365**

**Creating a PowerPoint  
presentation of a Word-  
document**



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Clipboard Font Paragraph Styles Editing Share

Microsoft's 2023 Diversity and Inclusion Report: A decade of transparency, commitment and progress

Nov 1, 2023 | Lindsay-Rae McIntyre - Chief Diversity Officer and Corporate Vice President of Talent Development

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Today, I am sharing Microsoft's 2023 Global Diversity & Inclusion Report — our fifth consecutive annual report and the 10th year of releasing our global workforce demographic data.

This year's report shows that we continue to be a more diverse Microsoft today than we have ever been. Looking at this year's data as well as our cumulative efforts, it's clear that we are driving positive change.

Key highlights

- The representation of women and most racial and ethnic minority groups (Asian, Black and African American, Hispanic and Latinx, and multiracial employees) has increased at all levels over the past five years.
We maintained or grew representation within several leadership levels for women and U.S. racial and ethnic minority groups year over year.
The representation of women in Executive roles is 29.1%, a 3.2 percentage point increase year over year.
The number of Black and African American Directors, Partners and Executives (including People Managers and Individual Contributors) rose to 107.8% of our 2025 Racial Equity Initiative commitment, up from 92.0% in 2022.
The number of Hispanic and Latinx Directors, Partners and Executives (including People Managers and Individual Contributors) increased to 74.8% of our 2025 Racial Equity Initiative commitment, up from 57.6% in 2022.
While hiring volume slowed, hiring representation was greater than or equal to representation for women and all racial and ethnic minority groups except Native American and Alaska Native.
At Microsoft, we are committed to the principle of pay equity, which accounts for factors that legitimately influence total pay including things like job title, level and tenure. As of September 2023:
Inside the U.S., all racial and ethnic minority groups who are rewards-eligible combined earn \$1,007 total pay for every \$1,000 earned by U.S. rewards-eligible white employees with the same job title and level and considering tenure.
Inside the U.S., women who are rewards-eligible earn \$1,007 total pay for every \$1,000 earned by rewards-eligible employees who are men and have the same job title and level, and considering tenure; outside the U.S., women who are rewards-eligible earn \$1,003 total pay for every \$1,000 earned by rewards-eligible employees who are men and have the same job title and level, and considering tenure.
Last year, we began voluntarily disclosing median unadjusted pay analysis, which gathers the total pay amounts for all employees across a company — regardless of factors such as job title, level or tenure — sorts those amounts by value, and then identifies the number that's in the middle, or median, of all of those data points. The difference between that median pay amount for any two employee groups is referred to as a median unadjusted pay gap.
As of September 2023, our analysis shows that we have made progress in narrowing the median unadjusted pay gap for women in the U.S., women outside of the U.S., and Asian, Black and African American, and Hispanic and Latinx employees in the U.S.

- As we continue to increase representation for women and racial and ethnic minority groups at more senior levels, and continue to ensure pay equity for all, the gap between the medians will continue to reduce.

New data

Hires data: As one of the most transparent companies of our size when it comes to the diversity and inclusion data we share, we are continually evaluating where we are now and where we aim to be. That is why, in addition to the extensive data we already share, we're reporting on external hires representation for women and men globally and race and ethnicity in the U.S. for the first time.

Self-ID data: At Microsoft, Self-ID helps us recognize the different identities, experiences and needs of the entire workforce. Through voluntary Self-ID, employees can help Microsoft make better-informed, more inclusive decisions about meaningful benefits and programs that meet their needs in various stages of life, flex to their interests, and enrich their lives.

This year, we're sharing more self-identification (Self-ID) data on Asian sub-identities in the U.S. to further highlight the importance of identity and the impact of self-identification.

Employee survey data

In addition to our demographic data, we share employee survey data in our D&I report each year, which helps us assess the impact of our D&I efforts so we can better understand how to close the gap between the culture of inclusion we aspire to and the lived experiences of everyone at Microsoft.

- This year, 96.4% of employees reported some level of awareness of the concept of allyship, which is a cornerstone of our growth mindset approach to D&I. This is up from 90.3% in 2022 and 65.0% in 2019, when we first started asking employees about their awareness.
The average score for the survey question asking employees if they understand what is expected of them to contribute to a more diverse and inclusive environment increased from 82 to 84 globally year over year, and from 80 to 83 in the U.S. Additionally, the average score increased year over year for men, women and every racial and ethnic group.

Inclusion spotlights

While data is important, it does not tell the whole story. Through six Inclusion Spotlights, this year's report shares more details on some of the people, programs and initiatives that demonstrate how we invest in and innovate for D&I.

- Global strategy, local implementation: We explore how the global Microsoft workforce



Click to add title

Click to add subtitle

Click to add notes

# Koulutuksen käyttötapaukset – opettaja (myös oppilas)

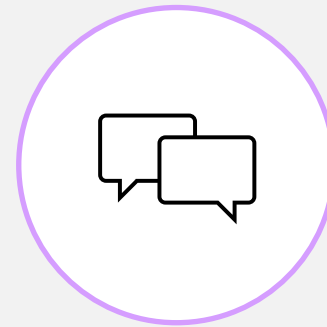
Vain esimerkkejä, ei tyhjentävä luettelo



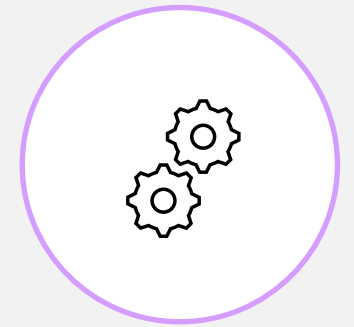
Oppitunnin suunnittelu



Arviointi



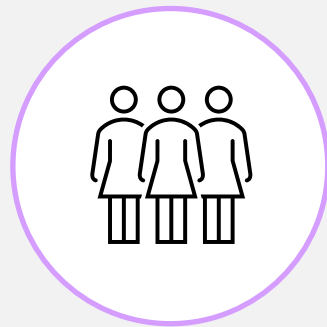
Palaute



Hallintatehtäviä



Paranna helppokäyttöisyyttä



Yksilöllinen ja mukautuva oppiminen



Akateemiset raportit



Sisällön luominen

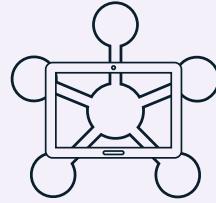


# Aikaa inhimillisiin kohtaamisiin – automatisoinnin käyttötapauksia opetukseen

Tilaukset, raportit ja talouden suunnittelu



Tiedon kokoaminen useammasta sovelluksesta



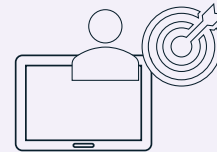
Haastattelu-sovellus



Oppilaan läsnäolon todentaminen



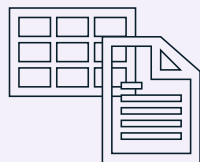
Työntekijän perehdytys ja hankinta (esim. lyhytaikaiset sijaiset)



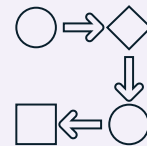
Yhteistyö sidosryhmien kanssa (esim. oppilashuolto, siivous, ruokala)



Hakemus-prosessien virtaviivaistaminen



Pedagogiset yms. asiakirjat



Arjen sujuvuus (laittevaraukset, tilavaraukset, jne)



# Power Platform -mikrotutkinto

Vapauta aikaa  
merkityksellisempään

Opi luomaan sovelluksia  
ilman koodia

Anna tekoälyn hoitaa  
rutiinit

8 opintopistettä

Opiskele ajasta ja paikasta  
riippumatta

Maksuton ja kaikille avoin

Aloita opiskelu: [aka.ms/powerplatformtaidot](https://aka.ms/powerplatformtaidot)



Edukamu.

FORWARD  
FOREVER



# Aloita oikeiden taitojen rakentaminen jo tänään – ilmaiseksi.

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**Kiitos!**