What can you do to combat bias in hiring?

ToDos
- Network, network and network
- Build meaningful connections
- Have a strong LinkedIn profile, add headshot
- Nail your personal pitch to master the HireVue

Other resources
Jopwell (https://www.jopwell.com/) builds and maintains a network of Black, Latinx, and Native American students and connects students with employers.

[Click here to learn more](#)

Network/Advocacy Group Support

Tools you can play with!

- **Stable Diffusion Explorer**
  - Link
  - A simple tool that generates images to show biases in the machine learning model for different professions and adjectives.

Who to follow on social media?

- **Algorithmic Justice League**
  - Website: https://www.ajl.org/
  - Twitter: @AJLUnited
  - Ted Talk: "How I'm fighting bias in algorithms"
  - Place to expose Bias in AI
  - Others: @CriticalAI

Network/Advocacy Group Support

Who to follow online?

- **CENTER FOR CRITICAL RACE + DIGITAL STUDIES**
  - CR+DS produces cutting edge research that illuminate the ways that race, ethnicity and identity shape and are shaped by digital technologies.
  - A PEOPLE'S GUIDE TO FINDING ALGORITHMIC BIAS

Who to follow online?

- **Data for Black Lives (D4BL)**
  - an American non-profit organization with the mission of using data science to create concrete and measurable change in the lives of Black people
  - Website
  - Blog
  - Twitter: @Data4BlackLives

Regulatory

European Union Proposed Artificial Intelligence Law: AI systems used in employment contexts such as recruiting and performance evaluation would be considered "high risk" under the draft legislation and subject to heavy compliance requirements.

Click here to learn more

The European Union's GDPR's Article 22 has attempted to provide some protection by limiting automated algorithmic decision processes for legal or the equivalent life-affecting decisions.

Click here to learn more

Regulatory

New York City AI Bias Law: A novel New York City law that penalizes employers for bias in artificial intelligence hiring tools takes effect in January. The law, which requires employers to conduct an independent audit of the automated tools they use, marks the first time employers in the US will face heightened legal requirements if they wish to use those any automated decision-making tools.

U.S. employment discrimination law: Title VII of the Civil Rights Act of 1964 forms the basis of regulatory oversight regarding discrimination in employment. It prohibits discrimination with respect to a number of protected attributes (race, color, religion, sex and national origin"), establishing the Equal Employment Opportunity Commission (EEOC) to ensure compliance

[Click here to learn more](#)

Job Hiring Algorithmic Transparency

Example: HireVue ML tool uses interviewee's speech—to analyze their word choice, their use of language, and to check what they say against "a set of job-relevant competencies that research shows indicate success in a role."

Additional **transparency** of these algorithms is necessary to craft effective policy and enable meaningful oversight.

Click here to learn more

Starter Questions to ponder
- What data about me was used to train the screening algorithm?
- What data about me was not used to make the hiring decision?
- What ML algorithms was used in the tool?
- What are the hiring team composition demographics look like?