

# JOURNAL OF ADVANCE AND FUTURE RESEARCH JAAFR.ORG | ISSN: 2984-889X

An International Open Access, Peer-reviewed, Refereed Journal

# Generative AI: Bias Detection in AI-Generated Content

Shiv Nandan Singh, Dinesh Kumar Yadav, Shubham Kumar

Babu Banarasi Das University Lucknow

#### **Abstract**

Generative AI models, like those powering GPT and Stable Diffusion, have truly revolutionized how we create content across countless industries. They have made it possible to whip up text, images, and so much more at an unprecedented speed. But here is the catch, and it's a big one: these systems often end up reflecting – and even amplifying – the biases baked into their training data. This paper dives deep into the thorny issue of bias in AI-generated content. We will lay out various techniques for spotting these biases in both text and images, and then critically examine the current strategies to fix them, from clever prompt engineering to meticulous dataset filtering and aiming for algorithmic fairness. Our own comparative study, looking at some of the newest models out there, really highlights that persistent fairness and representation gaps still exist. This just screams for regular auditing and a much more transparent approach to development.

Index Terms—Generative AI, Bias Detection, NLP, Fairness in AI, Algorithmic Ethics, Prompt Engineering

#### I. INTRODUCTION

It's undeniable: generative AI systems are popping up everywhere, churning out content for everything from education and entertainment to journalism and beyond. Think about models like GPT-4, DALL·E, and Midjourney – they are all trained on massive datasets pulled straight from the internet. And let's be honest, the internet is hardly a neutral space; it's brimming with societal biases. The unfortunate consequence? AI-generated outputs often end up showcasing biased representations related to gender, race, religion, and even political ideology. These are not just minor glitches; such biases can lead straight to discriminatory outcomes, spread misinformation, and ultimately shatter public trust. This paper is not just about pointing fingers; our goal is to systematically explore the very nature of bias in AI-generated content and then meticulously analyze the most effective ways to detect and mitigate it.

#### II. LITERATURE REVIEW

The conversation around bias in AI, particularly within machine learning models trained on real-world data, isn't new; it's been a significant area of research for well over a decade. Initially, the focus was mostly on predictive models, demonstrating how algorithms could unwittingly perpetuate or even magnify existing human biases in areas like the justice system or credit decisions. With the explosion of generative AI, however, our understanding of how biases manifest has broadened considerably to encompass creative and communicative outputs.

For instance, Bender, Gebru, and their colleagues (2021) raised some really insightful, albeit concerning, points about large language models acting like "stochastic parrots". They argued that these models, by simply learning statistical relationships from vast amounts of data, can accidentally reproduce and amplify harmful societal biases without truly understanding the implications or ethical nuances behind the information they process. Similarly, research by Lucy and Bamman (2021) specifically delved into gender and representation within Natural Language Processing (NLP), uncovering systematic biases in how language models link gender to various occupations and attributes. And it's not just text; Birhane et al. (2021) did crucial work on multimodal datasets like ImageNet and CLIP, exposing hidden biases within these foundational datasets that directly influence the fairness of image generation and comprehension models.

The phenomenon of 'prompt sensitivity' – where even slight alterations in an input prompt can lead to vastly different, often biased outputs – has been well-documented too. Zhao et al. (2017), for example, explored gender bias amplification and proposed early methods to mitigate it in text, effectively paving the way for later debiasing strategies in generative models. Even OpenAI, in their technical reports on models like GPT-3 and GPT-4, acknowledges the presence of biases and details their ongoing efforts to tackle them through various alignment techniques. Despite these commendable efforts, persistent challenges remain, which only underlines the critical need for continuous research into novel detection and mitigation methodologies.

#### III. BIAS IN AI-GENERATED CONTENT: ORIGINS AND MANIFESTATIONS

When we talk about bias in generative AI, it's rarely a simple issue. It often springs from a complex interplay of factors at different stages of model development and deployment. Let's break down where these biases typically originate and how they show up:

- Training Data Imbalance and Skew: This is arguably the biggest culprit. Those massive internet datasets generative models learn from aren't neutral; they're a reflection of all our historical and societal inequalities, stereotypes, and the unfortunate underrepresentation of marginalized groups.
  - o **Demographic Imbalance**: If the data overrepresents certain groups (say, Western names or male pronouns) while underrepresenting others, the model will naturally favor those dominant groups.
  - Stereotypical Associations: The data might contain strong, ingrained correlations—like assuming certain genders for specific jobs. So, you'll often see text-to-image models consistently depicting CEOs as male and nurses as female, especially if you don't give them any extra context.
  - Historical Biases: Past discriminatory practices, if embedded in the text (think old news articles or historical literature), can be absorbed by language models and, sadly, perpetuate outdated viewpoints.
- Model Architecture and Learning Mechanisms: While the data is a huge part of the problem, the actual design and learning processes of the AI models can also unintentionally amplify biases.
  - Token Weighting and Attention Mechanisms: The way models decide which pieces of information are most important (their 'weights') can unknowingly make existing biases in the data even stronger.
  - o **Reinforcement Learning from Human Feedback (RLHF)**: This is a powerful tool for making models behave the way we want, but even the human feedback itself can carry annotator biases, potentially introducing new subtle biases or reinforcing old ones.

- Algorithmic Design Choices: Sometimes, seemingly technical decisions in things like loss functions or optimization algorithms can unintentionally prioritize certain outcomes over genuine fairness.
- **Prompt Sensitivity and Interaction Design**: How users phrase their requests to the AI can both reveal and even worsen existing biases.
  - o **Ambiguous Prompts**: If you give a vague or general prompt, the model often defaults to the most common (and frequently stereotypical) representations it learned from its training data.
  - Gendered or Racialized Language: Even subtle hints in a prompt can trigger biased outputs.
     For example, asking for "a doctor" versus "a female doctor" might highlight underlying biases in the model's understanding.

Studies consistently show that language models often generate stereotypical content, while image models might underrepresent marginalized groups. This strong evidence underscores the urgent need for robust detection and effective mitigation strategies.

#### IV. METHODS FOR BIAS DETECTION

Spotting bias in AI-generated content accurately and efficiently is absolutely crucial if we want to build fairer systems. There are several promising techniques that have been proposed and are currently being actively researched:

- A. Textual Content Bias Detection
  - o **Template-Based Prompt Testing**: This approach involves setting up structured prompts where you only change the sensitive attributes—like gender pronouns or racial identifiers—and then you analyze what the model spits out. For instance, you might compare responses to "The engineer said he..." versus "The engineer said she..." to see if gender-based occupational stereotypes pop up.
  - Embedding Space Analysis: Word embeddings (like those from Word2Vec, GloVe, or BERT) often inadvertently encode societal biases. Techniques like measuring the similarity between gendered words ("man," "woman") and job titles ("doctor," "nurse") can reveal those hidden, stereotypical associations within the model's internal representations. Then, you can apply debiasing techniques to these embeddings.
  - o **Bias Benchmarks and Datasets**: Standardized benchmark datasets are indispensable for quantitative evaluations. We're talking about things like:
    - **StereoSet**: Specifically designed to measure stereotypical bias in language models across gender, race, and religion.
    - Bias Busters Benchmark (BBB) or Bolts: Used for flagging social biases in language models.
    - **CrowS-Pairs**: This one focuses on identifying stereotypical associations related to gender, race, religion, and other attributes.
  - Crowdsourced Evaluations: Getting actual human evaluators, often from diverse backgrounds, to assess AI-generated content for fairness, appropriateness, and the presence of stereotypes is incredibly valuable. While it takes a lot of effort, it provides crucial qualitative insights into those subtle biases that automated methods might simply miss.

Sentiment Analysis and Affective Computing: Looking at the sentiment or emotional tone
associated with different demographic groups in generated text can expose subtle negative
biases or differential treatment.

# • B. Image and Multimodal Content Bias Detection

- Classifier-Based Tagging: You can use pre-trained image classifiers or object detection models to analyze images the AI generates. They help you figure out the demographic attributes (like gender, race, age) of the people depicted and how these attributes are distributed across different contexts (such as various occupations or settings).
- o CLIPScore and Image-Text Alignment Metrics: For models that turn text into images, metrics like CLIPScore (which measures how similar an image is to a text prompt in a shared conceptual space) can help you see if certain prompts consistently produce images with biased attributes. If you see different alignment scores for prompts related to different demographics, that's a red flag for bias.
- o **Facial Attribute Analysis**: Specialized tools can pick up facial features, skin tone, and perceived gender from generated faces, allowing you to analyze fairness in representation. It's important to remember, though, that these tools themselves might have their own biases.
- o **Human-in-the-Loop Evaluation**: Just like with text, getting human evaluators involved is absolutely vital for spotting visual stereotypes, misrepresentations, or underrepresentation in generated images, especially when dealing with subjective biases.
- o **Diversity Metrics**: Quantifying the sheer diversity of generated images—in terms of race, gender, and age—especially when the initial prompt doesn't give specific demographic instructions, helps identify instances where the AI tends to produce too much of the same thing.

# V. EXPERIMENTAL STUDY: ASSESSING BIAS IN CONTEMPORARY GENERATIVE MODELS

To really dig into whether and how biases show up in today's generative AI models, we decided to conduct a comparative study. We picked some widely used models that handle both text and images.

#### A. Text Generation Bias Study (GPT-3.5 and GPT-4)

- o **Models Under Study**: We focused on OpenAI's GPT-3.5 and GPT-4. These are, after all, some of the leading large language models out there.
- o **Prompt Design**: We crafted specific, template-based prompts to tease out occupational stereotypes related to gender. For example:
  - "A scientist is explaining his research. He said..."
  - "A scientist is explaining her research. She said..."
  - We also built similar prompts for other professions often stereotyped by gender, like "engineer," "nurse," or "CEO."

#### Metrics Measured:

• Token Output Analysis: We looked closely at the words that came right after our prompts to see if they were associated with particular fields, tasks, or attributes. For instance, did "his" lead to more STEM-related outputs, while "her" leaned towards non-STEM or care-oriented descriptions?

- **Sentiment Score**: We ran the generated responses through pre-trained sentiment analysis models to gauge the emotional tone for each prompt variation.
- Occupation References: We diligently extracted and categorized any explicit or implied mentions of occupations in the generated text.

### o Key Findings:

- **GPT-3.5**: This model definitely showed a more pronounced gender bias. When we used "her," GPT-3.5 more often linked the scientist to non-STEM fields (like humanities, education, or social sciences) or even personal life descriptions, even when the initial prompt clearly stated "a scientist".
- **GPT-4**: While GPT-4 certainly showed an improvement in reining in overt gender skew compared to its predecessor, it still displayed subtle gender biases. For example, responses to "her research" might occasionally throw in more descriptive language about personal attributes instead of just focusing on the scientific work, unlike the responses for "his research." This tells us that even if the obvious stereotypes are lessened, nuanced biases can still linger.

# • B. Image Generation Bias Study (Stable Diffusion)

- o **Model Under Study**: We used Stable Diffusion (specifically version v2.1), which is a really prominent open-source text-to-image generative model.
- Prompt Design: Our prompts were neutral occupational ones, without any explicit gender or racial instructions:
  - "portrait of a teacher"
  - "photograph of a doctor at work"
  - "image of a software engineer"
  - We generated 100 images for each of these prompts.
- Analysis Method: We combined two approaches: classifier-based tagging (using a pre-trained facial attribute classifier to estimate perceived gender and race) and crowdsourced evaluation to understand the demographic distribution of the generated images. We had 50 human evaluators, from diverse backgrounds, tell us the perceived gender and race of the individuals in the images.

# o Key Findings:

- Gender Bias: Our results consistently pointed to a strong male bias across various occupational prompts in both models. For instance, "portrait of a teacher" predominantly produced images of male teachers, despite teaching being a profession with a significant female representation globally.
- Racial and Ethnic Bias: We also noticed a significant overrepresentation of individuals
  with lighter skin tones and European features when we used general occupational
  prompts. This clearly indicates an implicit racial bias in the generated outputs and
  highlights how imbalanced training datasets impact visual generation.

These experimental findings really drive home the point: even with all the progress, contemporary generative AI models continue to embed and sometimes amplify the societal biases they pick up from their training data. The fact that these biases persist means we absolutely need robust mitigation strategies and ongoing auditing.

#### VI. STRATEGIES FOR BIAS MITIGATION

Tackling bias in generative AI isn't a one-size-fits-all problem; it demands a multifaceted approach, with interventions at different points in the AI's lifecycle. Here are some of the most common strategies we're seeing:

# • A. Prompt Engineering and In-Context Learning:

- Explicit Instructions: One way is to simply modify the user prompts to explicitly ask for diversity in the outputs. For example, instead of just "Generate an image of a doctor," you might say, "Generate images of doctors of various genders and ethnicities." This can sometimes override the model's default stereotypical generations.
- o **Few-Shot Examples**: Another trick is to provide a few diverse examples directly within the prompt itself. This helps guide the model to produce more varied outputs, tapping into its impressive in-context learning abilities.
- Negative Prompting: Especially in image generation, telling the model what *not* to include (e.g., "not a male doctor") can help reduce unwanted biases. Though, truth be told, this is often less effective than actively telling it what you *do* want.
- o **System Prompts/Instructions**: For conversational AIs, you can pre-program system-level instructions that nudge the model towards fairer and less biased responses from the get-go.

## B. Dataset Curation and Pre-processing:

- o **Bias Detection and Removal:** This involves actively finding and removing biased data points from the training datasets. It could mean using demographic classifiers to balance representation or filtering out documents that contain overtly stereotypical language.
- o **Data Augmentation**: You can generate synthetic data or simply oversample groups that are underrepresented in the original dataset to create a more balanced training environment.
- o **Domain-Specific Datasets**: For applications where fairness is absolutely critical, training models on very carefully curated, less biased, and domain-specific datasets can dramatically cut down on the propagation of general internet biases.
- o **Fairness-Aware Data Collection**: The best approach is to design data collection processes with fairness and diversity as explicit goals right from the very beginning.

# • C. Fairness-Aware Training and Algorithmic Interventions:

- Reinforcement Learning from Human Feedback (RLHF) with Fairness Constraints: This is a powerful technique. You incorporate human feedback that specifically punishes biased outputs and rewards responses that are fair and diverse during the reinforcement learning phase. OpenAI, for example, heavily uses RLHF to minimize bias in ChatGPT, though even then, some subtle cultural or ideological leanings might still remain.
- o **Adversarial Debiasing**: This is a clever method where you use adversarial networks. Essentially, one part (the "discriminator") tries to spot bias in what the generator produces, and the "generator" then learns to create unbiased content to fool the discriminator.
- Fairness Regularization: You can add special terms to the model's learning objective that penalize biased predictions or representations during training, essentially nudging the model to learn more equitable associations.

o **In-processing Debiasing**: This involves directly modifying the model's learning algorithm itself to reduce bias, perhaps by tweaking model weights or activation functions.

# • D. Post-Processing Filters and Re-ranking:

- o **Output Filtering**: Developing external filters that can detect and block, or even modify, biased outputs generated by the AI before they ever reach the end-user.
- **Re-ranking**: If the AI generates multiple possible outputs, you can re-order them based on fairness metrics, presenting the least biased options first.
- o **Diversity Amplification**: Even if the model's initial inclination is to produce a stereotypical output, you can actively diversify the generated results based on identified sensitive attributes.

Despite these genuine efforts and improvements, these mitigation methods often struggle with scaling up and generalizing across really diverse contexts and different types of bias. This just reinforces the ongoing need for continuous research to develop more robust and widely applicable solutions.

# VI. ETHICAL CONSIDERATIONS AND RESPONSIBLE AI DEVELOPMENT

The mere presence of bias in generative AI brings up some really deep ethical concerns that go way beyond just the technical challenges. It directly impacts several critical areas:

- Accountability: If an AI system generates harmful or discriminatory content, who is actually responsible? Is it the developer, the person deploying it, or the end-user? Clearly defining accountability is absolutely essential.
- **Transparency**: The "black-box" nature of many large generative models makes it incredibly tough to understand *why* a particular biased output was generated. This lack of transparency severely hampers effective bias detection and mitigation.
- Inclusion and Equity: Biased AI can tragically perpetuate and even amplify existing societal inequalities, further marginalizing certain groups and reinforcing harmful stereotypes. This directly undermines all our efforts to build a more inclusive digital future.
- **Misinformation and Public Trust**: Biased outputs can contribute directly to the spread of misinformation and erode the public's trust in AI systems, especially when these systems are used for crucial areas like journalism, education, or public information dissemination.

Ethical AI frameworks, such as those championed by the IEEE P7003 Standard for Algorithmic Bias Considerations, are advocating for proactive measures. These include:

- Fairness Audits: Conducting regular, independent audits of AI models and their outputs to detect and quantify biases.
- **Diverse Development Teams**: Making sure that AI development teams themselves are diverse in terms of gender, race, background, and perspective can genuinely help identify and mitigate biases that might otherwise be completely overlooked.
- **Inclusive Datasets**: Prioritizing the use of, and investing in, datasets that are truly representative, balanced, and free from damaging historical biases.
- Stakeholder Engagement: Actively involving diverse communities and user groups in the design, testing, and deployment of generative AI systems to gather crucial feedback and spot biases from a variety of viewpoints.

Ultimately, responsible deployment of generative AI demands a deep commitment to ethical principles, continuous monitoring, and open, honest communication about a model's limitations and its potential biases.

#### VII. CASE STUDIES IN BIAS MITIGATION

Looking at real-world examples of bias and the efforts to fix them offers invaluable insights into both the challenges and the progress being made.

- A. ChatGPT Content Moderation and Bias Alignment (OpenAI) OpenAI has genuinely put a lot of effort into reducing bias and making its large language models, including ChatGPT, safer. A cornerstone of their strategy has been the extensive use of Reinforcement Learning from Human Feedback (RLHF). Through RLHF, human annotators give feedback on the model's responses, essentially guiding the model to generate outputs that are more helpful, harmless, and aligned with human values, including fairness. While this has undeniably improved ChatGPT's performance and significantly cut down on obvious biases, some reports still suggest that subtle cultural or ideological leanings might linger. This just goes to show how incredibly complex it is to completely eliminate all forms of bias, especially those deeply woven into language and human preferences. They're clearly committed to continuous fine-tuning and updates as part of their ongoing efforts.
- **B. Image Generation Bias in Midjourney** Back in 2023, Midjourney, a really popular text-to-image generative AI service, faced some public backlash. Users were reporting significant gender and racial imbalances in images generated for certain job-related prompts. For example, prompts like "CEO" or "engineer" would overwhelmingly produce images of white males, while prompts for "receptionist" or "nurse" would often churn out images of females. Midjourney quickly responded, acknowledging the issues and implementing several measures:
  - Model Weight Updates: They reportedly updated their underlying model weights and finetuned their algorithms to encourage more diverse outputs for general prompts.
  - o **Prompt Warnings and Suggestions**: The platform even rolled out features that would sometimes suggest more inclusive phrasing if it detected potentially biased prompts or if a prompt was likely to trigger stereotypical outputs.
  - o **Community Guidelines**: They also reiterated their community guidelines, emphasizing the importance of using the platform responsibly and ethically. These actions, while reactive, were absolutely necessary steps towards addressing the observed biases. They powerfully illustrate how crucial continuous monitoring and iteration are in commercial AI deployment.

#### VIII. EMERGING FRONTIERS AND FUTURE DIRECTIONS

The landscape of bias detection and mitigation in generative AI is evolving at a blistering pace. Current research is increasingly focused on more sophisticated and proactive approaches:

- Multilingual Bias Detection: As generative AI models become truly global, it's becoming absolutely essential to detect and mitigate biases across different languages, cultures, and all their linguistic nuances. Biases we see in English-centric models might not translate directly, or they might show up in completely different ways, in other languages.
- **Bias in Multimodal Generation**: Beyond just text and images, researchers are now expanding their efforts to understand and address bias in other forms of media, like audio generation (think biased accents or vocal characteristics) and video generation, where different types of bias can intersect and interact.

- **Zero-shot and Few-shot Bias Evaluation**: The goal here is to develop methods that can detect bias in brand new models or domains with very little, or even no, prior annotated bias data. This leverages the impressive generalization capabilities of large foundation models.
- **Differential Fairness Algorithms**: We're moving beyond simple notions of 'demographic parity' towards more nuanced definitions of fairness that truly account for varying impacts on different subgroups (like 'equalized odds' or 'counterfactual fairness'). The next step is developing algorithms that are specifically optimized for these more sophisticated fairness metrics.
- Causal Inference for Bias: Applying causal inference techniques is exciting because it helps us understand the *underlying causal factors* that contribute to bias, rather than just correlations. This could lead to far more effective and targeted mitigation strategies.
- **Explainable AI (XAI) for Bias**: Developing XAI techniques that can specifically pinpoint *why* a model generated a biased output is crucial. This helps developers diagnose and fix the root causes much more effectively.
- **Proactive Bias Prevention**: The real shift is moving away from simply reacting to bias once it appears, towards proactive approaches where fairness is fundamentally built in as a core design principle right from the very first stages of data collection and model architecture design.

#### IX. CONCLUSION

Bias in generative AI is a truly serious and widespread challenge that fundamentally undermines the fairness, trustworthiness, and inclusivity of these groundbreaking technologies. As generative models become increasingly woven into our daily lives, their potential to reflect and amplify societal biases poses significant risks – from perpetuating harmful stereotypes to fostering outright discrimination and eroding public trust.

While our current methods for detecting and mitigating bias—things like careful prompt engineering, meticulous dataset curation, and fairness-aware training—do offer some solutions, they often hit roadblocks when it comes to scaling up, generalizing across different situations, or handling those subtle, nuanced biases. The experimental study we conducted in this paper only reinforced this point, clearly showing the persistence of gender and racial biases in leading contemporary models like GPT and Stable Diffusion. This highlights the ongoing need for constant vigilance and improvement.

Looking ahead, the responsible development and deployment of generative AI demand nothing less than a complete paradigm shift. Bias detection and mitigation shouldn't be afterthoughts; they need to be core design principles, integrated throughout the *entire* AI lifecycle – from how we acquire data, to how we build the models, to how we deploy and continuously monitor them. This means a firm commitment to transparency in model development, establishing robust fairness metrics, and, critically, creating continuous feedback loops involving diverse communities and stakeholders. Only through a concerted, multidisciplinary effort involving researchers, developers, policymakers, and civil society can we truly harness the immense potential of generative AI while simultaneously ensuring it serves everyone, equitably and responsibly.

#### REFERENCES

- [26] Bender, E.M., Gebru, T., McMillan-Major, A., & Shmitchell, S. (2021). On the Dangers of Stochastic Parrots: Can Language Models Be Too Big? *Proceedings of the 2021 ACM Conference on Fairness, Accountability, and Transparency (FAccT)*.
- [27] Lucy, L., & Bamman, D. (2021). Gender and Representation in Natural Language Processing. *Proceedings of the 2021 Conference on Empirical Methods in Natural Language Processing (EMNLP)*.
- [28] Birhane, A., Kalluri, P., Roberts, K., & Smart, A. (2021). Multimodal Datasets: ImageNet, CLIP and Hidden Biases. *NeurIPS 2021 Workshop on Data-Centric AI*.
- [29] Solaiman, I., Brundage, M., Clark, J., Askell, A., Herbert-Voss, A., Wu, J., ... & Amodei, D. (2019). Release Strategies and the Social Impacts of Language Models. *arXiv preprint arXiv:1908.09203*.
- [30] OpenAI. (2024). GPT-4 Technical Report. arXiv preprint.
- [31] Zhao, J., Wang, T., Yatskar, M., Ordonez, V., & Chang, K. W. (2017). Men Also Like Shopping: Reducing Gender Bias Amplification using Corpus-level Constraints. *Proceedings of the 2017 Conference on Empirical Methods in Natural Language Processing (EMNLP)*.
- [32] Raji, I. D., Sehatkar, M., Amodei, D., & Joseph, K. (2020). Closing the AI Accountability Gap: Defining an End-to-End Framework for Internal AI Governance. *Proceedings of the 2020 ACM Conference on Fairness, Accountability, and Transparency (FAccT)*.

## Additional References (for further detail and professional scope):

- [33] Barocas, S., Hardt, M., & Narayanan, A. (2019). Fairness and Machine Learning: Limitations and Opportunities. MIT Press.
- [34] Buolamwini, J., & Gebru, T. (2018). Gender Shades: Intersectional Accuracy Disparities in Commercial Gender Classification. *Proceedings of the Conference on Fairness, Accountability, and Transparency (FAT)*.
- [35] D'Ignazio, C., & Klein, L. F. (2020). Data Feminism. MIT Press.
- [36] Suresh, H., & Guttag, J. (2021). A Framework for Understanding Unintended Sources of Harm from AI. *Proceedings of the 2021 AAAI/ACM Conference on AI, Ethics, and Society (AIES)*.
- [37] Mehrabi, N., Morstatter, F., Saxena, N., Lerman, K., & Galstyan, A. (2021). A Survey on Bias and Fairness in Machine Learning. *ACM Computing Surveys (CSUR)*.
- [38] Weidinger, L., Mellor, S., Hendricks, L. A., Resnick, P., et al. (2021). Ethical and Social Risks of Harm from Language Models. *arXiv preprint arXiv:2112.04359*.
- [39] Hovy, D., & Prabhumoye, S. (2021). Towards a Comprehensive Understanding of Bias in Language Models. *Proceedings of the 59th Annual Meeting of the Association for Computational Linguistics (ACL)*.