

LEVEL 0 SUMMARY TEMPLATE

Instruction

This summary will be shared with L1, L2 and L3. Keep in mind that these levels do not have a full understanding of the subject. Try to write something easy to understand but not simplistic. Your summary should explain the main contribution of the paper with your own words. Furthermore, you can use simple examples, if necessary, to better explain the main ideas. Your grade will take into account the quality of your summary, the formal English language in which it has been written, and whether it helps the levels above in their own work.

Name of student: Alice CARDORELLE

Name of your Level 1: Edson SEMEDO BRITO

Source (e.g. scholars.google.com): <https://www.springer.com/fr>

Paper title: AI for hiring in context: a perspective on overcoming the unique challenges of employment research to mitigate disparate impact

Keywords specific to the paper: employment discrimination, AI, fairness, algorithm

This paper is about the benefits of using AI for hiring. The aim is to show that AI models which evaluate candidates are efficient to avoid discrimination in the US hiring process. The most affected groups of people during this hiring procedures are minorities, women and people with a disability. So, reading this paper we learn about the fact that AI can help decreasing discrimination and thus offer more job opportunities for the groups of people experiencing discrimination during their hiring procedures.

Many researchers have written about the fact that AI has the potential to decrease discrimination creating standardized evaluations. To achieve this, they thought about using synthetic datasets. Also, they used a commercial talent platform which consists of a system using fairness-aware machine learning. Therefore, employers have models to evaluate the candidates skills for a particular role. To evaluate the efficiency of these models, they examine the magnitude of disparate impact ratios that can be observed when analyzing real job applicants. To notice the impact of AI, they benchmark the results against the results of the traditional hiring procedure. The goal is to provide interpretation of the influence of machine learning over employment selection.

To develop an efficient AI for hiring, employer should first recognize if their hiring procedure encourages discrimination and then they should make sure that the procedure is measuring job-relevant criteria. Then, the employer should consider that AI can improve the hiring procedure by mitigating disparate impact. The key to develop an efficient AI based system is to recognize that hiring procedure is a multi-objective optimization problem that should focus on validity and fairness simultaneously.

AI is useful in hiring procedures according to researchers because using larger sources of data and modern validation techniques make the hiring procedure more efficient. Moreover, AI makes it easier for assessment researchers to have a much broader scope of relevant constructs. Machine learning and big data facilitate the hiring procedures because they provide more nuanced information sources such as those derived from modern psychology. AI has the ability to facilitate data-driven model development and make sure that these models will consider both validity and fairness while selecting job applicants.

In this paper, researchers have considered four groups of candidates to measure fairness, the impact ratio comparing Black and White candidates, the impact ratio comparing Hispanic and White candidates, the impact ratio comparing Female and Male candidates, and the impact ratio comparing candidates who request disability-related accommodations in the hiring process and those who do not. The results of this fairness research demonstrate that when a model is built to mitigate disparate impact it achieve this goal.

However, the objective of AI is not to replace experts but to help them to create a fairer procedure. AI has the ability to optimize assessments to respond to several organizational objectives. Models which simultaneously optimize validity and fairness in the hiring procedure have results that are fairer when they are used to screen real candidates. There are some criticisms surrounding AI for hiring. Some people think that fairness-aware algorithms are ineffective to identify successful candidates. But despite these criticism tests show that AI in the hiring procedure is efficient to reduce discrimination while identifying candidates which have skills to do the job.

In conclusion, using AI in the hiring procedure consists of offering several tools in order to identify the best candidates while avoiding discrimination.