

AI, Responsibly

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AI in hiring



And now... some bad news

the guardian

July 2015

Women less likely to be shown ads for high-paid jobs on Google, study shows

**MIT
Technology Review** February 2013

Racism is Poisoning Online Ad Delivery, Says Harvard Professor

THE WALL STREET JOURNAL. September 2014

Are Workplace Personality Tests Fair?

Growing Use of Tests Sparks Scrutiny Amid Questions of Effectiveness and Workplace Discrimination



REUTERS

October 2018

Amazon scraps secret AI recruiting tool that showed bias against women



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And now... some bad news



Regulating hiring ADS: Int 1894-2020

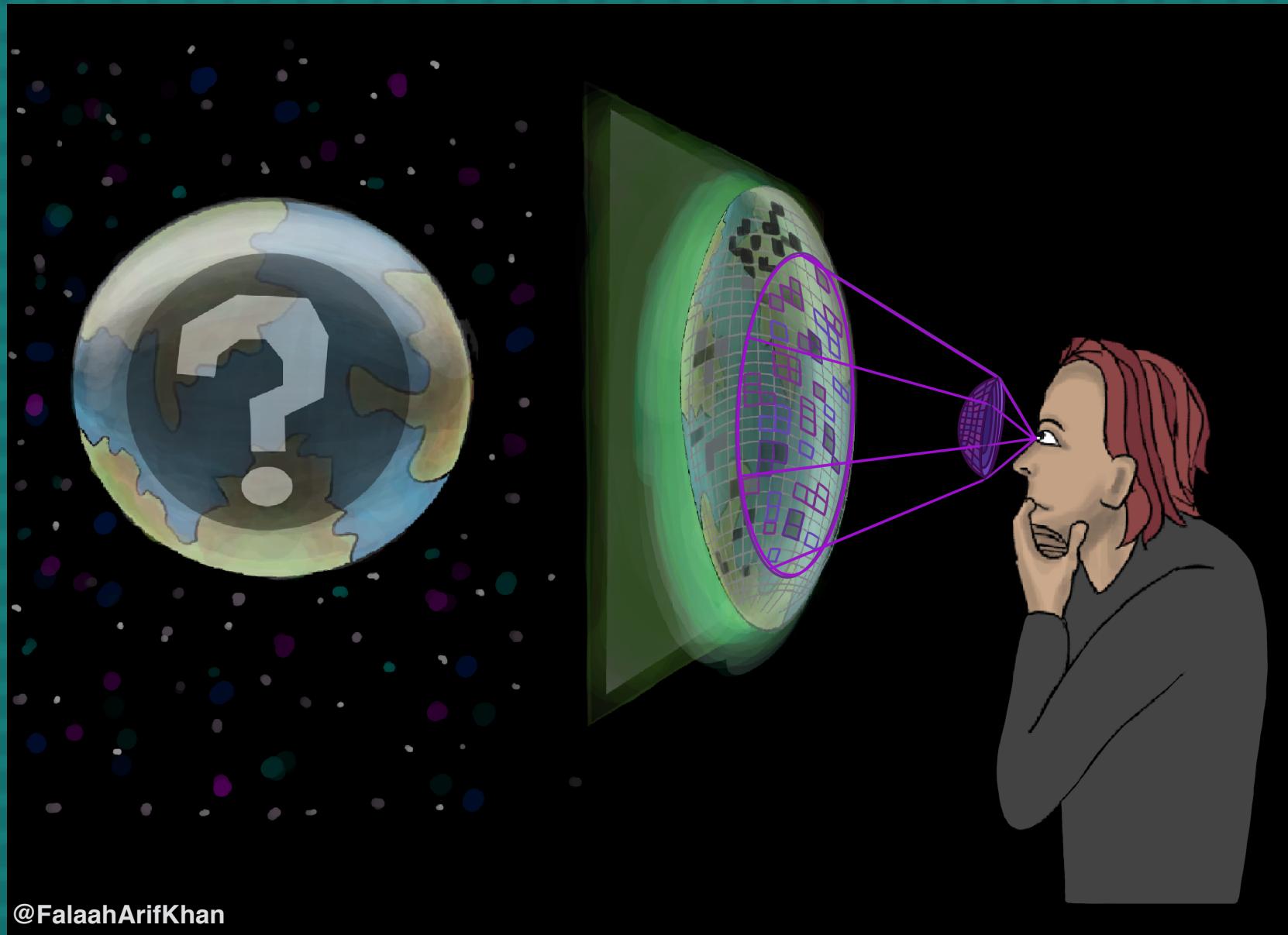


THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

This bill would **regulate the use of automated employment decision tools**, which, for the purposes of this bill, encompass certain systems that use algorithmic methodologies to filter candidates for hire or to make decisions regarding any other term, condition or privilege of employment. This bill would prohibit the sale of such tools if they were not the **subject of an audit for bias** in the past year prior to sale, were not sold with a yearly bias audit service at no additional cost, and were not accompanied by a notice that the tool is subject to the provisions of this bill. This bill would also require any person who uses automated employment assessment tools for hiring and other employment purposes to **disclose to candidates, within 30 days, when such tools were used** to assess their candidacy for employment, and the **job qualifications or characteristics** for which the tool was used to screen. Violations of the provisions of the bill would incur a penalty.

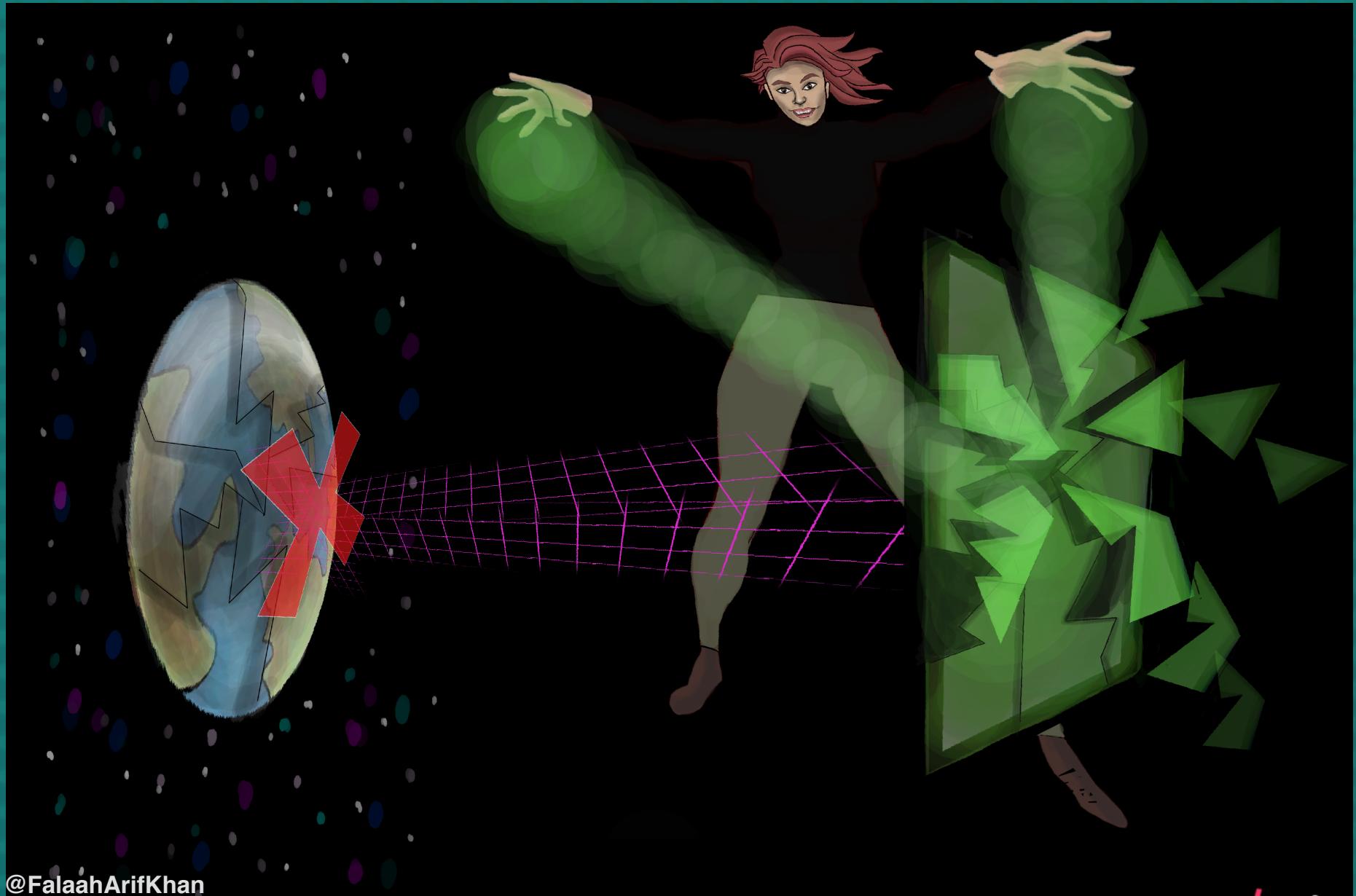
Data, a reflection of the world



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Changing the world



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Regulating hiring ADS: Int 1894-2020

Opinion

We Need Laws to Take On Racism and Sexism in Hiring Technology

The New York Times

March 17, 2021

By Alexandra Reeve Givens, Hilke Schellmann and Julia Stoyanovich

Ms. Givens is the chief executive of the Center for Democracy & Technology. Ms. Schellman and Dr. Stoyanovich are professors at New York University focusing on artificial intelligence.

The bill should also require validity testing, to ensure that the tools actually measure what they claim to, and it must make certain that they measure characteristics that are relevant for the job. **Such testing would interrogate whether, for example, candidates' efforts to blow up a balloon in an online game really indicate their appetite for risk in the real world — and whether risk-taking is necessary for the job.**

The scientific method



“A theory or idea shouldn’t be scientific unless it could, in principle, be proven false.”

Karl Popper

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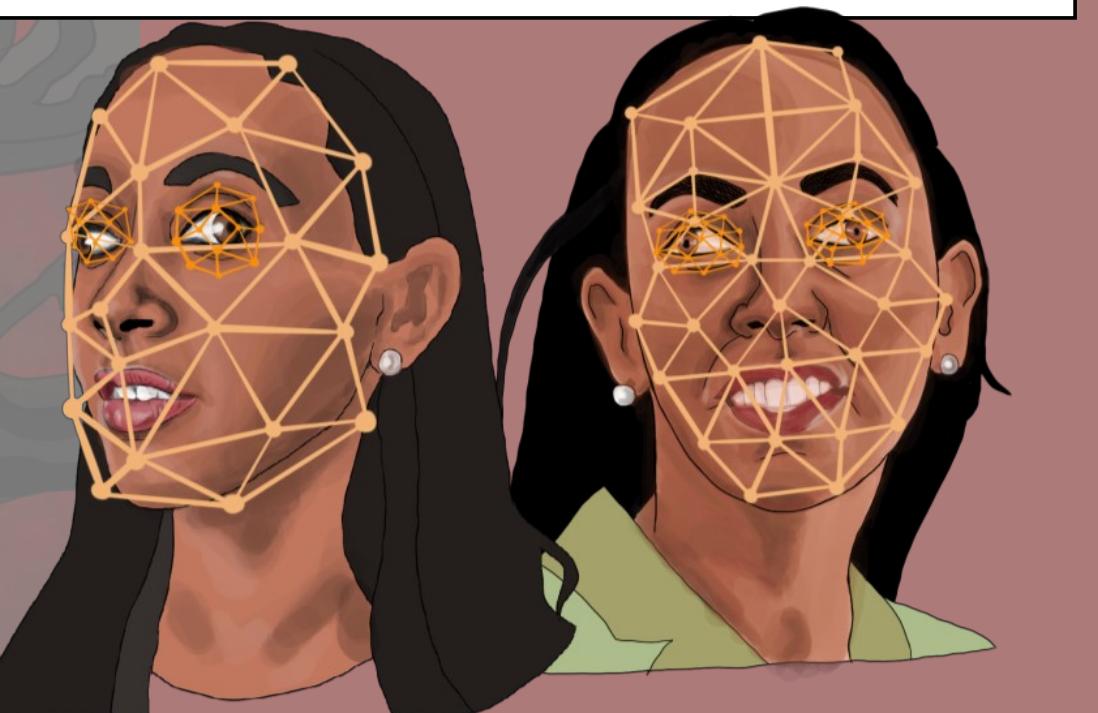
In addition, the City Council must require vendors to tell candidates how they will be screened by an automated tool **before** the screening, so candidates know what to expect. **People who are blind, for example, may not suspect that their video interview could score poorly if they fail to make eye contact with the camera.** If they know what is being tested, they can engage with the employer to seek a fairer test.

THESE GHOSTS ARE MAKING THEIR WAY INTO DATA-DRIVEN PRODUCTS AS WELL.

TAKE THE INFAMOUS FACIAL RECOGNITION SOFTWARE THAT HAS BEEN ALL OVER THE NEWS RECENTLY. RACIAL INJUSTICES ARE PROBLEMATIC ENOUGH, BUT HAVE YOU CONSIDERED HOW THESE MODELS DISCRIMINATE AGAINST BLACK DISABLED PEOPLE?

AS DISABILITY RIGHTS ADVOCATE **HABEN GIRMA** EXPLAINS (7),

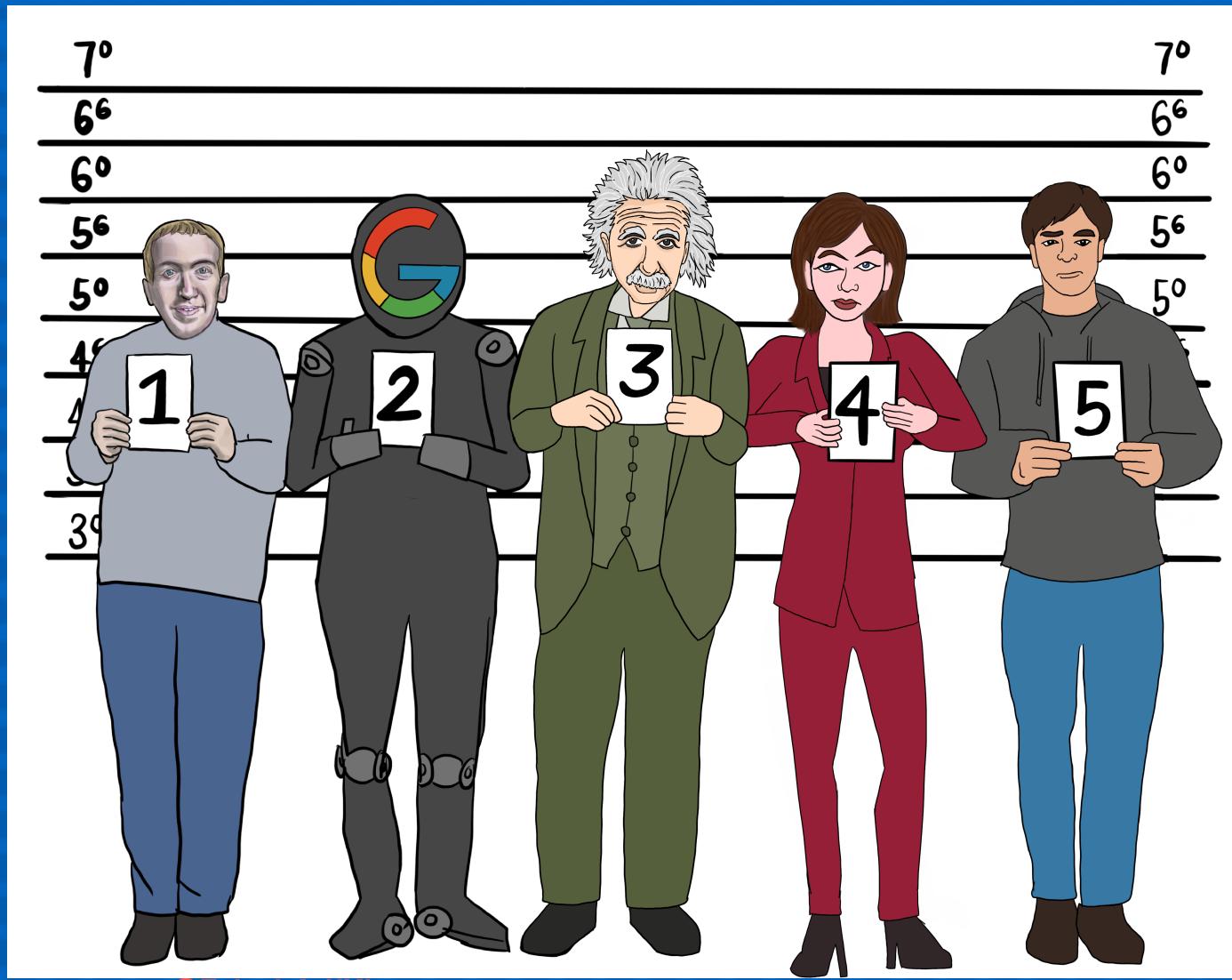
"MY EYES MOVE INVOLUNTARILY, EACH ONE SWINGING TO ITS OWN MUSIC. THEY'VE DANCED THIS WAY FOR AS LONG AS I CAN REMEMBER."



HOW WELL DO YOU THINK FACIAL RECOGNITION WOULD PERFORM ON **BLIND BLACK PEOPLE**?

HAVING BEEN TRAINED ON THE FACIAL DYNAMICS OF SIGHTED WHITE PEOPLE, FACIAL RECOGNITION TECHNOLOGY PEDDLES AN ABLEIST AND RACIST NARRATIVE.

We all are responsible



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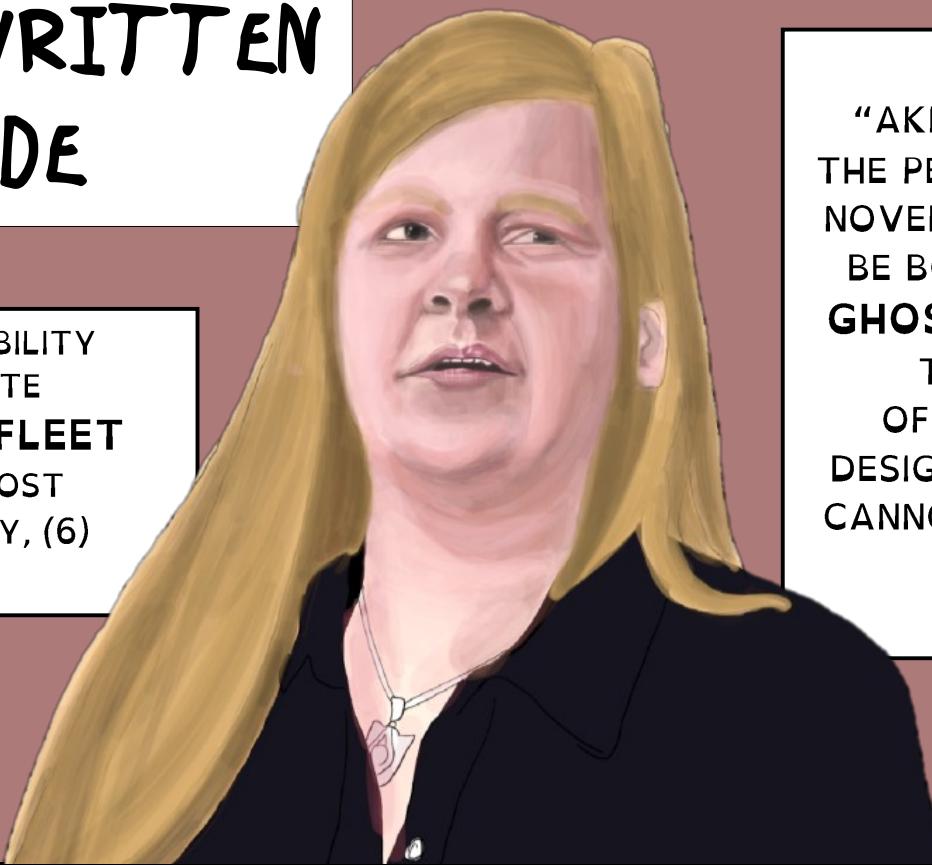
Framing technical solutions



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HOSTWRITTEN CODE

AS ACCESSIBILITY
ADVOCATE
CHANCEY FLEET
PUTS IT MOST
ELOQUENTLY, (6)



"AKIN TO HOW A **GHOSTWRITER** IS THE PERSON WHO IS PAID TO COMPOSE A NOVEL THAT SOMEONE ELSE COULD NOT BE BOthered TO WRITE THEMSELVES, **GHOSTWRITTEN CODE** IS SOFTWARE THAT THE ORGANIZATION HAS OFFLOADED ON PROGRAMMERS TO DESIGN FOR USERS THAT THE COMPANY CANNOT BE BOthered TO ENGAGE WITH OR EMPLOY THEMSELVES. "

WHEN PLATFORMS ARE NOT DESIGNED FOR EVERYONE, THEY
GIVE OFF THE STENCH OF “**ENCODED INHOSPITALITY**” (6).

SEEMINGLY INNOCUOUS THINGS SUCH AS **POP-UPS** AND
EXPIRING FORMS ON WEBSITES COMPLETELY HIJACK
THE ONLINE EXPERIENCE OF USERS WITH DISABILITIES
WHO RELY ON SCREEN READERS.

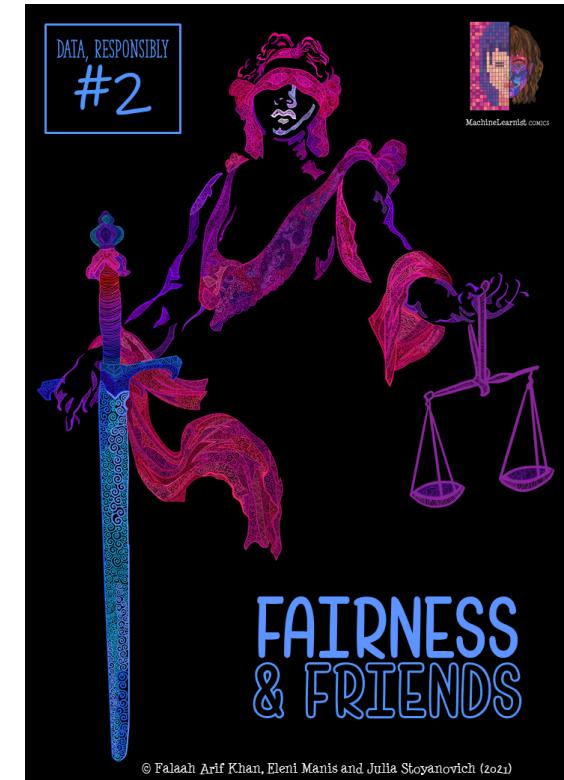
Expectation



Reality



Data, responsibly comics



<https://dataresponsibly.github.io/comics/>



Thank you!

[dataresponsibly.github.io
/courses
/comics](https://dataresponsibly.github.io/courses/comics)

