

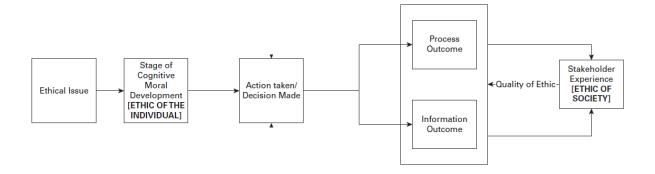
### **Trinity Business School**

# 5. Algorithmic Accountability

5.1 Individual ethical decision-making

### 5.1 Individual Ethical Decision-Making

## A framework for ethical decision-making in organizations



#### 5.1 Individual Ethical Decision-Making

## Micro-level ethics: Kohlberg's Stage Theory of Moral Development

Level 1:
Preconventional
morality
(avoiding
punishments &
obtaining
rewards;
absolutisim &
egocentrism)

• Stage 1: Might Makes Right

Punishment and obedience orientation. Whatever leads to punishment is wrong.

Stage 2: Looking Out for Number One

The right way to behave is the way that is tangibly rewarded. I'll scratch your back if you'll scratch mine.

Level 2: Conventional morality (social approval & rules; concrete logic & legalistic thinking) Stage 3: "Good Girl" and "Nice Boy"

"Good behavior" is behavior that pleases others and gains social approval and praise.

• Stage 4: "Law and Order"

Stresses the importance of "doing your duty" as a "rightful citizen" in following established laws.

Level 3: Postconventional morality (abiding laws can be superceded by others' rights; abstract thinking) • Stage 5: Social Contract

Difference between legal and moral right. Mutually beneficial laws remain in effect until they become broken by or damaging to either party.

 Stage 6: Universal Ethical Principles Individual principles of conscience arrived upon through meditation and reflection that may contradict earlier egocentric or legalistic reasoning.



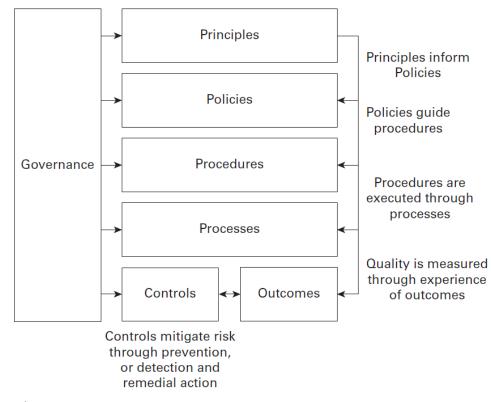
## **Trinity Business School**

# 5. Algorithmic Accountability

5.2 Fundamentals of Data Governance

#### 5.2 Fundamentals of Data Governance

### **Basic distinctions**

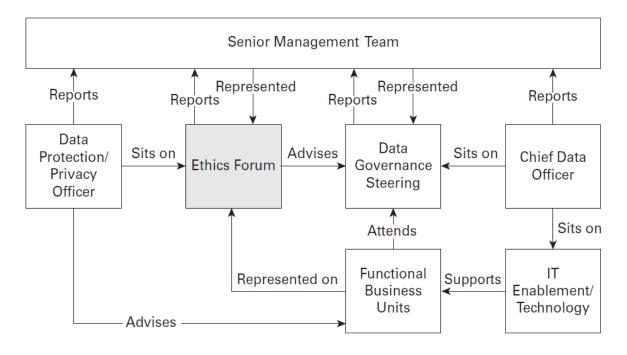


Source: O'Keefe/O'Brien (2018): Ethical data and information management



#### 5.2 Fundamentals of Data Governance

## An example of a governance structure



Source: O'Keefe/O'Brien (2018): Ethical data and information management





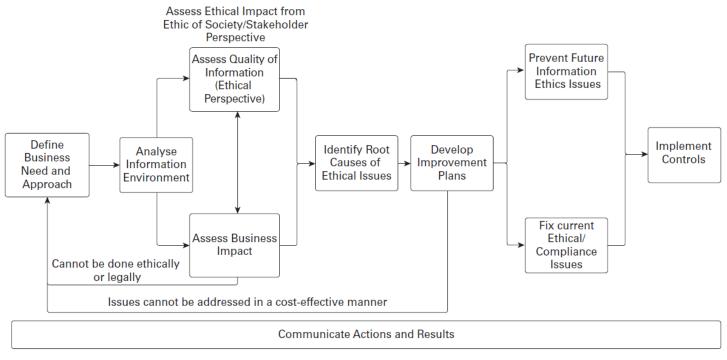
## **Trinity Business School**

# 5. Algorithmic Accountability

**5.3 Ethical Data Management** 

#### 5.3 Ethical Data Management

## A guiding framework for ethical data management



Source: O'Keefe/O'Brien (2018): Ethical data and information management



#### 5.3 Ethical Data Management

## The four dimensions of ethical impact assessment

#### Sustainability

- What are stakeholder expectations? Have stakeholders been directly consulted?
- What are the environmental, social and financial implications?
- How can trade-offs between environmental, social and financial aspects be minimized?
- If minimizing trade-offs appears unattainable as single entity, has the organization considered engaging in collective action through multi-stakeholder initiatives?

#### Legality

- What regulatory rules might apply?
- What guidance is available from relevant regulators?
- What internal governance structures and rules apply?

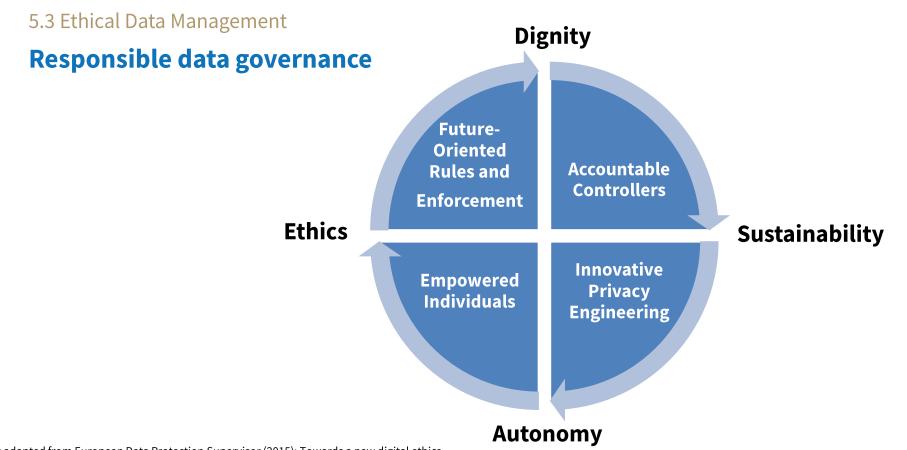
#### Technology

- What is the technology architecture?
- What are the data flows?
- · How novel is the processing?
- What are the technical requirements and processes?
- What technology risks have been identified?

#### Morality

- Is it supporting or enhancing human dignity?
- Does it preserve the autonomy of the person?
- Is the processing necessary and proportionate?
- Is the organization proactively engaging with affected stakeholders? Do adversely affected individuals or groups have the possibility to voice their concerns?





 $Source: adapted from \ European \ Data \ Protection \ Supervisor \ (2015): Towards \ a \ new \ digital \ ethics.$ 

