Target, Walmart, Best Buy, and Costco

In terms of subscription services: ,Netflix Apple, and Google

In terms of web services: Oracle, Microsoft,

* The ratings are based on articles from DiversityInc, Fortune 500, and Forbes 2021 list of companies with high diversity numbers and best places to work as a person of color. These companies, with the exception of Amazon, have internationally invested resources to maximize their DEI efforts.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Companies | Employees | Diversity Ranking | Numbers  2021 | Leadership | DEI Goals |
| Amazon | 1.3 million | #11 | Women 31.4%  Black 7.2%  White 47%  Asian 34.8%  LatinX 7.5%, |  | By 2021, Double the number of Black directors and vice presidents  By 2021, Increase the number of women in senior technical jobs by 30%, |
| Microsoft | 181,000 | #1 | Women 28.6%  Black 4.9% | Women 20%  Black 2.9% | $150 million on diversity and inclusion programs  By 2025 Double its number of Black and African American managers and senior employees |
| Target | 355,000+ | #3 |  | No. 7, Top Companies for Women of Color  No. 4, Top Companies for Board of Directors |  |
| Walmart | 2.2 million+ | #20 | No. 6, Top Companies for LGBTQ  Companies for Talent Acquisition for Women of Color  No. 14, Top Companies for Veterans  No. 13, Top Companies for Asian American Executives  No. 10, Top Companies for Black Executives |  |  |
| Netflix | 9,400 | #27 | Women 47.9%  Men 43.8%  Black 10.4%,  Hispanic 8.5%  Asian 23.8%,  White 42.9% | Women: 47.4%,  Men 45.2%  Two or More    Races 4.9%  Black 13.3%, Hispanic  4.9%  Asian 16.3%  White 54.4% | 15 ERGs serving Latinx, veteran, Black, and disability communities |

In the McKinsey Global Institute [**article**](https://www.mckinsey.com/featured-insights/artificial-intelligence/tackling-bias-in-artificial-intelligence-and-in-humans), “Tackling bias in artificial intelligence (and in humans),” Jake Silberg and James Manyika lay out six guidelines AI creators can follow to reduce bias in AI:

1. Be aware of the contexts in which AI can help correct for bias as well as where there is a high risk that AI could exacerbate bias
2. Establish processes and practices to test for and mitigate bias in AI systems
3. Engage in fact-based conversations about potential biases in human decisions
4. Fully explore how humans and machines can work best together
5. Invest more in bias research, make more data available for research, while respecting privacy, and adopt a multidisciplinary approach
6. Invest more in diversifying the AI field itself

The researchers acknowledge that these guidelines won’t eliminate bias altogether, but when applied consistently, they have the potential to significantly improve on the situation.

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<https://searchcio.techtarget.com/feature/Rooting-out-racism-in-AI-systems-theres-no-time-to-lose>

<https://searchhrsoftware.techtarget.com/feature/Why-algorithmic-auditing-cant-fully-cope-with-AI-bias-in-hiring>

<https://partners.aiesec.org/blog/using-ai-in-recruitment-pros-vs-cons/>

<https://www.cio.com/article/3632863/ai-in-hiring-might-do-more-harm-than-good.html>

JUSTNOTES

Algorithmic screening is the most active area of development and often the most consequential, as it represents the major filter through which applicants increasingly must pass.

Step 1: automated resume analysis: a candidate submits a resume, and an algorithm evaluates this resume to produce a score indicating the applicant’s quality or fit for the job.

Step 2: Evaluation: Assign the candidate a higher score based on the presence of specific keywords in their resume that matches with the job description.

In order to determine which keywords are used by successful employees, the machine learning system needs past data to “learn” from. For example, the machine learning system might be given the resumes of current employees and data on their on-the-job performance (e.g., their sales numbers). Taken together, the computer can then identify keywords that successful employees have tended to use in their resumes. Based on this, the machine learning system can produce a set of rules (commonly known as a “model” or “algorithm”; we will use the two interchangeably) to predict, given a future applicant’s resume, how good of an employee they might be.

faithfully attempt to reproduce past decisions, which can lead them to reflect the very sorts of human biases they are intended to replace.