1. **Group Discussions - Read this article first:**[**https://hbr.org/2019/05/all-the-ways-hiring-algorithms-can-introduce-bias**](https://hbr.org/2019/05/all-the-ways-hiring-algorithms-can-introduce-bias)

**Scenario:**

The members of a data analytics team at a tech company are tasked with developing a new algorithm for screening job applicants. The company is committed to diversity and inclusion, but the team faces challenges in ensuring that the algorithm is fair and unbiased.

**Background Information:**

* The team has access to historical data on past job applicants, including their demographics, educational backgrounds, and performance evaluations.
* The company's previous hiring practices have been criticized for perpetuating biases against certain groups, particularly women and people of color.
* The team is under pressure to develop an algorithm that not only identifies qualified candidates but also mitigates the risk of bias and discrimination in the hiring process.

**Group Discussion Questions:**

1. **Understanding Biases in the Data:**
   * What potential biases might be present in the historical data on job applicants?
   * How might these biases impact the development and implementation of the new algorithm?
2. **Balancing Fairness and Accuracy:**
   * How can the team ensure that the algorithm is fair and unbiased while still accurately identifying qualified candidates?
   * What trade-offs might need to be made between fairness and accuracy in the algorithm?
3. **Consideration of Protected Characteristics:**
   * Should the algorithm take into account protected characteristics such as race, gender, or age?
   * How can the team address concerns about discrimination while still respecting legal and ethical considerations?
4. **Transparency and Accountability:**
   * How can the team ensure transparency and accountability in the development and use of the algorithm?
   * What measures can be put in place to monitor and address any unintended consequences or biases that may arise?
5. **Inclusive Decision-Making Processes:**
   * How can the team involve diverse perspectives, both within the team and from external stakeholders, in the development of the algorithm?
   * What steps can be taken to promote inclusivity and equity in decision-making processes related to the algorithm?
6. **Long-Term Impact and Continuous Improvement:**
   * What strategies can the team implement to evaluate the long-term impact of the algorithm on diversity and inclusion within the company?
   * How can the algorithm be continuously monitored and refined to ensure that it remains fair and unbiased over time?
7. **Exercise**

**Exercise: Designing an Inclusive Algorithm**

**Objective:** In small groups, participants will collaborate to design an algorithm for screening job applicants that prioritizes diversity, equity, and inclusion while maintaining fairness and accuracy.

**Instructions:**

1. **Group Formation** (5 minutes):
   * Facilitator divides participants into small groups of 2-3 members.
2. **Scenario Review** (5 minutes):
   * Facilitator briefly reminds participants of the scenario involving the data analytics team tasked with developing a new algorithm for screening job applicants.
3. **Problem Statement** (5 minutes):
   * Facilitator provides each group with a problem statement outlining the objectives and constraints of the algorithm design task. Each team receives a different problem statement related to aspects of diversity, equity, and inclusion.
   * **Team 1:** "Design an algorithm for screening job applicants that promotes diversity and inclusion while minimizing the risk of bias and discrimination."
   * **Team 2:** "Consider factors such as educational background, work experience, skills, and performance metrics in your algorithm design."

* **Team 3:** "Establish mechanisms for providing feedback and addressing concerns about the algorithm's performance and impact on diversity and inclusion."

1. **Brainstorming and Ideation** (10 minutes):
   * Groups brainstorm ideas and potential solutions for designing the algorithm, considering strategies for mitigating bias and discrimination, methods for incorporating diversity and inclusion considerations, techniques for evaluating fairness, accuracy, and effectiveness, and opportunities for collaboration with diverse stakeholders.
2. **Algorithm Design** (10 minutes):
   * Groups collaborate to design their algorithms, incorporating insights and considerations discussed during the brainstorming session.
3. **Presentation and Discussion** (5 minutes per group, total 15 minutes):
   * Each group presents their proposals to the larger group, explaining the rationale behind their design decisions, highlighting how their algorithm promotes diversity, equity, and inclusion, discussing potential challenges and limitations, and inviting feedback and constructive dialogue.
4. **Reflection** (5 minutes):
   * Facilitator leads a reflection session where participants discuss what they learned from the exercise and group discussions, key insights or takeaways about designing inclusive algorithms in data analytics, and how they can apply these learnings to promote diversity, equity, and inclusion in their own work and organizations.