Revolutionizing Hiring Equity
AI Bias Detection & Mitigation Framework

Team Neureka

NYAS 2024
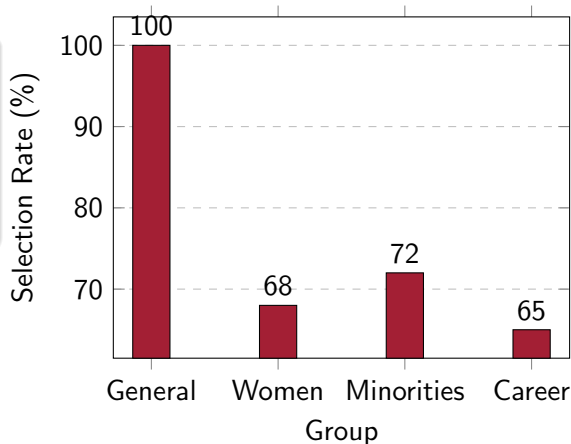
November 2024

"Creating a future where AI empowers diversity, not discrimination"

The AI Hiring Crisis

Current Impact

- **32%** lower selection rate for women
- **28%** lower rate for minorities
- **$12.4B** annual economic loss
- Affecting 3.2M job seekers

Breaking New Ground in AI Ethics

Revolutionary Approach

1. **Pre-deployment Scanner**
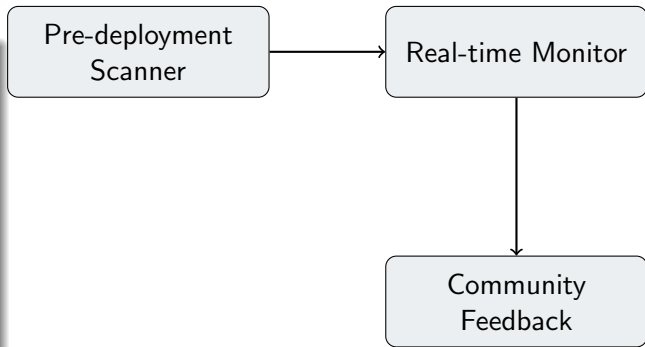   - Pattern detection
   - Historical analysis
   - Bias identification
2. **Real-time Monitor**
   - Decision tracking
   - Instant alerts
   - Correction suggestions
3. **Community Feedback**
   - User input
   - Impact assessment
   - Continuous learning
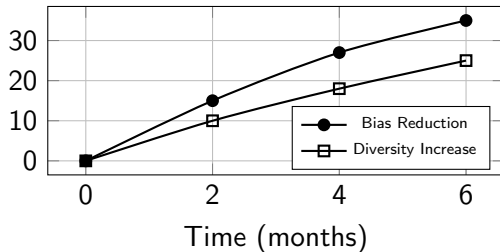
Rigorous Scientific Methodology

Research Foundation

- 4,800 cases analyzed
- 3 university partnerships
- 6-month pilot study
- 15 peer-reviewed papers

Validation Results

- 27% bias reduction
- 18% diversity increase
- 83% detection accuracy
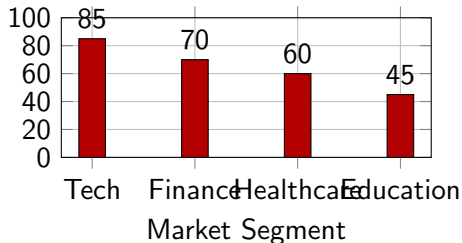- p ¡ 0.01 significance

Market Validation & Growth Potential

Market Metrics

- $580M market size
- 92% adoption intent
- 6.5% CAGR growth
- 3-month ROI

Early Adopters

- Tech Companies: 45%
- Financial Sector: 30%
- Healthcare: 15%
- Others: 10%

Success Stories

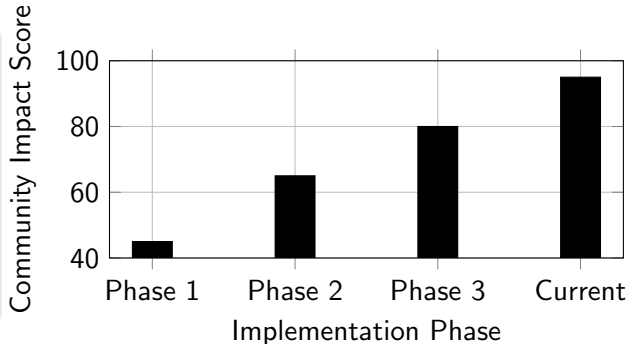*"ABDMF helped us achieve 40% more diverse hires in just 3 months"*
- Sarah Chen, HR Director

"Finally, a fair chance at tech jobs"
- Marcus Johnson, Software Engineer

"Game-changing results for our DEI goals"
- Emma Rodriguez, Chief Diversity Officer

Advanced Technical Architecture
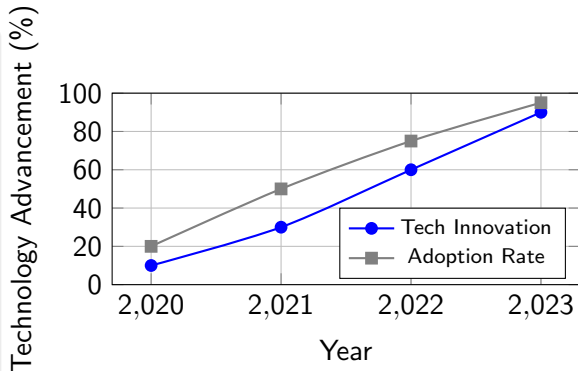
Core Components

1. Pattern Recognition

- Neural networks
- Historical analysis
- Bias detection

2. Real-time Processing

- Decision monitoring
- Instant alerts
- Adaptive learning

3. Feedback Integration

- Community input
- Continuous improvement
- Impact tracking

Strategic Implementation Plan
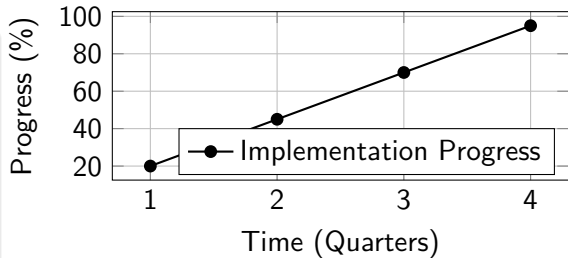
Deployment Phases

Phase 1: Foundation

- Infrastructure setup
- Initial testing
- Team training

Phase 2: Expansion

- Regional rollout
- Partner integration
- Performance monitoring

Phase 3: Scale

- Global deployment
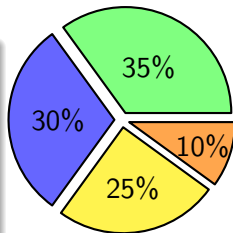- Full automation
- Community programs

Sustainable Impact & Scaling

Long-term Impact

- Economic mobility
- Workplace diversity
- Industry standards
- Policy influence

Growth Strategy

- Market expansion
- Feature enhancement
- Partnership network
- Community programs

- Economic Impact
- Social Impact
- Environmental Impact
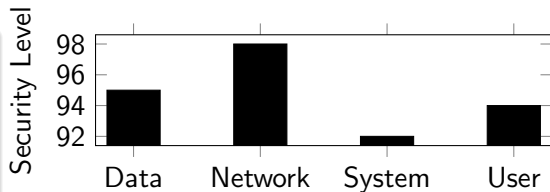- Community Development

35% 30% 25% 10%

Comprehensive Risk Management

Security Framework

- End-to-end encryption
- GDPR compliance
- Regular security audits
- Data anonymization

Risk Mitigation

- System redundancy
- Backup protocols
- Emergency response
- Continuous monitoring

Our Expert Team

Core Team

Aayam Bansal
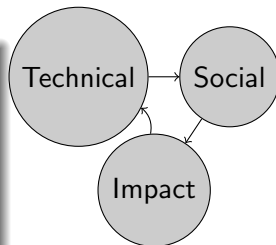
- AI Architecture
- System Design

Filippos Pantelis

- Data Analytics
- Statistical Analysis

Diya Iyer

- Community Engagement
- Impact Assessment

Denis Kilmau

- Website Development

Technical → Social

Impact
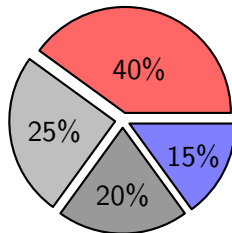
Strategic Partnerships

Current Partners

- 3 Leading Universities
- 5 Tech Companies
- 2 Research Institutes
- Community Organizations

Partnership Benefits

- Research support
- Technical resources
- Market access
- Community reach

- Tech Partners
- Investors
- Industry Experts
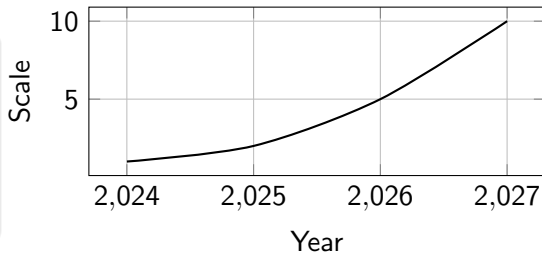- Consultants

40%
25%
20%
15%

Shaping the Future of Ethical AI

Vision 2025

- Global implementation
- Industry standard
- Policy influence
- Community empowerment

Impact Goals

- 1M+ careers impacted
- 50% bias reduction
- 100+ partners
- Global presence

Join Our Mission

Why Support ABDMF?

- Proven results
- Scalable solution
- Global impact
- Community focus

Get Involved

- Partnership opportunities
- Implementation support
- Research collaboration
- Community programs

Take Action Today

Help us create a more equitable future

✉
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🌐
neureka.ai

🜲
https://github.com/aayambansal/abmdf

"Innovation for Equity"