



Artificial Intelligence Bias in Hiring Employee

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OUR SCENARIO



AI to select candidates for interviews

Ensuring fair and equal opportunities for all applicants

AI ranks male candidates higher than female

Release the AI system with bias

Delay the release

ETHICAL DILEMMA

Decisions	Probable Results
Release the AI system	Gender inequality, safe job
Delay the release	Risk Job, gender equality

WHAT WOULD BE THE DECISION?

ANALYSIS

Decision	Brainstorming	Analysis		
		Positive Impact	Negative Impact	Rights of stakeholders
Release the AI system	<ul style="list-style-type: none">Gender discriminationSociety riskDeveloper benefited	Developer job and family	Gender Inequality, AI Industry, Qualified Candidate	Everyone has right to treated as equal
Delay the release	<ul style="list-style-type: none">Developer job riskSociety benefited	Gender Equality, Hiring Process, Overall Industry Finance	Developer and his family	

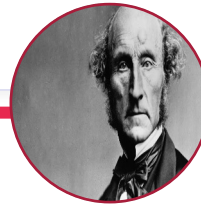
KANT'S, MILL'S, AND RAWLS' APPROACHES



IMMANUEL KANT'S "CATEGORICAL IMPERATIVE" THEORY

One should always respect the humanity of others and that one should only act following rules that could hold for everyone.

According to this theory, delay and build an accurate model



MILL'S "UTILITARIAN THEORY" THEORY

The results or consequences of our actions which produces the greatest good for the most significant number.

According to this theory, delay the release of AI system



JOHN RAWLS'S "THEORY OF JUSTICE"

Everyone in the society holds equal fundamental rights whether someone is from a minority group, but it does not matter.

According to this theory, no decision can be made; in our scenario

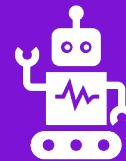
ULTIMATE DECISION



Kant's theory is, there is no option without accurate model.



Theory of Justice by Rawls is not practical for our case.



By following "Utilitarian theory", we will delay the release of AI system has better utility than other cases.



- **THANK YOU**