

we may/may not have access to the sensitive attributes at the inference the. 9,: How to define the groups? 92: which groups to Consider? ts = How to obtain the group Into. Data Collection: Can l'htroduce Enve / bios: e,g., Survey, 1: Are you interested in responding to Surveys Dyes DNO Collected Data Las Sampling Bions - Labeling Bins: - what label should be used 2-jear Success of Alumni Graduation Record - How to ensure bios of [Lablez is not included? L. Stereotypes

- Feature Definition Discretization
La Categorizing the Scores of
Students of A, ..., F?
La Where to draw the
Boundary

- Proxy Attributes -Target Variable Dillema

- we usually do not have access
or connot measure the
Target Variable
e.g., - Target Var.: - who Commited Crime.
- which Student was
Success ful

-Resolution: Use measured features

that "represent" the target variable

- Called PROXY ATTRIBUTES

e.g., - Arrest Record

Proxy for Crime Record

- Proxies become problematic when they are proxies for Sensitive attributes as well.

-In general, any of the features Can play as Prokies for Sensitive attributes e.g., Salary For gender Proxy attributes are the reason why tairness-through-Unammenes is not possible. * : Removing I do not recording the grouping information & do not using it for Lecision making. e.g., A boan risk Predictor that Puts a high weight on income will have gendez-bins. Masking: Proposefully, generalizing or masking Some Features
to draw Biased Conclusions
that are Justified by data! Aka., digital Red lining - Selecting features that Prevent Certain groups from receiving Loan! - Cherry-Picking Ranking mechanisms that Put Certain Universities in high rank Positions

Disparate Treatment:

Explicitly Using group information

for Decision making

Lagroup membership is used

as the input to the model

Solfferent Treatment of

People based on their group

membership

e.g.,

having different grading rubrics

tor male/female scudents.

Disparate Impact (Implicit)

when the decision out Gones

are different for different

groups.

 $f_{\theta}(x) \perp I \leq$

e.g., Recidivism Somes

{ X1, X2, ..., Xm} Voci Correlation (ni, y) 1 ni Should be a proxy for of Correlation (ni, s) vi i not a no s S not being Predictable by 1xi32 y to be n lais, In Practice Min Gur (x,y)
Max Com (x,y)