Ethical Reflection: AI in Resume Screening

One personal project I'm developing involves an AI-powered resume screening tool that aims to reduce hiring bias and improve efficiency in recruitment. While the goal is to make job opportunities more accessible, I recognize the ethical risks, especially concerning discrimination, transparency, and accountability.

To ensure the project follows ethical AI principles, I will start by auditing all training data for bias, particularly regarding race, gender, and age. If historical hiring patterns show systemic bias, the model could unintentionally reinforce those inequalities. I will use fairness toolkits like AI Fairness 360 and Fairlearn during model development to monitor disparate impact and correct any identified biases.

Additionally, I will focus on explainability so that hiring managers and applicants understand how decisions are made. No decision will be fully automated; AI will support human judgment instead of replacing it.

I will also conduct regular fairness audits and provide clear opt-out and appeal options for users. Finally, I will consult diverse stakeholders, including candidates and HR experts, to continually improve the system and reduce harm.

By integrating fairness, transparency, and accountability at each stage, I aim to create an AI tool that supports ethical hiring practices instead of undermining them.