Areas of risk	**Steps to reduce/eliminate the bias, discrimination, and unfairness in the workplace.** *I am majoring Accounting with data analytics track
Human Oversight and Accountability	Risk: • Overreliance on automated systems without human intervention can lead to unchecked biases. • Lack of accountability for AI-driven decisions. To reduce/eliminate this risk: • Implement human-in-the-loop systems to review and validate critical decisions. • Ensure there are mechanisms in place to review and intervene in AI-driven decisions. • Advocate for human oversight and accountability in AI systems.
Addressing Disability Bias (EEOC-DOJ Warning)	Risk: • Neglecting the needs and rights of individuals with disabilities may lead to discriminatory outcomes. To reduce/eliminate this risk: • Ensure accessibility and inclusivity in data collection, model development, and deployment. • When selecting features, I would choose features that are not biased, such as those that are not correlated with protected attributes such as race, gender, or disability. I would also use statistical methods to identify and remove biased features.
Deployment and Implementation	Risk: • Implementing biased models can lead to discriminatory outcomes in real-world scenarios. • Lack of ongoing monitoring for model behavior and performance. To reduce/eliminate this risk: • Establish a feedback loop with stakeholders for ongoing evaluation. • Ensure that model outputs are used as aids, not replacements, in decision-making. • Address emerging biases promptly and transparently. • When evaluating a model, I would use statistical methods to test for bias. I would also use a diverse set of test data to evaluate the model. • When deploying a model, I would monitor the model for bias after it is deployed. If bias is detected, I would take steps to mitigate the bias or remove the model from use.

Model Training and Evaluation	Risk: • Overfitting to historical biased data can perpetuate existing biases. • Inadequate evaluation metrics fail to account for fairness. To reduce/eliminate this risk: • Continuously monitor model performance and address any emerging biases promptly. • Regularly update and improve evaluation metrics to account for fairness. • When training a model, I would use a training dataset that is representative of the population of taxpayers that the model will be used on. This would help to ensure that the model is not biased against any particular group of taxpayers.
Data Collection and Sourcing	Risk: • Biased data sources may introduce inherent biases. • Overlooking or underrepresenting certain demographics in data collection. To reduce/eliminate this risk: • Scrutinize data sources for potential biases. • Seek diverse and representative datasets. • Implement rigorous validation checks for data integrity. • When collecting data, I would ensure that the data is collected from a diverse population of taxpayers, including taxpayers of all races, genders, and abilities. I would also ensure that the data is collected in a way that is fair and equitable. • When cleaning data, I would identify and remove any biases that were introduced during the data collection process. For example, I would remove any data points that are missing or incomplete, and I would identify and remove any biases that are caused by human error or by automated tools.
Final Notes	I believe that it is important to be aware of the potential for bias in machine learning and AI, and to take steps to mitigate it. By following the steps outlined above, I can help to ensure that my work as an IRS tax enrolled agent is fair and equitable for all taxpayers. I would not knowingly contribute to the development of a biased or discriminatory machine learning model. If I were to discover that a model I was working on was biased, I would take steps to mitigate the bias or remove the model from use. I would also report the bias to my supervisor and to the relevant authorities. I believe that it is important to be transparent about the potential for bias in machine learning and AI, and to be open to feedback from others. I would document my work carefully so that others can understand how the model was developed and trained. I would also be open to feedback from others about the potential for bias in my work.