

UNVEILING GENDER BIAS IN AI HIRING PRACTICES

KEVIN VEEDER

DTSC 690

INTRODUCTION

- “HIRING AI”
- VARIOUS USE CASES
- BENEFITS
- COMPLICATIONS (BIASES)

Kelly, Jack. “How Ai Helps Employers Screen Candidates, Manage Staff and Make Hiring and Firing Decisions.” *Forbes*, February 20, 2024, www.forbes.com/sites/jackkelly/2024/02/20/how-ai-helps-employers-screen-candidates-manage-staff-and-make-hiring-and-firing-decisions/

ALGORITHMIC INJUSTICE

- AMAZON'S CANDIDATE SCREENING
- GOOGLE'S JOB ADVERTISEMENTS
- UNDERSTAND CAUSES
- FORWARD THINKING

Dastin, Jeffrey. "Insight - Amazon scraps secret AI recruiting tool that showed bias against women." *Reuters*, October 10, 2018, <https://www.reuters.com/article/us-amazon-com-jobs-automation-insight-idUSKCN1MK08G/>

Carpenter, Julia. "Google's algorithm shows prestigious job ads to men, but not to women. Here's why that should worry you." *The Washington Post*, July 6, 2015, <https://www.washingtonpost.com/news/the-intersect/wp/2015/07/06/googles-algorithm-shows-prestigious-job-ads-to-men-but-not-to-women-heres-why-that-should-worry-you/>

Shahani, Aarti. "Now Algorithms Are Deciding Whom To Hire, Based On Voice." *NPR*, March 23, 2015, <https://www.npr.org/sections/alltechconsidered/2015/03/23/394827451/now-algorithms-are-deciding-whom-to-hire-based-on-voice>

UNDERLYING BIASES

- AI USE WILL KEEP GROWING
- PROBLEMATIC TRAINING DATA
 - “BLIND TASTE TEST”
- DEFINING FAIRNESS

Arnold, Sunita. “How Is Artificial Intelligence Impacting the Job Market?” *LINGTO*, January 11, 2024, https://www.lingto.com/blog/how-is-artificial-intelligence-impacting-the-job-market/?matchtype=&keyword=&cid=20875622330&agid=&device=c&placement=&creative=&target=&adposition=&device_model=&GA_loc_physical_ms=9016996&aceid=&network=x&gclid=CjwKCAjwNi0BhA1EiwAWZaANIDgQnBJWw4UT9sFLsBjXeHCNTIm0fk4KQca2ODq5Fyp-DoQQNID5xoC8EsQAvD_BwE&utm_term=&utm_campaign=PMax_LingtoGeneral_RetargetAudience&utm_source=adwords&utm_medium=ppc&hsa_acc=7219273531&hsa_cam=20875622330&hsa_grp=&hsa_ad=&hsa_src=x&hsa_tgt=&hsa_kw=&hsa_mt=&hsa_net=adwords&hsa_ver=3&gad_source=1

Uzzi, Brian. “A Simple Tactic That Could Help Reduce Bias in AI” *Harvard Business Review*, November 04, 2020, <https://hbr.org/2020/11/a-simple-tactic-that-could-help-reduce-bias-in-ai>

Silberg, Jake et al. “Tackling bias in artificial intelligence (and in humans)” *McKinsey & Company*, June 6, 2019, <https://www.mckinsey.com/featured-insights/artificial-intelligence/tackling-bias-in-artificial-intelligence-and-in-humans>

AI AND THE EEOC

- EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
 - AI INITIATIVE (2021)
 - AI AND EMPLOYMENT SELECTION (2023)
- FIRST LAWSUIT (2023)

Zadikany, Ruth. "EEOC ISSUES TITLE VII GUIDANCE ON EMPLOYER USE OF AI, OTHER ALGORITHMIC DECISION-MAKING TOOLS" *Mayer Brown*, July 06, 2023, <https://www.mayerbrown.com/en/insights/publications/2023/07/eeoc-issues-title-vii-guidance-on-employer-use-of-ai-other-algorithmic-decisionmaking-tools>

Kohne, Natasha G et al. "EEOC Releases New AI Guidance for Employers" *Akin*, June 30, 2023, <https://www.akingump.com/en/insights/alerts/eeoc-releases-new-ai-guidance-for-employers>

Gilbert, Annelise. "EEOC Settles First-of-Its-Kind AI Bias in Hiring Lawsuit (1)" *Bloomberg Law*, August 10, 2023, <https://news.bloomberglaw.com/daily-labor-report/eeoc-settles-first-of-its-kind-ai-bias-lawsuit-for-365-000>

CONCLUSION

SOURCES

- Kelly, Jack. "How Ai Helps Employers Screen Candidates, Manage Staff and Make Hiring and Firing Decisions." *Forbes*, February 20, 2024, www.forbes.com/sites/jackkelly/2024/02/20/how-ai-helps-employers-screen-candidates-manage-staff-and-make-hiring-and-firing-decisions/
- Dastin, Jeffrey. "Insight - Amazon scraps secret AI recruiting tool that showed bias against women." *Reuters*, October 10, 2018, <https://www.reuters.com/article/us-amazon-com-jobs-automation-insight-idUSKCN1MK08G/>
- Carpenter, Julia. "Google's algorithm shows prestigious job ads to men, but not to women. Here's why that should worry you." *The Washington Post*, July 6, 2015, <https://www.washingtonpost.com/news/the-intersect/wp/2015/07/06/googles-algorithm-shows-prestigious-job-ads-to-men-but-not-to-women-heres-why-that-should-worry-you/>
- Shahani, Aarti. "Now Algorithms Are Deciding Whom To Hire, Based On Voice." *NPR*, March 23, 2015, <https://www.npr.org/sections/alltechconsidered/2015/03/23/394827451/now-algorithms-are-deciding-whom-to-hire-based-on-voice>
- Arnold, Sunita. "How Is Artificial Intelligence Impacting the Job Market?" *Linqto*, January 11, 2024, https://www.linqto.com/blog/how-is-artificial-intelligence-impacting-the-job-market/?matchtype=&keyword=&cid=20875622330&agid=&device=c&placement=&creative=&target=&adposition=&devicemodel=&GA_lo_e_physical_ms=9016996&aceid=&network=x&gclid=CjwKCAjwftNi0BhA1EiwAWZaANIDgQnBJWw4UT9sFLsBjXeHCNTIm0fk4KQca2ODq5Fyp-DoQQN1D5xoC8EsQAvD_BwE&utm_term=&utm_campaign=PMax_LinqtoGeneral_RetargetAudience&utm_source=adwords&utm_medium=ppc&hsa_acc=7219273531&hsa_cam=20875622330&hsa_grp=&hsa_ad=&hsa_src=x&hsa_tgt=&hsa_kw=&hsa_mt=&hsa_net=adwords&hsa_ver=3&gad_source=1
- Uzzi, Brian. "A Simple Tactic That Could Help Reduce Bias in AI" *Harvard Business Review*, November 04, 2020, <https://hbr.org/2020/11/a-simple-tactic-that-could-help-reduce-bias-in-ai>
- Silberg, Jake et al. "Tackling bias in artificial intelligence (and in humans)" *McKinsey & Company*, June 6, 2019, <https://www.mckinsey.com/featured-insights/artificial-intelligence/tackling-bias-in-artificial-intelligence-and-in-humans>
- Zadikany, Ruth. "EEOC ISSUES TITLE VII GUIDANCE ON EMPLOYER USE OF AI, OTHER ALGORITHMIC DECISION-MAKING TOOLS" *Mayer Brown*, July 06, 2023, <https://www.mayerbrown.com/en/insights/publications/2023/07/eec-issues-title-vii-guidance-on-employer-use-of-ai-other-algorithmic-decisionmaking-tools>
- Kohne, Natasha G et al. "EEOC Releases New AI Guidance for Employers" *Akin*, June 30, 2023, <https://www.akingump.com/en/insights/alerts/eec-releases-new-ai-guidance-for-employers>
- Gilbert, Annelise. "EEOC Settles First-of-Its-Kind AI Bias in Hiring Lawsuit (1)" *Bloomberg Law*, August 10, 2023, <https://news.bloomberglaw.com/daily-labor-report/eec-settles-first-of-its-kind-ai-bias-lawsuit-for-365-000>