


recommend(her)

a tool to identify & adjust gendered language in job descriptions

Lydia Kajeckas

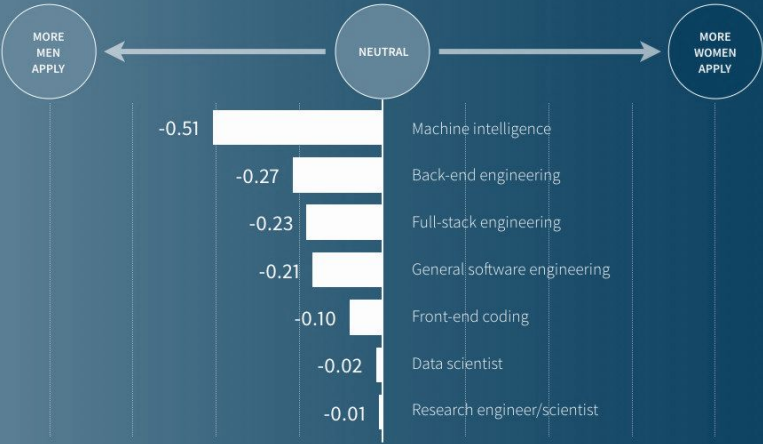
Agenda

- Overview
 - Modeling & Functions
 - Demonstration
 - Constraints
 - Future Work
 - Resources & Questions
- 

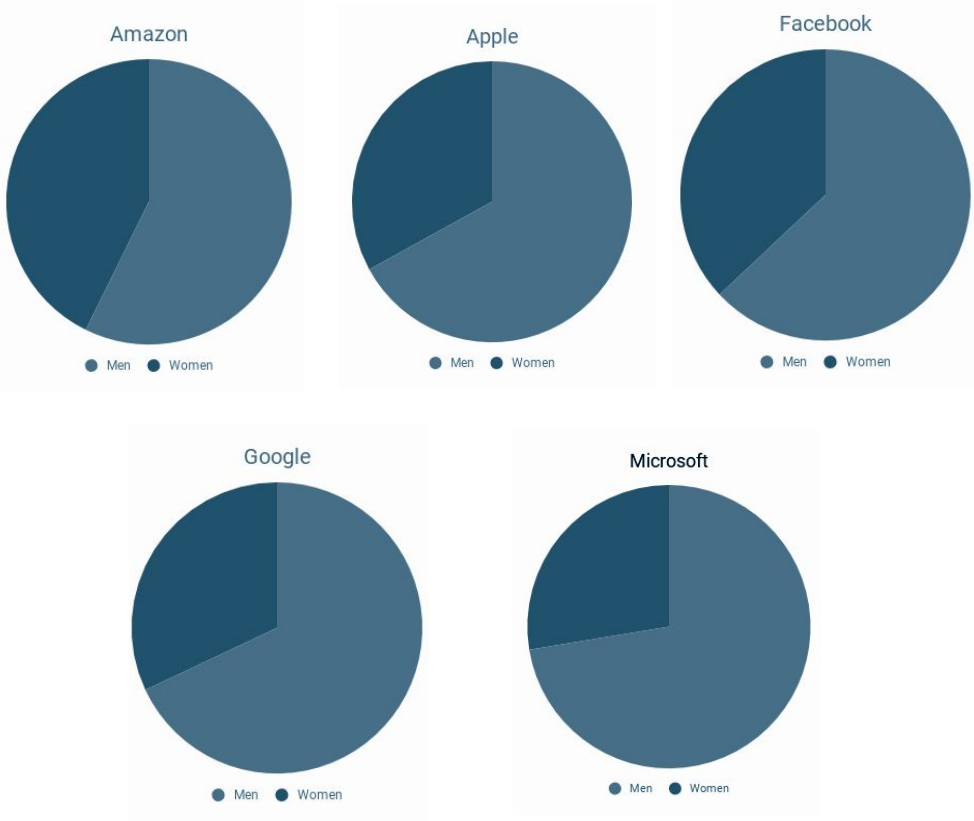
Average Gender Bias Scores

78,000 job posts for software engineers

Job posts scored on a scale of -1 to 1 for language patterns that are predictive of applicant gender



[Textio](#)



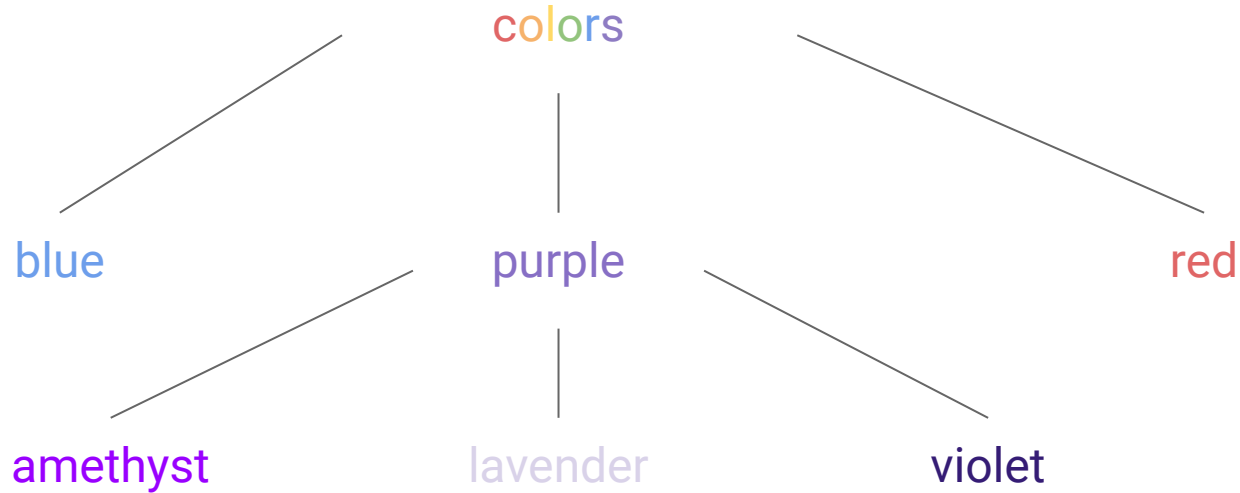
Most Similar

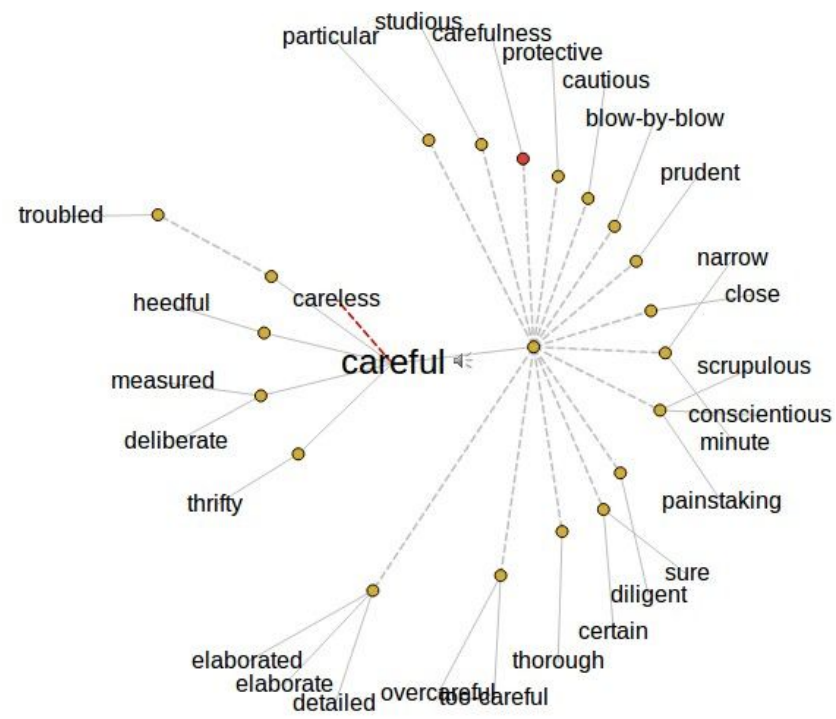
- Finds synonyms
- Used KeyedVectors model from gensim

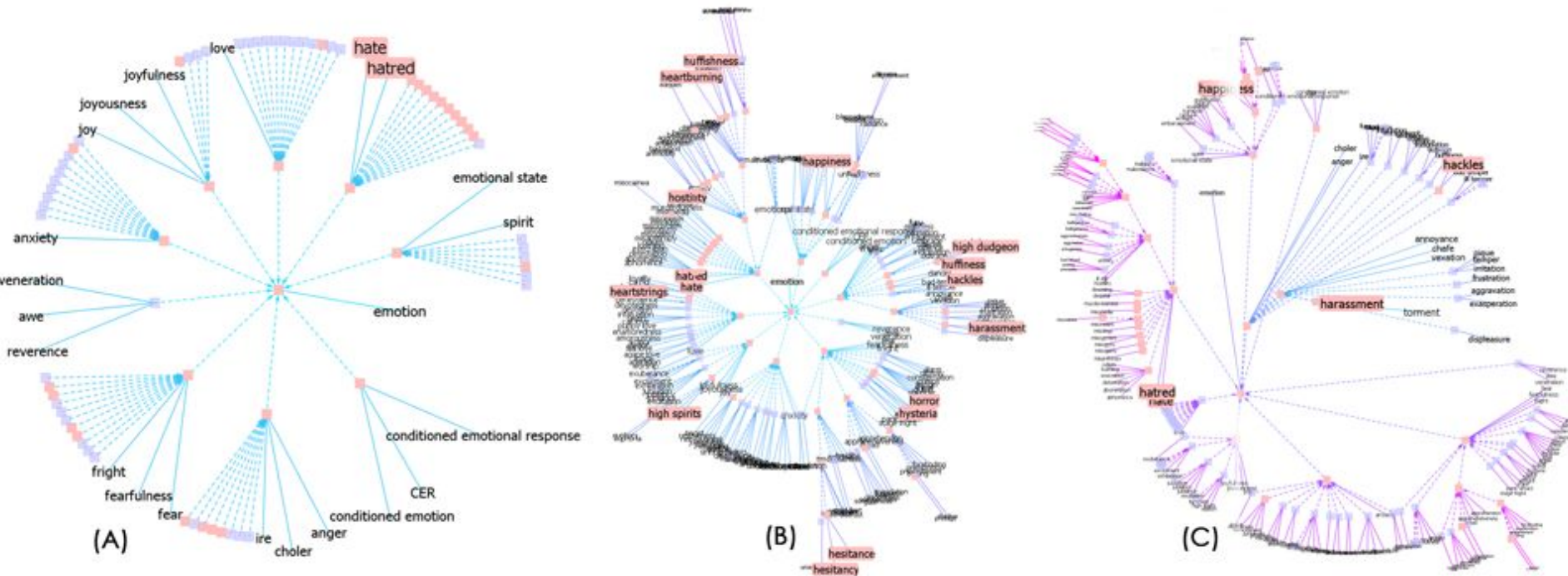


Source

Hypernyms & Hyponyms







Preview recommend(her)

recommend(her)

a tool to identify and adjust gendered language in job descriptions

Job Description

Review

Limitations

```

▶ "analysis" : [...]
▼ "analyze" : [ 📋
  0 : "evaluate"
  1 : "assess"
  2 : "visualize" 📋
  3 : "examine"
  4 : "quantify"
  5 : "collate"
]

```

Recommendations

```

▼ {
  "individuals" :
    ▶ [ 0 - 100 ]
    ▶ [ 100 - 200 ]
    ▶ [ 200 - 300 ]
    ▶ [ 300 - 400 ]
    ▶ [ 400 - 409 ]
}

```

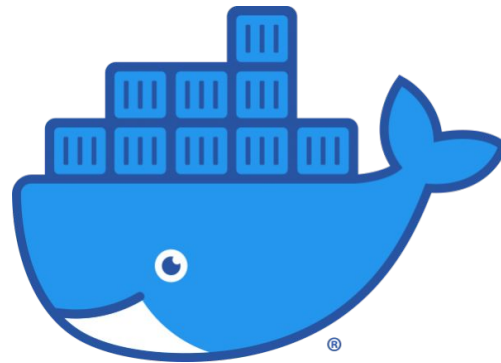
```

]
▼ "encouraged" : [ 📋
  0 : "persuaded"
  1 : "eager" 📋
  2 : "urged"
  3 : "invited"
  4 : "instructed"
  5 : "advised"
  6 : "reluctant"
  7 : "support"
  8 : "carry"
  9 : "connive_at"
  10 : "contribute"
  11 : "feed"
  12 : "foster"
  13 : "help"
  14 : "spur"
  15 : "inspire"

```

Future Work

- Improve the model
- Troubleshoot glitches
- Deploy the website online
- Create Google Chrome extension



Available in the
Chrome Web Store

Resources

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