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Addressing Fairness in AI Systems: Design and Development of a Pragmatic (Meta-)Methodology

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INTELLIGENT SYSTEMS ENGINEERING

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Abstract

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Chapter 1

Introduction

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Chapter 2

Background

2.1 What is Fairness?

Fairness, from an ethical and social perspective, is the principle of treating individuals and groups equitably, ensuring that no one is unjustly advantaged or disadvantaged due to biases, discrimination, or arbitrary distinctions. It is deeply rooted in moral philosophy, legal systems, and societal norms, aiming to promote justice, equality, and inclusion. A just society requires reducing social inequalities, and ensuring that opportunities and resources are distributed in a way that acknowledges both individual merit and systemic disadvantages. The concept of fairness evolves based on cultural, historical, and contextual factors, reflecting a society's commitment to ethical treatment and social cohesion.

Fairness in AI. AI From a technical point of view, fairness in Artificial Intelligence (AI) refers to the development and deployment of AI systems that minimize biases and prevent discriminatory outcomes. It involves designing systems that ensure equitable treatment across different demographic groups, particularly those historically marginalized or disadvantaged. The main challenges in this field are building **fair-by-design** systems, namely such systems in which the fairness problem is addressed since the very beginning of the process, and detecting biases in already existing systems, mitigating them if possible.

Before the advent of fairness, AI systems were developed with the primary goal

of optimizing performance metrics, such as accuracy and efficiency. Nowadays, that fairness is becoming a crucial aspect to consider, accuracy is no more the only metric to optimize, it is necessary to find a balance between accuracy and fairness. Besides that, fairness can also be in contrast with the performance of the model, making difficult to find a good trade-off between these two aspects.

Fairness is becoming crucial because AI systems increasingly influence decision-making processes in various sectors of society, including hiring, lending and health-care. If AI models are biased, they can perpetuate and even amplify existing societal inequalities, leading to unjust outcomes and tremendous effects on individuals and communities. Ensuring fairness in AI enhances trust, transparency, and accountability, making AI systems more ethical, reliable, and beneficial for society.

AI has undergone significant advancements over the past few decades, causing an enormous increase in its adoption across various domains, until becoming pervasive in the daily life of people. This also caused a growing of biases in AI systems, as discriminations are intrinsically part of the human history, and consequently of the data that AI systems are trained on.

AI is now widely used in critical domains such as healthcare, finance, education, and criminal justice, where biased decisions can have life-altering consequences. For instance, in healthcare, biased algorithms may lead to misdiagnosis or unequal treatment recommendations for different demographic groups; in finance, AI-driven credit scoring models can reinforce discriminatory lending practices, limiting access to financial resources; in the criminal justice system, biased predictive policing and risk assessment tools can disproportionately target marginalized communities. Given these risks, ensuring fairness in AI is essential to preventing discrimination, maintaining ethical standards, and safeguarding individuals.

On Multidisciplinarity. Achieving fairness in AI requires a multidisciplinary approach that integrates insights from computer science, ethics, law and social sciences. Technical methods alone cannot fully address fairness, as fairness is deeply tied to societal values, human rights, and legal frameworks. Socio-legal experts help define fairness principles, ensure compliance with anti-discrimination laws and analyze the societal impact. The intersection of these fields highlights that AI

fairness is not merely a technical challenge but a complex, multidimensional issue requiring collective effort and interdisciplinary research and collaboration.

An impactful example regarding the work of legal experts in the field of Artificial Intelligence is the *AI Act*. The AI Act, proposed by the European Union, is a comprehensive regulatory framework designed to ensure that AI systems are safe, transparent, and aligned with fundamental rights. It categorizes AI applications into different risk levels—unacceptable risk, high risk, limited risk, and minimal risk—imposing stricter requirements on higher-risk systems, such as those used in hiring, law enforcement, and healthcare. These requirements include transparency, human oversight, and bias mitigation. However, translating these legal constraints into practical technical steps is not trivial.

Mattia Matteini: add some citation

Concepts like fairness, accountability, and explainability are difficult to quantify, and AI models often operate as black boxes, making compliance complex. While the AI Act sets an important precedent for AI governance, its effective implementation requires further collaboration between policymakers, legal experts, and computer scientist to bridge the gap between regulation and technical feasibility.

Measuring Fairness. At one point, in order to assess the fairness of an AI system, is important to have a way to “measure” how much the system is fair and in what terms. Remarking what said before, fairness is very context-dependent, and there is not a single way to measure it.

The need to cover multiple aspects of fairness has led to the introduction of various *fairness metrics*—statistical formulas that quantify fairness in different ways, each capturing a slightly different aspect of fairness. These fairness metrics, are a set of indexes that can be used to detect biases in AI systems, and they can be used indeed to evaluate the fairness of a model.

In the following, are listed some of the most common fairness metrics used in the literature ([IML23]):

- *Statistical Parity Difference* (SPD) measures the difference between the probability of the privileged and unprivileged classes receiving a favorable outcome. This measure should be equal to 0 to be fair.

Formally it is defined as $SPD = P(\hat{Y} = 1|A = a) - P(\hat{Y} = 1|A = b)$ where A is the sensitive attribute, \hat{Y} is the predicted outcome, and a and b are the privileged and unprivileged groups, respectively.

- *Disparate Impact* (DI) compares the proportion of individuals that receive a favorable outcome for two groups, a privileged group and an unprivileged group. This measure should be equal to 1 to be fair.

Formally it is defined as $DI = P(\hat{Y} = 1|A = a)/P(\hat{Y} = 1|A = b)$ where A is the sensitive attribute, \hat{Y} is the predicted outcome, and a and b are the privileged and unprivileged groups, respectively.

Mattia Matteini: add more metrics?

Mattia Matteini: manca una sezione Lack of engineering methodology?

2.2 AI Lifecycle

Since the very beginning of the AI era, the standard lifecycle consists of the following “traditional” steps: (i) data collection and processing, (ii) model training, (iii) system evaluation. Obviously, this workflow in the latest years have increased in complexity and now, with the newer innovations and powerful models and architectures, it may appear even almost minimalistic, but it still represents the core of all AI systems.

However, when fairness is taken into account, each step needs to be revisited in order to obtain an equitable, impartial, and fair AI system.

To achieve this goal, the technical perspective is not enough. Fairness is a multidisciplinary concept that involves social, legal, and ethical aspects. Therefore, the AI lifecycle needs to be constrained by socio-legal requirements that engineers must consider during the development process. This includes understanding the societal impact of AI systems, ensuring compliance with legal standards, and adhering to ethical guidelines.

There are also many differences between the socio-legal and technical perspectives. Regarding the AI lifecycle, engineers tend to focus on technical aspects and few development phases, in fact the major part of the literature speaks only about *pre-processing*, *in-processing* and *post-processing* (Figure 2.1). Respectively,

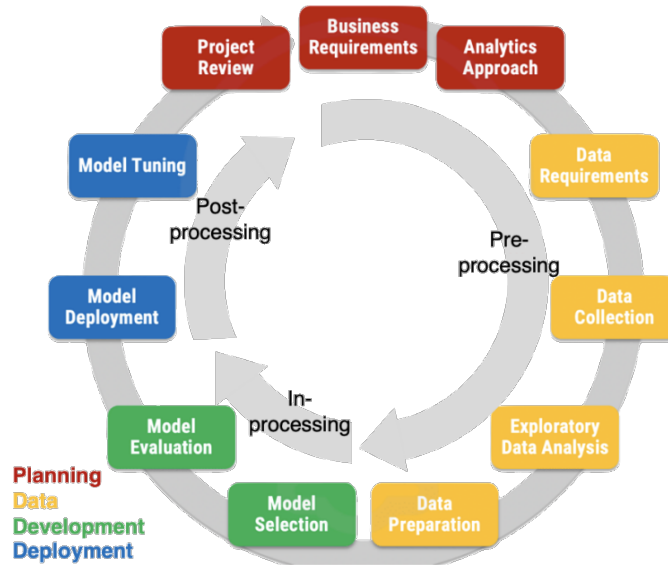


Figure 2.1: Fair AI lifecycle from [CCMO23]

pre-processing involves data collection and preparation, *in-processing* refers to the model training phase, and *post-processing* deals with the fair evaluation of the AI system.

Often engineers adopt reductionist approaches addressing a field that is not their own, discarding the big picture of social, economic, and institutional constraints. On the other hand, socio-legal experts consider a broader range of activities and phases. They focus on “building blocks” for fair AI such as risk assessment, stakeholder identification, regulatory analysis, and fundamental human rights impact assessment. In particular, with respect to fundamental rights impact assessments, these will be legally required for some AI systems, yet no standard for implementing them has emerged so far.

2.3 Practical Issues

2.3.1 What is (un)fair?

Fairness in AI (and beyond) is inherently subjective, shaped by cultural values, ethical theories, and individual perspectives. What one group considers fair may not align with other people’s understanding, leading to debates about determin-

ing what is fair and what is not. This subjectivity and variation in viewpoints complicates efforts to develop standardized fairness metrics, as no single approach can universally capture the diverse and often conflicting notions of fairness present across different social, legal, and institutional contexts.

Beyond its subjectivity, fairness is also highly context-dependent. The same algorithm might be considered fair in one application but biased in another, depending on the societal, legal, and institutional constraints surrounding it. For instance, fairness considerations in hiring algorithms differ from those in criminal justice risk assessments, necessitating tailored approaches rather than generic solutions. Moving forward, privileged and unprivileged groups change depending on the application domain, as well as the fairness criteria that are taken into account.

2.3.2 Bridging Perspectives

Bridging the socio-legal and technical perspectives on fairness is a significant challenge. Guidelines and descriptive methodologies exist to address fairness compliance from a social-legal perspective, but their approach offer broad guidelines without defining practical steps, leaving interpretation to technical experts ([CMS⁺25]). The lack of alignment between these viewpoints makes it difficult to translate abstract fairness principles into concrete computational methods. This also leads to a proliferation of metrics, each measuring slightly different aspects of fairness, reflecting the diverse priorities and domain perspectives.

A fundamental obstacle to this integration is the differing language used by socio-legal experts and technical people. It is difficult to reach an agreement if even a concept or term can assume different meanings depending on the perspective. This linguistic division creates a difficult barrier to interdisciplinary collaboration, leading to misunderstandings even when working towards shared goals.

These perspectives are shaped also by distinct academic and methodological backgrounds. Legal and ethical frameworks tend to be verbose and highly context-specific, relying on various interpretations and case-by-case analyses. In contrast, technical disciplines prioritize concrete steps and pragmatic aspects.

In literature, there is a lack of methodologies regarding the building of fair AI systems. The lack is not just related to the technical perspective, but also

to the socio-legal one. This is enhanced by the fact that design and develop a single methodology fitting all kinds of AI systems is not feasible, as the system requirements and constraints change depending on the context and the application domain. Of course, the creation of such methodology is damaged by the multidisciplinary complexity of the problem, and should involve expertises across all the relevant fields.

Chapter 3

The Meta-Methodology

A **methodology** is a structured framework that outlines the principles, processes, techniques and best practices used to conduct research or develop systems in a systematic and reproducible manner. In this context, a well-defined methodology would be essential for ensuring fairness, as it would provide a rigorous approach to (i) translating socio-legal requirements into technical steps, (ii) identifying and mitigating biases, and (iii) building **fair-by-design** systems.

Having a rigorous methodology would impact the development of fair AI systems, it means that it would represent a clear way to follow, encapsulating the already existing unclear guidelines provided by the socio-legal frameworks.

Unfortunately, factors such as multidisciplinary, complexity, and context-dependency make it difficult to design a single methodology that fits all contexts and applications. Therefore, this contribution proposes a **meta-methodology** that provides a flexible and adaptable framework for design and develop multiple methodologies instead of a single one. The idea of the meta-methodology comes from the sessions of brainstorming and discussions between experts of different fields, where troubles are emerged in reaching an agreement and proceeding with clear technical steps relying on the legal requirements.

Mattia Matteini:
need to introduce
the concept of
fair-by-design systems
in Background chapter

3.1 Desiderata

In the following, are listed the desiderata that the meta-methodology should satisfy.

R1 Context and Domain Awareness: The methodology should consider the cultural context and the domain of AI system under design.

AI systems have been applied in several (and critical) use cases. For each of them, the constraints and requirements change, so through the methodology, it should be possible to understand the system domain and be context-aware.

R2 Adaptability: The methodology should adapt to any change in the cultural context as it evolves.

Some context could be volatile in terms of societal norms and cultural changes, so the methodology should be able to adjust and align to new constraints.

R3 Requirements Translation: The methodology should assist experts in translating the socio-legal requirements into practice.

A big challenge in this field, is to understand how legal constraints can be applied, and how technical steps can be identified to satisfy the requirements. That's why the methodology should provide a mechanism assisting this phase.

R4 Legacy and Novel Systems: The methodology should account for both pre-existing and new AI systems.

It is reasonable that the methodology should be able to be applied to new software systems, but it would be a big lack if it could not be applied to already existing systems, remembering that there are a lot of deployed systems that, probably, are not fair.

R5 Building the AI System: The methodology should not just provide a theoretical guideline, but also assist the AI system creation.

This means that it is necessary a software reification of the methodology permitting to be applied practically, obtaining eventually, a fair AI system.

3.2 Concepts

The Roles. In the proposed methodology process, there are two main roles involved:

1. **Business User (BU)**, also called **stakeholder**, who is the person commissioning the AI system.
2. **Technical User (TU)**, who is the person with technical background, assisting the BU in the development of the AI system.

With respect to BU, it is assumed that he or she may have limited or no technical knowledge. This is a common scenario in the real world, where often stakeholders are people with a specific domain expertise, but not necessarily with technical skills. One of the goal of the methodology, is to provide a way to assist the BU in the development of the AI system, without requiring necessarily deep technical knowledge. Potentially, stakeholder could even build a fair AI system without the need of a TU.

On the other hand, the Technical User, despite is the person with technical background, he or she is not the responsible for the entire system development. Firstly, TU must be able to assist BU during the process to clarify any technicalities that may arise, and secondly, he or she must have some knowledge about basics of fairness.

Finally, TU may contribute to the system development through the implementation of scripts/computational processes involved in the building of the system and integrated in the methodology. In fact, the software reification of the methodology will be a tool providing APIs for technical people, in order to permit them to attach their scripts.

Questionnaire. Through discussions among experts from the involved fields, the need emerged for a practical understanding of the domain and the cultural context of the system under design, in a manner that is comprehensive to people of any background. The proposed approach relies on a straightforward questionnaire, which directly engages the Business User with questions regarding the system's domain.

The questionnaire serves as a structured flow of questions and answers designed to gather essential contextual information. Depending on that, it provides practical steps to guide the development of a fair AI system. Questionnaire is not just used to collect information, it also acts as a tool to assist the BU in making well-informed decisions. At the same time, questions represent also technical steps to be taken, addressing the socio-legal constraints in a comprehensible way. This approach is central to the methodology, owing to its simplicity and versatility in capturing constraints and supporting multiple use cases.

The pool of questions and answers should be designed ad-hoc from a team of multidisciplinary experts. This is a crucial, and non-trivial, step in the methodology, as the questions should be able to capture the constraints and requirements from legal frameworks, but also to provide technicalities to be addressed in the proper way and at right time in the process.

Examples of questions that could be asked are:

- “In what area will the AI system be applied?” (Healthcare, Finance, Hiring, etc.)
- “Do you have some AI system already in place, or are you developing an AI system?”
- “Is the dataset sufficiently representative of the population where the system will be used?”

But also more technical questions like:

- “What are the fairness metrics that should be considered?” (Statistical Parity Difference, Disparate Impact, etc.)
- “Which are the proxies for the sensitive features?”
- “Which data mitigation algorithm do you want to use?” (Disparate Impact Remover, Learned Fair Representations, etc.)

Order of Questions. In the previous paragraph it was mentioned that the flow of questions contains generic and technical questions. The questionnaire should

follow a structured approach, beginning with general questions before gradually introducing more technical aspects. Initially, broad and non-technical questions are asked to establish a clear understanding of the system's domain, purpose, and the cultural or business context in which it operates. As the questionnaire progresses, the questions become more specific and technical. At one point it becomes mandatory to introduce technical aspects because in the end the questionnaire has to converge to the effective building of the fair AI system.

There is another important concept related to the order of questions: the answer to a question can influence the following ones. This feature is to enable the methodology to adapt to the context and asking later more tailored questions based on the previous answers. Moreover, it is also useful to enrich the part of system development, as it should be possible to follow multiple paths to make an AI system fair. For instance, the Business User could decide to preprocess the dataset twice, or choose to perform just in-processing mitigation.

These mechanisms lead to a more flexible and adaptable questionnaire, capable of addressing a wide range of contexts and applications, enabling also branching and joining paths in the flow.

Decision Support.

3.2.1 Stakeholders Awareness

3.3 The Q/A Mechanism

3.4 Decision Support System

3.5 Assisting AI System Building

Chapter 4

Design

4.1 Architecture

Chapter 5

Implementation

Chapter 6

Conclusions

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