DEL Seminar 2 - Amazon AI

Stephanie Loreck, Alexander Bergkvist, Catya Kemppainen, Salman Khan

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1 Group Discussion

1.1 Could AIs become opposite biased when programmers try to make AI unbiased? Is it also discrimination to teach the AI to focus on diversity?

- Always a dilemma

- How to prevent inequality and discrimination while teaching an AI on diversity? This could be a disadvantage for maybe better fitting people without the diversity attribute.

- Amazon case: Prioritizing women leads to more equality because they have been disadvantaged before. The historical data has been biased towards men.

1.2 Training data

- Try to train on data where the amount of men equals the amount of women

- Remove gender specifications: But still the AI of Amazon didn't work (maybe because women and men have different writing styles)

- Why are the historical data biased? Not only because of sexism but also because more men applied? → Wait for future more equally distributed training data?

- Also need clearer objectives and targets

1.3 An AI could never consider all important personality aspects that qualify a person. Is it still the future? Or is it better if AIs just assist in the decisions? Could a "perfect" AI algorithm always hire the "perfect" candidate?

- It is very difficult for an AI to select the best person for the job without human help. They can only assess applicants based on data but not on

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facial expressions, speech, behavior, and appearance.

- The personal interaction skills would always be missing in the AI calculations → AIs should only assist.

1.4 What happens if someone starts a lawsuit by claiming the decision of the AI was wrong? And who is responsible and accountable?

- Can you sue an AI? → No, an AI is not directly responsible. Also not a single person like the programmer is responsible for the decisions of the AI. It is always the company.

- Can you question an AI's choice on a legal basis? → A company should not only rely on an AI nowadays, it should only assists humans. Because suing an AI for a hiring decision would probably be easier than a human.