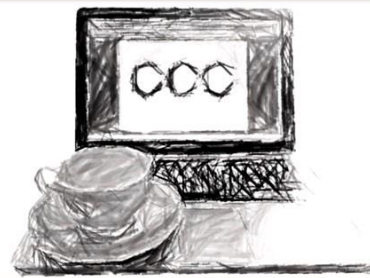




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Please save the date for our upcoming CCC Breaks, all dates are online [here](#).

**CCC-Break 7: 27.19.2020. Burning Question:** How do we teach Artificial Intelligence not to discriminate in the recruitment process?

This burning topic was shared to create a discussion around what our role is as interculturalists when it comes to ensuring AI does not discriminate in the recruitment process. There are of course many stakeholders in this discussion with different angles and relevant knowledge but today the role of interculturalists was explored. AI is already, and has been for a long time, part of the recruitment process in most companies one way or another. Some claim they use it successfully to create a more diverse employee base while others have stopped trusting the tool.

As a very brief introduction the Amazon case, according to the below link, was presented where the AI learnt to discriminate to reach the goal of quickly achieving a hire by giving preference to certain Colleges and discriminating against the word “woman” in a CV.

We heard of cases where some of the stakeholders in creating AI that does not discriminate did not show enough interest in the area of bias, and how their own bias may affect the AI designed. How can we (interculturalists) create more awareness and get a seat at the table when designing the AI?

We touched upon the importance of educated input to ensure a high-quality output from the AI or how critical it is that questions are addressed in the right way to allow the AI to stay neutral in the process. In other words, only by ensuring our own bias is not built into the system can we ensure the AI stays neutral and serves the purpose it was designed for, in this case a recruitment system that does not discriminate.

The knowledge we can bring to creating AI that recruits a diverse employee base is introducing the different lenses, and how these come across to recruiters or hiring managers. First we need to define what diversity is to the employer; are they trying to find similar people from across the world or are they trying to create true diversity? Once this awareness of what they wish to achieve has been accomplished exploring the requirements for the job can be determined so that recruitment criteria can be set to create a match.

We also touched upon topics such as AI interviewing; how can we ensure that we do not miss out on good candidates who may be nervous in the interview making the AI possibly disqualify the candidate? And how someone not having a social media presence can be perceived as suspicious. Do we need to have a profile on LinkedIn to be a trustworthy candidate?

# SIETAR Europa Cross Cultural Coffee Breaks

## Summary

There are certainly cultural differences we agreed, but are these geographical differences or generational differences? The topic does need to be explored further and possibly requires additional stakeholders present to add maximal value.

Resources shared in chat:

<https://www.reuters.com/article/us-amazon-com-jobs-automation-insight-idUSKCN1MK08G>

<https://www.tue.nl/en/research/institutes/eindhoven-artificial-intelligence-systems-institute/>

<https://www.techopedia.com/ai-today-who-is-using-it-right-now-and-how/2/33206>

<https://www.interpool-hr.com/de/buch-zur-internationalen-personalauswahl>

[https://www.interpool-hr.com/sites/default/files/16/09/intercultural\\_job\\_interviews\\_tim\\_riedel\\_content\\_and\\_introduction.pdf](https://www.interpool-hr.com/sites/default/files/16/09/intercultural_job_interviews_tim_riedel_content_and_introduction.pdf)

Thanks for this summary of our CCC Break discussion to:



Contributor: Camilla Degerth, [camilla.degerth@gmail.com](mailto:camilla.degerth@gmail.com), or connect via: <https://www.linkedin.com/in/camilla-degerth/>

SEU Moderator: Gradiola Kapaj

# SIETAR Europa Cross Cultural Coffee Breaks

## Summary



Thanks for the intriguing discussions to our participants:

