BIAS

Mitigating biases of AI in the labour market

www.biasproject.eu

What is our mission?

Empower the Artificial Intelligence (AI) and Human Resources Management (HRM) communities by addressing and mitigating algorithmic biases.

How?

Through an interdisciplinary reasearch and impact methodology, consisting of:

- Needs analysis and stakeholder involvement through surveys, interviews, and co-creation workshops
- AI research and development with a focus on Natural Language Processing (NLP) and Case-based Reasoning (CBR)
- Ethnographic fieldwork to understand workers' and employers' experiences with AI
- Laying the ground for a product that companies can use to reduce biases in their Human Resources (HR) practices
- The Debiaser, our proof-of-concept technology with modules that both identify and mitigate bias and unfairness in decision making, that will be made available to the AI community
- Awareness raising on the importance of tackling gender and intersectional biases in AI
- Capacity building to equip the AI and HRM community with tools to prevent bias in AI

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