

## Welcome! Get ready to dive into the first-ever BIAS newsletter



### Welcome to the BIAS

The BIAS project is a significant European initiative investigating the use of Artificial Intelligence (AI) in the labour market, its potential for discrimination and bias, and strategies for mitigation. AI has silently permeated employment practices, with Natural Language Processing (NLP) being a commonly utilised technology to comprehend language and analyse text.

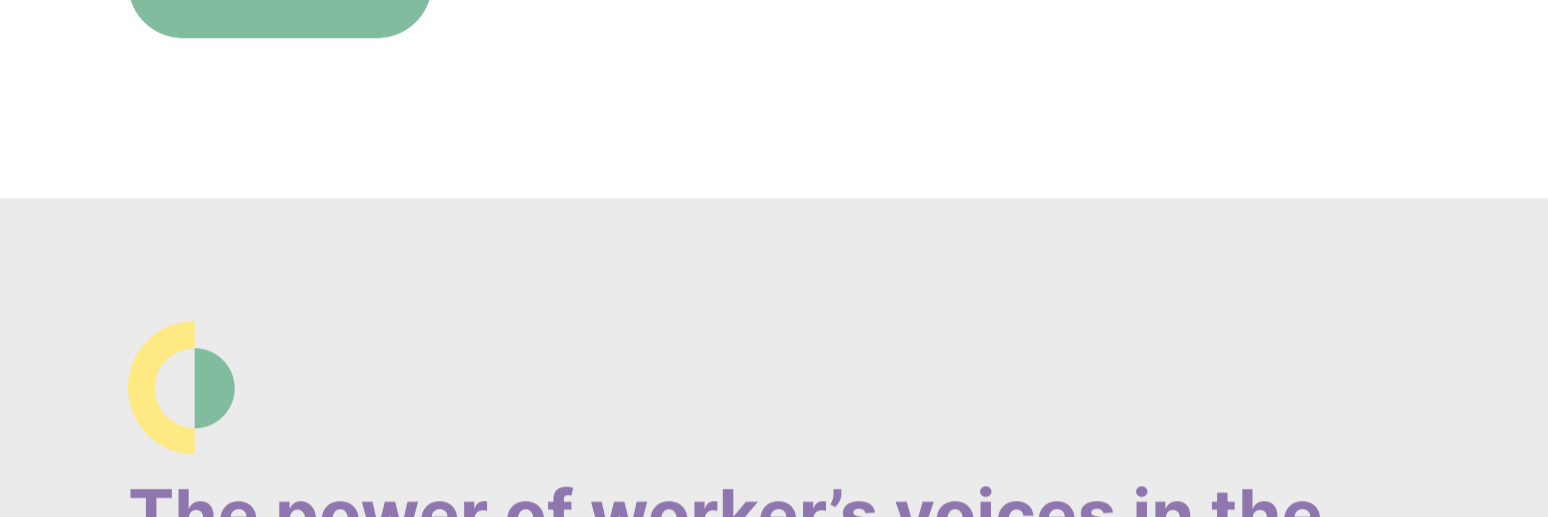
Consider a scenario where a recruitment manager faces 1,000 job applications, employing an NLP-based AI system to shortlist 50 for careful evaluation while rejecting the remaining 950. How does this system discern which applications to endorse or reject, and can these decisions be biased? If the AI system disproportionately favours male candidates over female candidates, it raises valid concerns about the reasons behind such outcomes and the steps to rectify them.

In the realm of computer science, there is a growing emphasis on identifying and mitigating AI bias, with the BIAS project actively contributing to cutting-edge research. This contribution will not only advance the field of computer science but also yield tailor-made technical solutions to the labour market.

However, AI's role in the labour market surpasses mere programming; it necessitates a comprehensive understanding of its current applications. This entails exploring HRM employees' knowledge of AI, gauging the sentiments of ordinary workers toward AI, scrutinising how AI developers address bias during system design, and identifying the AI-related training requirements for HRM experts. The BIAS project aims to fulfil these objectives, not solely to enhance technology but to genuinely comprehend its real-world implications and promote more effective future applications.

Distinguished among technology-oriented initiatives, BIAS is led by social science and humanities scholars, centering its focus on human concerns. The BIAS team comprises experts spanning various fields across Europe, poised to engage with thousands of stakeholders to address these pertinent questions and drive substantial transformations. As you will discover below, our exciting work has already commenced and will continue for the next three years.

**Author:** Mark Kharas (NTNU)



## Our news



### We can't play a symphony alone: Join Our National Labs today!

The National Labs bring together a diverse community, including employees, employers, AI developers, policymakers, and others, to contribute their expertise to the BIAS project. Each project country hosts a National Lab to promote inclusive co-creation for the Debiaser tool's design. These Labs also foster networking among AI and diversity professionals in the labour market. Register for National Labs [here](#).

**Authors:** Eduard Fosch-Villaronga (ULEI) & Carlotta Rigotti (ULEI)

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### The power of worker's voices in the deployment of AI

The BIAS survey assesses people's attitudes toward diversity biases in AI at work. It explores the experiences, emotions, and opinions of job seekers and workers who have interacted with AI. The survey aims for inclusivity with 4,000 respondents across Europe. Initial results show a neutral view of AI at work, with age and nationality as common discrimination factors. Transparency concerns persist, and fairness is linked to non-discrimination and procedural fairness. Share your experience here: [Survey Participation](#).

**Authors:** Eduard Fosch-Villaronga (ULEI) & Carlotta Rigotti (ULEI)

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### First round of co-creation workshops: towards fair and trustworthy AI systems

In June and July 2023, the BIAS Consortium conducted national workshops on "Bias in recruitment and HR management." 144 participants from seven countries, including HR professionals, AI experts, workers, NGOs, and human rights advocates, discussed gender and diversity biases in recruitment and identified biased language for the Debiaser system's development.

**Author:** Marzia Cescon (SVEN)

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### Trustworthy AI Helix: Unlocking the power of collaboration. Join the community!

The BIAS project anchors the [Trustworthy AI helix](#) on the Crowdfunder platform. This specialized hub unites AI, bias, and ethics experts to accelerate innovation in AI bias, fostering collaboration to combat diversity biases in AI, especially in the labour market. Helix members can share research and engage in industry networking. Join us [here](#)!

**Author:** Marco Lopes (CHX)

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## Check our latest findings & results

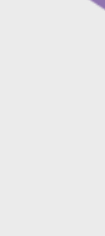


### AI Tools to Support Fair Recruitment

Recruiters and HR professionals increasingly use AI, but bias concerns have arisen. The BIAS project is creating the Debiaser tool to detect and counter AI recruitment bias. It promotes fairness via case-based reasoning, assessing candidates objectively. It also corrects biases in AI language models. Early insights on Debiaser were shared at the EWF workshop. Learn more [here](#).

**Authors:** Alexandre Puttick & Mascha Kurpicz-Briki (BFH)

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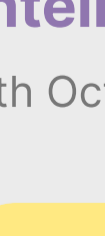


### Fairness in the AI-based Decision making

AI's growth has created a need for defining fairness in AI design. Without a unified definition, confusion persists. In AI, fairness focuses on group equality but lacks transparency. BIAS addresses this by emphasizing "in-process" fairness, treating similar individuals similarly, especially in recruitment. The project aims to develop AI methods with transparency and consistency, focusing on decision-making processes. Case-Based Reasoning (CBR) is used to ensure consistency, objectivity, and explainability in recruitment.

**Authors:** Pinar Özturk (NTNU) and Mascha Kurpicz-Briki (BFH)

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### Inside the BIAS: A Closer Look at Our Promotional Video

Step into a world where innovation meets trustworthiness, as we proudly unveil the BIAS project [promotional video](#). This video showcases the importance of trustworthy AI in the labour market and the revolutionary work being done by the BIAS team to address bias and promote fairness in AI algorithms.

**Author:** Joana Martinheira (LOBA)

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### BIAS Project Infographic Showcases the Power of National Labs

The [BIAS Project's infographic](#) captures the essence of the National Labs and their pivotal role in fostering an inclusive and diverse AI landscape. The call to action beckons stakeholders worldwide to seize the opportunity and be part of this transformative movement. Together, we can shape a future where AI thrives without biases, truly reflecting the richness of our global community.

**Author:** Joana Martinheira (LOBA)

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## Upcoming events & activities

Get your agenda ready for the next events & activities where the BIAS will present its work and involve its stakeholders.

### Co-creation workshop | Estonia - Second Round

29th September 2023 | Online

[Discover more](#)

### Co-creation workshop | Türkiye - Second Round

3rd October 2023 | Online

[Discover more](#)

### Webinar | Citizen Science and Artificial Intelligence Technologies

9th October 2023 | Online

[Discover more](#)



## In case you've missed it

You may have missed it but we'll bring it back to you. Check out the BIAS' past events & results.

### Co-creation workshops

[View details](#)

### Co-creation Workshop in Estonia

[Watch the video](#)

### BIAS partner talks about stereotypes in word embeddings at TRANSFORM 2023

[View details](#)

### BIAS Official Reports

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### PR "European Commission launches the BIAS project to pioneer a more equal and fair labour market"

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## Our Consortium



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