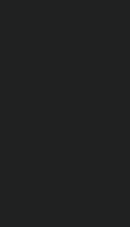


Explore the Latest in the BIAS: From the International Co-creation Workshop to Ethnographic Interviews



What have we done so far?

The BIAS project has experienced an exciting six months since the last edition of our newsletter. As of April 2024, we are one and a half years into this four-year endeavour. Numerous exciting results have already begun to emerge, as outlined in this newsletter. Of particular significance, we would like to highlight:

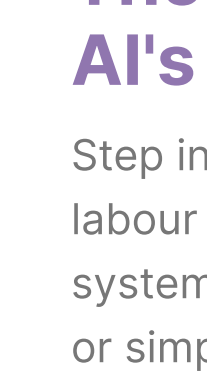
- [Ongoing analysis of our survey](#) of over 5,000 workers and citizens across Europe, which was completed last year. A [preliminary analysis](#) has recently been released.
- The culmination of the initial phase of co-creation activities with an [international workshop](#) held in Venice, where stakeholders from across Europe actively utilized a preliminary model of the potential Debiaser technology. These co-creation activities, [spotlighted in a recently published deliverable](#), demonstrate the multidisciplinary, multisectoral, and international dedication toward achieving the objective of a less biased work sector.
- [Continuous fieldwork](#) with workers, AI developers, and HR managers across Europe regarding their experiences in developing, using, or being affected by AI systems in employment.
- [Collaboration with our sister projects](#) in the AI Fairness Cluster (AEQUITAS, FINDHR, and MAMMOth) to host a conference and technical workshop on reducing bias in various types of AI.

Looking ahead to the remainder of 2024, we have numerous exciting events planned for various stakeholders:

- [Hosting a workshop on bias in AI-driven recruitment](#) at the Japanese Society of AI's International Symposium on AI in Hamamatsu, Japan.
- Organizing digital awareness-raising events to disseminate project findings and digital co-creation activities to further shape the development of the Debiaser.
- The completion of our 365 interviews with developers, employers, HR professionals, union representatives, and employees on AI bias in the workplace.

We eagerly anticipate sharing these and many other opportunities with the members of our National Labs. If you haven't yet joined one, we encourage you to [do so today!](#)

Authors: Roger Søråa (Principal Investigator) & Mark Kharas (Project Administrator)



Our news

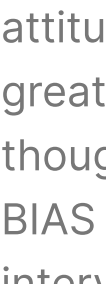


The BIAS Survey: Amplifying Voices in AI's Labour Market

Step into the shoes of jobseekers and employees navigating a labour market increasingly influenced by artificial intelligence (AI) systems. You might have a lot on your mind — opinions, worries, or simply experiences you want to share. That's where the BIAS survey stepped in, from May to November 2023 — it aimed to create an open conversation with thousands of individuals, inviting them to share their perspectives on AI systems in the labour market.

Author: Carlotta Rigotti (ULEI)

[read more](#)

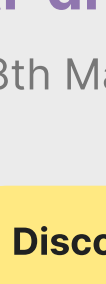


Co-creating Fair and Trustworthy AI Systems: International Workshop in Venice

The co-creation workshop in Venice on December 7th, 2023, marked a pivotal moment for the BIAS project, focusing on fair AI in recruitment. Attended by diverse stakeholders, it aimed to gather feedback and define system requirements aligned with trustworthiness in AI. Through interactive sessions, participants engaged with tools to assess bias and discussed training needs. Key outcomes included identifying technical requirements for debiasing tools, informing the project's technology development. Emphasis was on job-relatedness in recruitment AI, ensuring alignment with stakeholders' expectations. The workshop fostered cross-disciplinary collaboration, laying groundwork for ethical AI implementation and shaping the future of technology and society.

Author: Marzia Cescon (SVEN)

[read more](#)

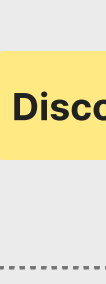


Ethnographic interviews: Demystifying AI for HR in the rapidly changing field

While the BIAS survey has provided us an overview of people's attitudes towards AI applications in the labour market, it is still of great importance to tell the personal stories. To collect people's thoughts and own experiences on AI used in the labour market, BIAS project is now in the phase of conducting ethnographic interviews and observations in Norway, Turkey, Italy, Iceland, and Netherlands. By talking with stakeholders involved in hiring practices as well as in the labour market, we hope to know more about what is going on in the field right now.

Author: Shan Wang (NTNU)

[read more](#)



The AI Fairness Cluster: Preventing & Mitigating Biases in AI - An Interdisciplinary Pursuit

The AI Fairness Cluster, comprising the European projects AEQUITAS, BIAS, FINDHR, and MAMMOTH, funded through the Horizon Europe program, is a pivotal initiative to ensure trustworthiness in AI. With a focus on developing human-centric, secure, inclusive, and ethical technology, this group of projects intends to play a crucial role in upholding the best standards in the European AI landscape.

Author: Marco Lopes (CHX)

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Upcoming events & activities

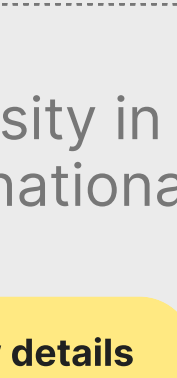


Get your agenda ready for the next events & activities where the BIAS will present its work and involve its stakeholders.

Workshop on fairness and diversity bias in AI-driven recruitment

28th May 2024 to 31st May 2024 | Hamamatsu, Shizuoka (Japan)

[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.

Breaking Ground in AI Fairness: A Glimpse into the Lawtimation Day

[View details](#)

Citizen Science and Artificial Intelligence Technologies: Collaborating for an Innovative and Unbiased Future

[View details](#)

Diversity in the Digital Revolution International Day of Women and Girls in Science

[View details](#)

Highlights from Venice BIAS International Co-creation Workshop Recap

[Discover more](#)

BIAS video to celebrate the International Women's Day

[Read more](#)

Interviews to HR, Workers, and AI specialists

[Read more](#)

Join the BIAS National Labs and shape the future of AI and HR

[Read more](#)

"Mitigating Diversity Biases of AI in the Labor Market" Scientific Publication

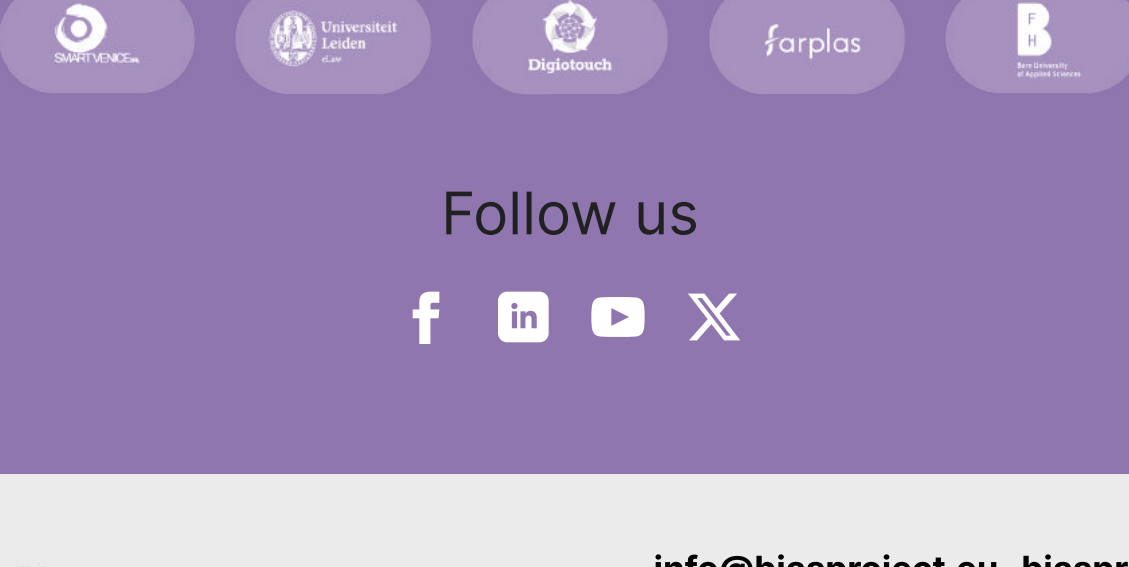
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