

The BIAS project has been everywhere! Take a seat and join the ride.

BIAS Spring School on Trustworthy and Fair AI – Building the future, one prompt at a time

From 7–10 April 2025, we hosted the **BIAS Spring School on Trustworthy and Fair AI**, welcoming participants from 13 countries for an intensive programme of collaboration, critical thinking, and capacity building in Tallin, Estonia.

The event opened with **Sandra Särav** (Ministry of Economic Affairs and Communications), who outlined Estonia's digital DNA. **Hanah Lahe**, Member of Parliament, challenged participants to see AI as a climate ally, while Deputy Mayor **Margot Roose** showcased “Test in Tallinn” as a model for real-world AI testing. **Anett Numa** (Accelerate Estonia) provided a glimpse into Estonia's cybersecurity strategies, highlighting their relevance for SMEs.

Academic sessions led by profs. **Mascha Kurpicz-Briki** (Bern University of Applied Sciences) and **Pinar Öztürk** (NTNU) explored bias in language models and fairness in decision support systems. On the technical side, **Jüri Kirpu** (Google Cloud) introduced AgentSpace, and **Zeynep Yumrutaş** (Farplas) shared lessons from integrating fair AI in recruitment. **Gerlyn Tiigemäe** compared AI governance approaches across global powers, while **Mark W. Kharas** (NTNU) and **Debolina Paul** (Digiotech) addressed data management and ethical collaboration.

A 2-day workshop, led by **Maria Sangiuliano**, **Simona Lo Giudice**, and **Alexandre Puttick**, trained participants in bias detection, fairness metrics, and ethical tool design. The hands-on experience culminated in a prototype hiring tool guided by ALTAI principles.

The AI Fairness Connect reception, hosted by **Crowdhelix** and **LOBA**, featured opening remarks by **Eero Livandi** (EIS) and **H.E. Daniel Erik Schaer**, Estonian Ambassador to South Africa and Kenya, reinforcing the project's global ambition.

The impact?

The Spring School advanced BIAS's mission by training stakeholders, fostering new collaborations, and anchoring Estonia's National Lab as a key hub. As AI becomes more embedded in our societies, the message is clear: fairness is not optional—it's essential.

[Full article here](#)

Author: Soumya Kanti Datta (Digiotech)

Our news

Shaping Responsible & Inclusive AI in Recruitment: A Capacity-Building Series

In early 2025, the BIAS project launched a **free, hands-on capacity-building programme focused on the role of AI in Human Resources Management**. Exploring both its potential and ethical challenges, the first round of sessions took place across vibrant [Italy](#), sunny [Portugal](#), picturesque [Netherlands](#), wild [Iceland](#), beautiful [Switzerland](#), stunning [Norway](#), and captivating [Türkiye](#). Each location brought diverse insights to a shared goal: making AI in HR fair and trustworthy. Stay tuned for the second round of sessions!

Authors: The BIAS consortium

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How is Bias Experienced?

Bias in hiring can significantly impact job seekers, often appearing through unconscious preferences or assumptions that affect how candidates are evaluated. Our video “[How is Bias Experienced?](#)” breaks down **how bias shows up in recruitment processes—and, more importantly, how it can be challenged**. Watch now to better understand the issue and be part of the change. Don't forget to like, share, and leave your thoughts in the comments!

Author: Joana Martinheira (LOBA)

[Watch now!](#)

AI Fairness Cluster Conference & AIMMES Workshop 2025

On 20–21 March 2025, Pompeu Fabra University in Barcelona hosted the **AI Fairness Cluster Conference and AIMMES Workshop 2025**, uniting over 150 experts from research, policy, and industry. Organised by the AEQUITAS, BIAS, FINDHR, and MAMMOth projects, the event explored fairness in AI through keynotes, interactive sessions, and cross-sector dialogue. From bias in recruitment to the implications of the AI Act, participants shared insights and solutions for building more transparent, ethical, and inclusive AI systems across Europe.

Author: Bianca Vasile-Pitis (Crowdhelix) and Tamara Vorobeva (UPF)

[Read more here](#)

BIAS On The Move

Our partners from NTNU (Norway) and HI (Iceland) packed their bags and headed to Italy and the Netherlands—not for a holiday, but to engage with students, educators, and companies about how tech is shaking up hiring and onboarding. Through ethnographic interviews, they're uncovering how AI is changing the game. [#BIASonthemove](#) gives you a sneak peek into this road trip of discovery: real people, real stories, and a few surprises along the way. Follow the journey and see what we're learning!

Author: Joana Martinheira (LOBA)

[Read 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.

BIAS Co-Creation Workshops: Insights and Results

[Read factsheets](#)

Lived Experiences of National Lab Members: EgoValeo

[Read article](#)

BIAS Co-creation Workshop: Building a Trustworthy AI Recruitment Platform

[Read article](#)

Advancing Intersectional Fairness in AI: Key Takeaways from the BIAS & DIVERSIFAIR Webinar

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Celebrating Cultural Diversity: A Step Toward Inclusive AI-Based Hiring

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National Labs

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