

# ARTIFICIAL INTELLIGENCE AND BIAS IN HIRING



UNIVERSITY OF MASSACHUSETTS – AMHERST  
Friday, April 17, 2020

## EXECUTIVE SUMMARY

### ***Issue:***

The use of artificial intelligence in the business world has proven to be a cheap and effective way for companies to analyze vast data sets. While it is practical to use AI for many financial functions, there continues to be debate on whether or not to use machine learning software to filter prospective employees. The unbridled use of AI in Human Resources presents a great potential for bias and discrimination in the hiring process. Without the proper precautions in place, HR departments around the world can contribute to this unintentional bias. In contrast, avoiding machine learning software altogether can inhibit the growth of companies in a very competitive hiring market.

### ***Goal:***

In our presentation to the Society of Human Resource Managers, we hope to:

- a.) Briefly explain what AI is and how it is being used in business today
- b.) Inform SHRM on the potential for bias in AI systems holistically
- c.) Discuss the potential for bias with AI and hiring
- d.) Recognize the financial, legal, and ethical implications of using artificial intelligence systems to conduct business
- e.) Provide actionable and purposeful recommendations that reinforce SHRM's ethical values as opposed to undermining them