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# HOW DO YOU FEEL ABOUT THIS?

## Recent decisions made by AI:

A white person is more likely to repay a loan than a black or Latino person

A person named John makes a better programmer than a person named Mary

A black man is more likely to be a repeat offender than a white man

# WHAT DO WE MEAN BY ARTIFICIAL INTELLIGENCE (AI)?

# AI IS ALL AROUND US

Whether you get that **job interview**
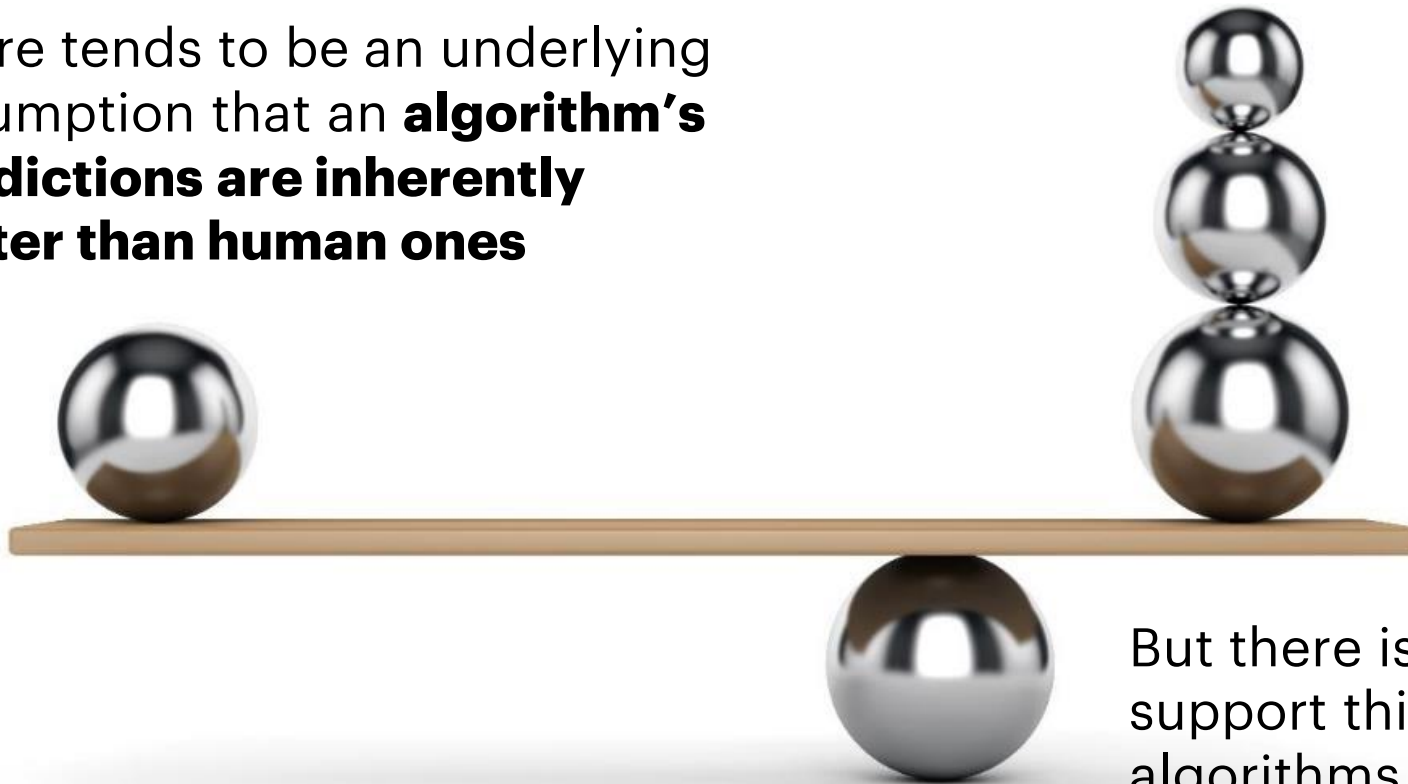
How good is your **credit score**

How much you pay for your **car insurance**

What rating you get in your **annual performance review**

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# NAVIGATING UNINTENDED AND INHERENT BIASES

There tends to be an underlying assumption that an **algorithm's predictions are inherently better than human ones**

But there is often **little evidence** to support this. Written by humans, algorithms and data sets can pass on the same **unconscious biases that their creators possess**, leading to harmful outcomes

# BIASED AI: CONSEQUENCES

**High paying jobs: women need not apply**

**Race and recidivism**

**Female bots: our obedient servants**

# INCLUSIVE DESIGN TO MINIMIZE BIAS

**Awareness**
Keep notions of fairness top of mind; consider human implications of algorithmic design

**Diverse Data Sets**
Ensure data sets are diverse with enough representation from minority groups

**Diverse Teams**
Maximize diversity in the teams that design and build algorithms

**Debiasing**
Leverage mathematical models to remove known biases from code whenever possible

**Review & Audit**
Review code through I&D lens by involving experts and using available audit tools

**Continuous Monitoring**
Monitor outcomes after system rollout and adjust for unexpected outcomes

**Ethical and financial benefits**

# QUESTIONS?