202\_21 HSV Bias Solutions

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| 1. 00.00 – 01:24 | the initial problem: |
|  | *Some people change their names on resumés because they have a higher chance of getting an interview with “English” names instead of their own ones* |
| 01:25 – 01:50 | the co-founder’s personal experience (J. Anzari): |
|  | *(Jahanzaib)*  *He had applied many times but then he changed his name to Jason, Jay, Jamal, and then very soon got a job* |
| 01:50 – 03:09 | what *Knockri* is about: |
|  | *The goal is to reduce human bias in terms of names / race / gender ethnicity / sexuality* |
| how *Knockri* works… |
| *you are asked to answer and record a few short questions*  AI: *assessing verbal and no-verbal communication skills*  *emotion, tonality, speech*  *facial recognition, speech and language analysis*  *empathy, confidence, will to collaborate 🡪 scores, ranking*  *employers get no names, no faces* |
| *…and succeeds* |
| *🡪*  *More candidates of color*  *More women* |
| 03:10 – 03:50 | Solon Borocas’ concern: |
|  | *He doubts that facial expressions should be reliable indicators of competencies and capabilities*  *There might still be bias by the way you feed the data in machine learning.* |
| 03:51 – 04:25 | *Knockri*’s answer: |
|  | *They have a diverse team to feed the software*  *🡪 diverse data set*  *The computer will red-flag videos with unknown or unusual data for a person to check.* |
| 04:26 – 05:53 | Saadia Muzaffar sees more problems as yet unsolved, for women in particular: |
|  | *What happens afterwards? Are the companies ready?*  *Companies need policies as there might still be sexual harassment etc.* |
|  | Conclusion for *Knockri*? |
|  | *Knockri is aware of these difficulties*  *They try to find the right customers (“clients who get it too”), and the wrong ones will not be happy anyway* |

<https://www.youtube.com/watch?v=vL9SEcIi6PI>