

# ETHICS OF AI IN RECRUITMENT

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# ETHICAL FOUNDATION IN THE WORKPLACE

Ethical foundation in any workplace is that everyone should have an **equal opportunity to be their best**

Businesses understand the **business and societal benefits:**

- diverse teams perform better, and
- better represent the customers and communities they serve

Many have **strong programmes focussed on inclusion** and ensuring fairness and objectivity in performance management and career progression

Yet **biggest barriers are often on entry**

You can't be included if you can't get through the door



# RECRUITMENT IS CHALLENGING

Recruitment is challenging:

- Huge **drain on resources**
- Defaults to most **easily measured criteria**
- Data points that are not always **comparable**
- Involves an **assessment of potential** that is always subjective
- Highly susceptible to **bias** on the part of the interviewer
- Often limited support for hiring managers

Huge pressure to get through it quickly

Impossible to fully and fairly assess every potential candidate



The people you really want may never get to work for you

# SO IS AI THE ANSWER?

Allows:

- **Automation** at the high volume stages of assessment
- Significant internal **resource savings**
- Objective assessment of a **larger pool of potential talent**
- **Stricter criteria** as the basis for review
- **Consistent decision making**
- Improved **candidate experience**
- Instant decision making and scheduling

If used well, it promises a fairer and more objective process

AI helps address many of the challenges

# BUT THERE ARE SIGNIFICANT RISKS

Automating a flawed process will not make it fair:

- can **embed inherent biases** built into existing processes

And it can make things worse:

- if the **test data sets** are narrow and not representative
- by providing **false assurance** of fairness



Seen significant **reputational problems** for organisations that have placed too much trust in AI solutions (e.g. Amazon)

Attracting the attention of **regulators**:

- ICO focus on this area as part of its annual action plan



Use of AI needs thought and care to deliver the promised outcomes

# OUR PANELISTS



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