

TYPES OF AI HIRING BIAS

Algorithmic bias

caused by the algorithm itself

depth of the neural network

previous information in the algorithm

Sample bias

inaccurate AI training data

inaccurate measurements or demographics

underrepresentation or over representation

Measurement bias

measurement mistakes

conclusion made with unbuiltd dataset

bias against demographics

Representation bias

during data collection phase

unequal representation of demographics

outliers or anomalies are not considered



Daterviewing Exposing The Biases That Influence Hiring Decisions Paperback

Alessandro Acquisti, Christina M. Fong

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