

FATE — Seminar 01

Ethical Matrix as a tool for the ethical assessment of algorithmic hiring

Group activity: Produce an ethical matrix of algorithmic hiring and discuss the results

Students will be divided into groups. Each group will receive a [template of an ethical matrix](#) and produce an ethical assessment of algorithmic hiring according to the following guidelines:

1. Consider the interests of the stakeholders and determine whether there's any group missing that might be affected by the algorithm. Add as many as you find necessary.
2. For each stakeholder, consider how algorithmic hiring affects them in terms of well-being, autonomy and justice. List the key issues in the blank spaces. Do this *as if* you were a member of the group in question.
3. What are the most significant impacts for each stakeholder? Identify positive and negative impacts (respect and infringement or threat to the principle/value) with different colors.
4. Based on weighing up all the issues, can you make a decision about the permissibility of algorithmic hiring? Justify.
5. Compare and discuss your decision with your colleagues.

Before this session:

- **Watch** Cathy O'Neil (2019) [Keynote: Bad Algorithms and The Ethical Matrix](#) — 7 minutes excerpt.
- **Read** Li, L., Lassiter, T., Oh, J., & Lee, M. K. (2021). [Algorithmic Hiring in Practice: Recruiter and HR Professional's Perspectives on AI Use in Hiring](#). (pp.1-2).

After this session (recommended):

- **Read** Cathy O'Neill & Hanna Gunn, "[Near-Term Artificial Intelligence and the Ethical Matrix](#)", in Ethics of Artificial Intelligence, ed. by S. Mathew Liao, 2020, Oxford University Press.

Ethical matrix

“X”	VALUES		
	WELL-BEING Respect for interests	AUTONOMY Respect for freedom	JUSTICE Respect for fairness
STAKEHOLDERS	How will X promote/undermine the interests of S's? How will S be benefited by X? How will S be harmed/put at risk by X?	How will X promote/limit the freedom of S? Will S have a choice to use or be subjected of the use of X? How will the S be able to determine how X is used on themselves? Can each stakeholder meet informed consent conditions to the use of X? (e.g., understand how it works—> responsibility for effects) What will happen if not?	What is selected as a metric? How will the consequences of X be distributed across S's? Are everyone's interests been given due weight? Does X unfairly promotes the interests of one S without promoting the interests of others or by undermining them?