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 <u>template of an ethical</u> <u>matrix</u> 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) <u>Keynote: Bad Algorithms and The Ethical Matrix</u> 7 minutes excerpt.
- **Read** Li, L., Lassiter, T., Oh, J., & Lee, M. K. (2021). <u>Algorithmic Hiring in Practice:</u> Recruiter and HR Professional's Perspectives on Al 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?