Speech of Susan Scott-Parker

Susan Scott-Parker is a thought leader who works on responsible business adapted to human reality.

Her speech: AI Powered Unfair Recruitment

When an employer is looking to hire a new employee
they can get a lot of applications.
They want to get rid of a lot of the applications quickly
so that they can find a new employee quicker.
To do this they often use Artificial intelligence powered recruitment.

Artificial intelligence (AI) powered recruitment
is when employers use AI recruitment tools
to sort through applications
and remove people who do not match the company's '**ideal hire**'.

An **ideal hire** can be someone who matches the best people

the employer already has employed.

The outcomes of using AI powered recruitment needs to be studied
and changed to support the inclusion of people with disabilities.
People with disabilities have always been twice as likely as anyone else
to miss out on employment opportunities.
We therefore think that it is unlikely that the AI recruitment tools
will see them as the ideal hire.

Using a system that is free from human bias
may sound like a good idea.
But using standard processes on non-standard people
means that there will be unfair treatment
for many people with disabilities.
Employers always treat each person differently
by making adjustments so that they have the same chance as anyone
else.
This way each person is being judged equally
on their ability to do the job.

Can AI recruitment tools allow for adaptations
so that people with disabilities can be considered equally for the role?
Systems that are made for people with the most needs
work better for everyone.
This is something that is often not thought about.

AI recruitment tools that are made to be inclusive of disabled job seekers
will make the hiring process fairer.
By doing this it will be much less likely to discriminate

against any other groups of people

who may have been excluded before.

It will also help people who are not likely to be a match

to the employer's ideal hire.

We expect there to be changes in how unfair AI recruitment is seen

and dealt with by the law.

We hope this will result in new **Consumer Protection interventions**.

A **Consumer Protection intervention** is when rules are put in place

to protect the people who are using a service.

Our goal is to find out what guidance and plans are needed

to make AI recruitment tools that are fair

and give equal chance to people with disabilities.

We want this guidance to support:

- buyers
- AI creators
- employers
- governments
- and regulators worldwide.

We need a **multi-stakeholder initiative**

for research and development into AI recruitment tools

and the effect on disabled people.

A **multi-stakeholder initiative**

is when businesses, governments and society work together

to address a problem.

They work towards making rules or plans

for how businesses and governments should act.

We want a multi-stakeholder initiative which lets us:

- Research and make new plans
- Find out what is being done now, and by who, to try to stop AI recruitment discriminating against people with disabilities.
- Raise awareness of the need to fix this problem.
- Share the risks and opportunities of AI recruitment.
- Make rules and plans that help AI creators, employers, governments and regulators to address this problem.