

Simulation: AI in Hiring Practices

TechCorp, a leading technology company, is hosting a job fair to recruit for various positions. They've implemented a new AI-driven hiring process and are showcasing it at the fair. The AI system screens resumes, conducts initial assessments, and even performs preliminary interviews. However, there's been public debate about the fairness and ethical implications of this approach.

In your group, you will take on one of the roles below. The description for each role tells you the basic information about your goals and position. Additional information will give you some points to bring up in conversation.

- Use information from the video and this handout to support your positions.
- Engage in respectful dialogue, active listening, and consideration of various perspectives.
- Explore not just the challenges but also potential benefits and future implications of AI in hiring.

Roles:

- **Job Applicant(s)** (1-2 per group): You are recent graduates or job seekers with different backgrounds, applying for positions at TechCorp. Some of you have had positive experiences with the AI system, while others feel you were unfairly assessed or overlooked due to the automated process. Imagine that your resume has some of the characteristics below and has either been rejected or accepted for specific reasons. Try to push the HR Professional to defend the use of AI in hiring. There may also be some opportunity to express the benefits of AI to you as a job applicant when the Ethicist brings up concerns.
 - Reasons why AI might flag a resume to be rejected: Employment gaps; lack of specific keywords; overqualification; inconsistent work history; formatting issues; spelling and grammatical errors; lack of customization to specific job; short tenures at many jobs
 - One way AI determines suitability for a job is through the “Bag of Words” model. In this system, all the words in a document are counted and ranked for their frequency. The system looks for specific target words and their synonyms, and ranks documents higher or lower depending on these word lists.
- **Human Resources (HR) Professional(s)** from TechCorp (1-2 per group): You are responsible for implementing and overseeing the AI hiring system. You believe in its efficiency and defend its use, but you're also aware of the concerns and criticisms. Try to address the concerns of other group members when they are brought up.
 - The largest positive of the AI hiring system is efficiency. In the information age, companies frequently receive thousands of applicants for each position listed. In order to make timely hiring decisions, these resumes must be processed quickly.
 - AI can be more consistent in screening applicants, potentially reducing human biases that can occur in manual resume reviews.