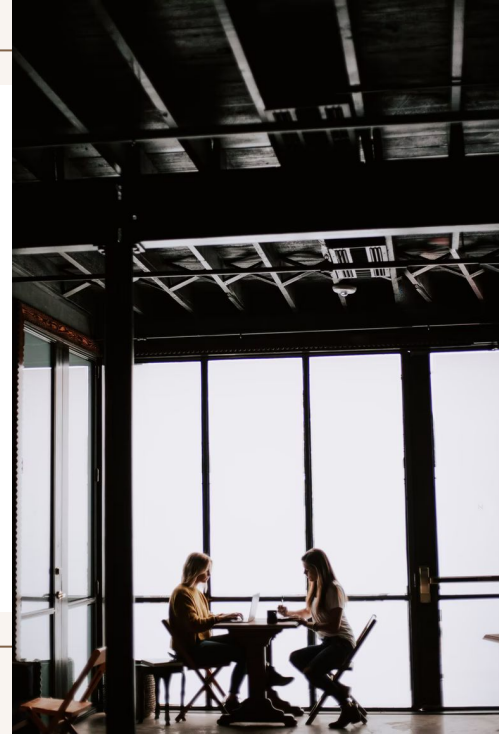


WOMEN IN BUSINESS CASE COMPETITION

Taylor Brainard, Olivia Robinson, & Isha Sahasrabudhe



“Hiring biases are real and they are ugly.
We don’t even trust ourselves to avoid
them.”

—CHARLIE SORREL

OUR TEAM



TAYLOR BRAINARD

Marketing & Organization
and Innovation
Management



OLIVIA ROBINSON

Human Resources &
Organization and
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Accounting & Computer
Information Systems



01 COST & BENEFIT ANALYSIS

02 MISSING INFORMATION

03 3 POSSIBLE SOLUTIONS

04 RECOMMENDED SOLUTION

05 IMPLANTATION PLAN

06 METRICS FOR SUCCESS

COST BENEFIT ANALYSIS

	Present tool as is	Invest into R&D to make non-biased tool	Scrap tool & return to traditional hiring
COST	Non diverse workforce Public backlash	Time/money Backlash from Mudd/no bonus	Time/money Not sustainable Risk of human bias
BENEFITS	Time/money saved short term	More diverse workforce Long term efficiency and sustainability Tech reputation	No AI bias

UNANSWERED QUESTIONS



CHECKS & BALANCES

How did nobody notice that 85% of the new hires were male prior to this? Why is this decision going unchecked?



DEI AT AMAZON

How diverse is Amazon? Their applicant pool? How important is DEI to Amazon?



INDUSTRY NORMS

How common is blind hiring for AI? How much more or less bias does AI typically have than traditional hiring?

BACKGROUND RESEARCH

RESUMES

Resumes are outdated and do not work well with AI as well as leave room for bias

APPLICATION PROCESS

Applicants prefer to have contact with real people during the hiring process

SOLVING FOR BIAS

It is impossible to solve or for or code out bias in AI unless you eliminate triggers

DIVERSITY

Diversity is invaluable to any business and solving for it in hiring is the first step towards achieving it

RESEARCH: HOW TO CLOSE THE GENDER GAP

SYSTEMATIC

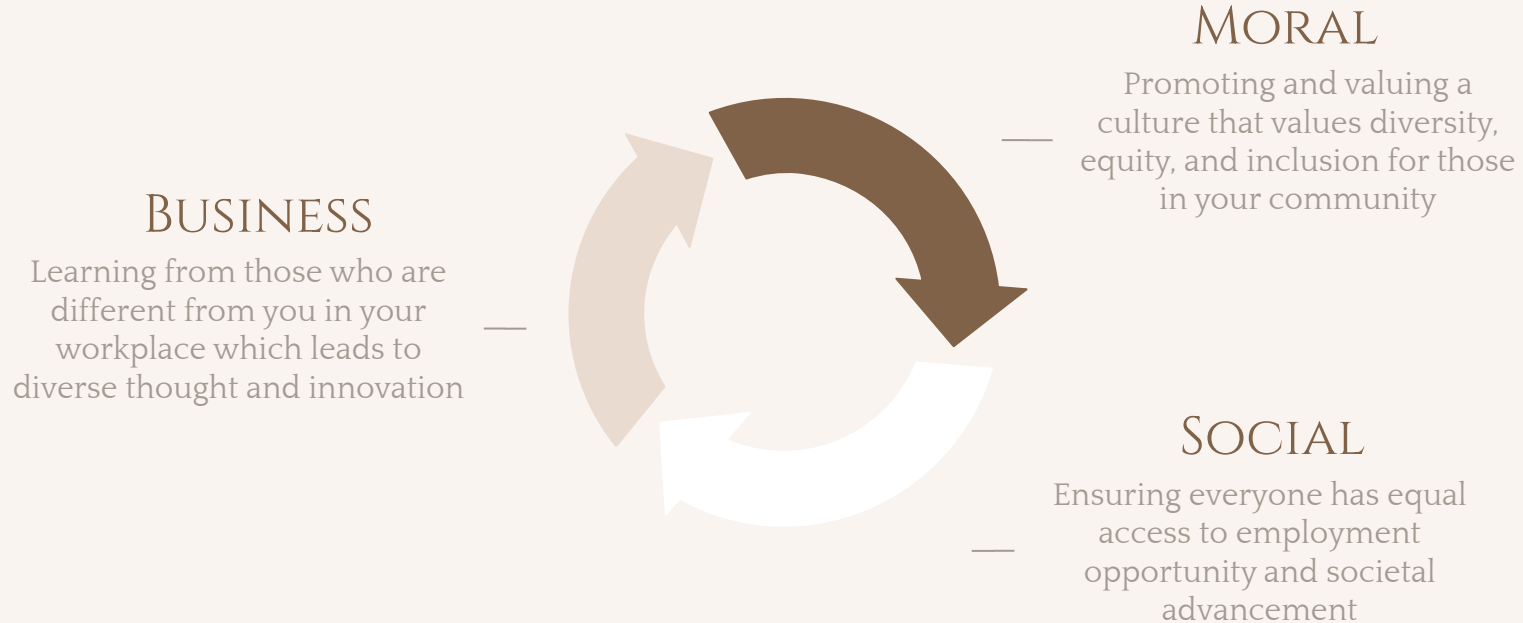
Will require large, systematic change

ASK THE QUESTIONS

To solve your problem, you have to ask the right questions

TALENT MANAGEMENT PROCESS	PROBLEM	QUESTION TO ASK	WHAT TO DO
Hiring employees	Women candidates do not make it to the offer stage at the same rate that men do.	Are aspects of your hiring process eliminating women whose qualifications and potential meet or exceed those of male candidates?	<ul style="list-style-type: none">• Educate managers about gender bias and how it might influence hiring decisions.• Anonymize résumés.• Diversify interview panels.• Select finalists and evaluate them against defined criteria, rather than hiring on a rolling basis.

CASE FOR DIVERSITY



LET'S TALK
SOLUTIONS

ONE: INSTITUTE APPLICATION QUOTA SYSTEM

Minimum number of applications from minorities and women must be received for any given position before the hiring process can proceed. If these numbers are not reached, outreach to these communities must occur.



SOLUTION ONE: APPLICATION QUOTA SYSTEM

MINIMUM REQUIREMENT FOR WOMEN AND MINORITY APPLICANTS

IMPROVE SOCIAL MOBILITY

- Effective Recruitment Processes
- Nurture and retain talent from all backgrounds
- Make an inclusive workplace culture
- Work on DEI within company

INCLUSIVE JOB STATEMENTS

- Inclusive job description will attract a more diverse talent pool
 - Avoid gender-coded words
 - Rethink qualifications
- Include an inclusive vision statement

TWO: INVEST IN R&D TO CORRECT AI BIAS

Correct the bias AI hiring bot through increased research
and development.



SOLUTION TWO: INVEST IN AI R&D

1. ANALYZE TRENDS

It is important to understand why the bias occurs in the first place

2. TRAINING DATA

Aim to provide more inclusive training data

3. CODING

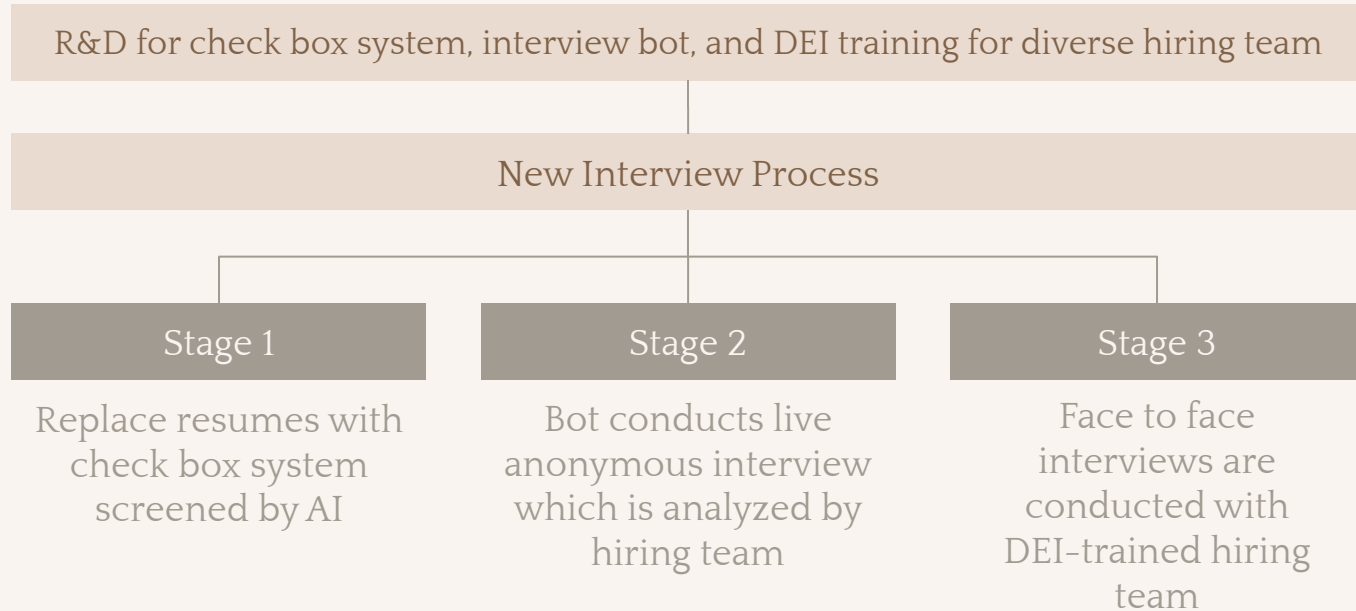
Adjusting what information is read by the artificial intelligence

THREE: MULTI-STEP UNBIASED RESUME REPLACEMENT PROCESS

Applicants will not longer submit resumes that could include bias trigger words for AI. Instead, they will fill out resume forms with a series of checkboxes. Applicants will undergo an initial anonymous interview with a bot. Preferred applicants will be sent to hiring managers who have undergone DEI training to be reviewed and interviewed in a more traditional hiring process.



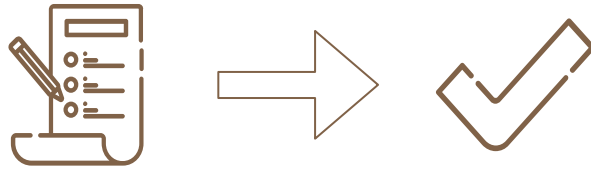
SOLUTION THREE



SOLUTION THREE:
MULTI-STEP
UNBIASED RESUME
REPLACEMENT
PROCESS

Our Team's Recommendation

TRANSITION FROM RESUMES TO THE CHECK BOX SYSTEM



RESUMES ARE NOT THE BEST WAY TO RECRUIT

APPLICANT TRACKING SYSTEMS

- Throw away resumes for arbitrary reasons (unfamiliar formatting)
- Created an unfair system
- Create bias

TRADITIONAL RESUMES

- Will always create bias (age, school, gender, etc.)
- Limited space forces applicants to leave out information
- Average time a recruiter looks at a resume is 6 seconds

CHECK BOX SYSTEM

SOLVES FOR BIAS

- All bias-triggering information (Ex: Name, graduation year, gender, school) will not be included
- No applications will be thrown away by the AI that will be in place

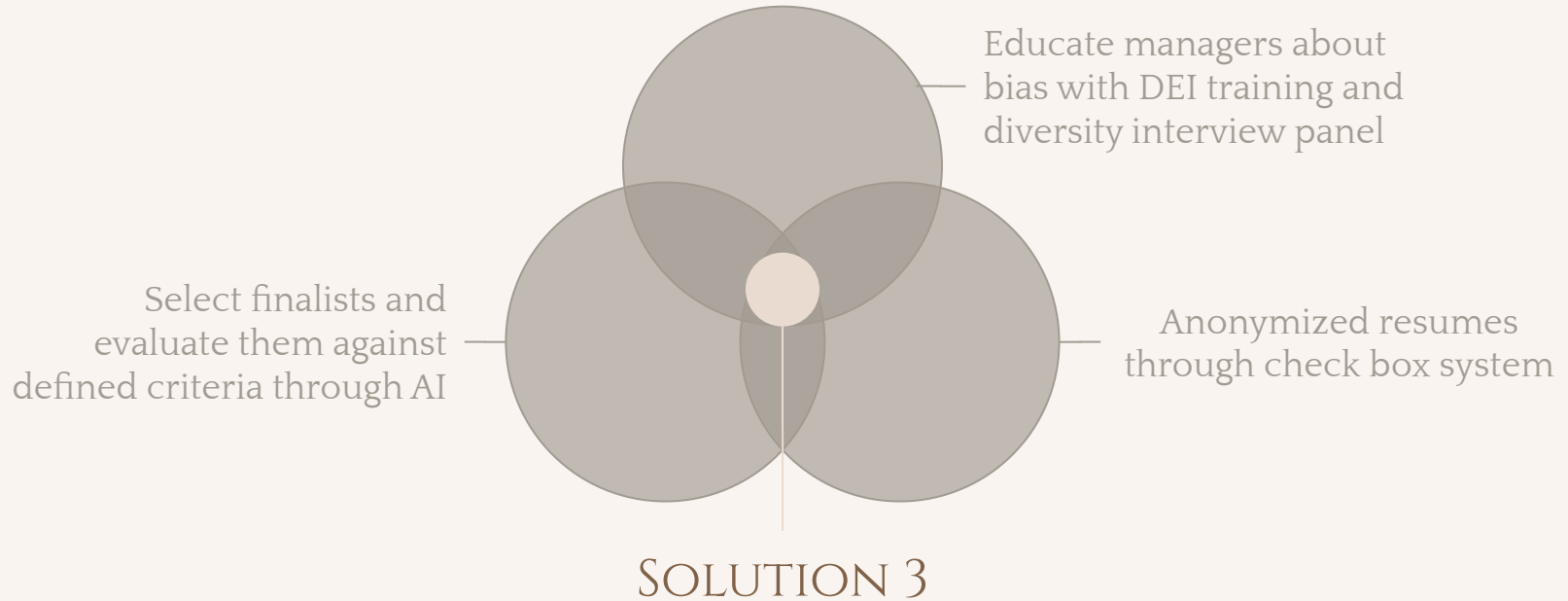
PROVIDES A FULL PICTURE

- The system will be as detailed as a resume
- EX: When describing their former jobs, applicants will have the opportunity to provide us with their titles, responsibilities, and duration of the position they held from a drop-down menu

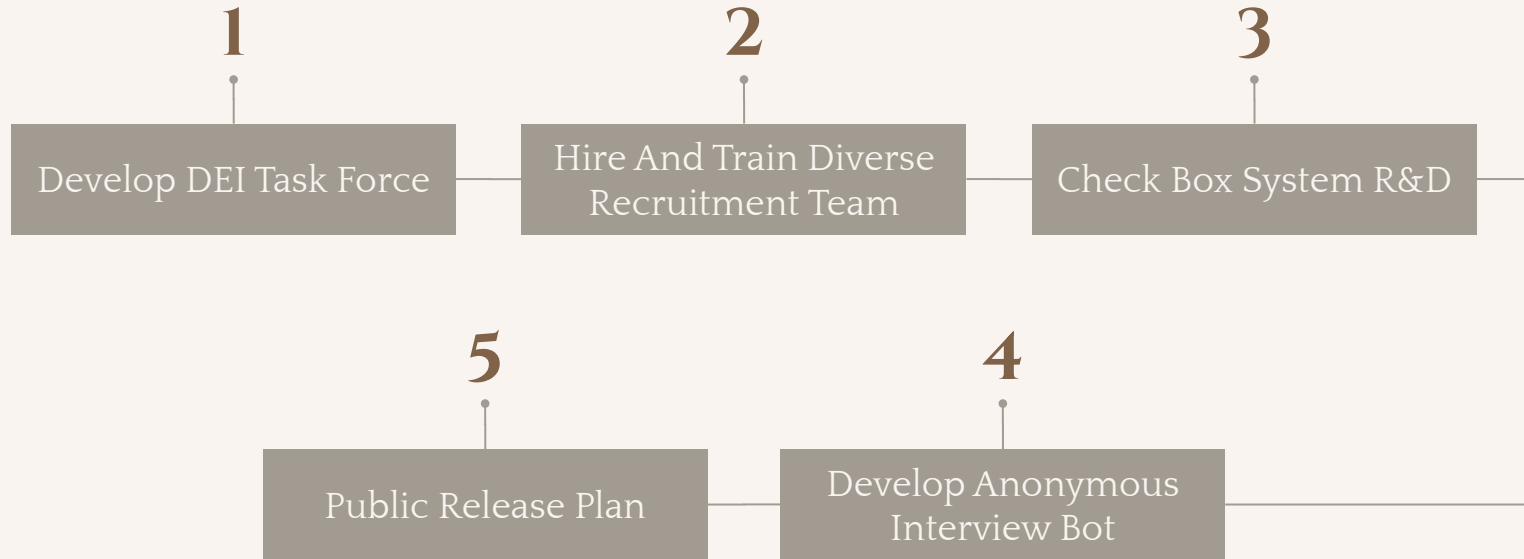
OUR SOLUTION

	DESCRIPTION	BENEFITS
STAGE 1	Applicants complete check box system which is then screened by AI for top candidates	Use of AI - sustainable Eliminates AI bias Eliminates outdated resumes
STAGE 2	Anonymous interview conducted by a bot and analysed by diverse hiring team	Use of AI - sustainable Use human resources - maintain jobs Blind anonymous interviews
STAGE 3	Hiring team, who has undergone DEI training, conducts final interviews face to face with open ended questions	Applicants can provide full background Adds human component to recruitment process

SOLUTION THREE SOLVES FOR GENDER GAP



IMPLANTATION PLAN



RESOURCES

TIME & MONEY

Time and money will be spent in almost all areas

DEI TASK FORCE

Whether internal, external, or both; they will need some training and resources

R&D

R&D for the interview IM bot and implementing the check box

TRAINING

Developing and implementing a DEI focused training initiative for the recruitment team

METRICS

LONG TERM SUSTAINABILITY



As long as AI and DEI continue to develop, the process is sustainable in the long term

ADVANCING DEI



By removing resumes and implementing anonymous interviews and DEI training we are prioritizing DEI internally and setting a trend for others to follow

ADVANCING AUTOMATION EFFORTS



Investing in the future of AI applicant screening and interview IM bots

“Diversity is about all of us and about us having to figure out how to walk through this world together.”

—JACQUELINE WOODSON

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CREDITS: This presentation template was created by Slidesgo, including icons by Flaticon and infographics & images by Freepik

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THANK YOU FOR YOUR ATTENTION

We welcome any questions.

