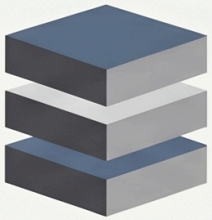
ETHICAL AI IN RECRUITMENT: A SOCIOTECHNICAL FRAMEWORK FOR FAIRNESS

While AI offers 40–60% reductions in screening time, it risks automating historical bias. Effective mitigation requires a "sociotechnical" approach that moves beyond simple code fixes to include rigorous data auditing, transparent oversight, and continuous monitoring.

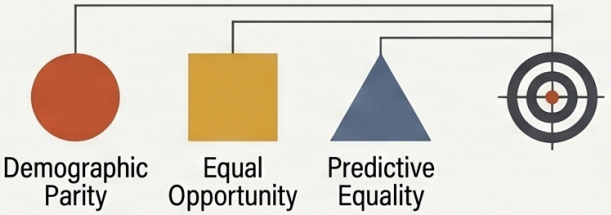
PRE-DEPLOYMENT FOUNDATIONS



RIGOROUS HISTORICAL DATA AUDITS

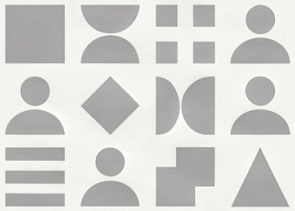
Analyze training data for "proxy discrimination" where variables like geography or education correlate with protected traits.

DELIBERATE FAIRNESS METRIC SELECTION



Choose specific mathematical goals, such as "Demographic Parity" for equal outcomes or "Equal Opportunity" for qualified candidates.

FEATURE REMEDIATION



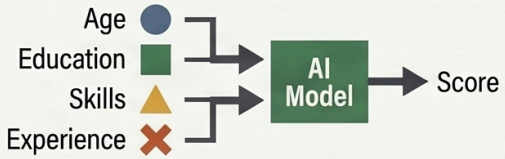
Actively recruit diverse candidates to create more representative training sets rather than replicating biased historical patterns.

GOVERNANCE & ACTIVE OVERSIGHT

STRUCTURED HUMAN-IN-THE-LOOP OVERSIGHT

Use AI to augment judgment while maintaining mandatory human review for final hiring accountability.

EXPLAINABLE AI (XAI) IMPLEMENTATION



Utilize technical methods like SHAP or LIME to identify which candidate attributes most heavily influence scores.

CONTINUOUS BIAS MONITORING

Establish automated dashboards to flag "model drift" and ensure selection rates meet legal and ethical benchmarks.

FAIRNESS METRICS TRADE-OFFS

Fairness Metric	Primary Goal	Focus
Demographic Parity	Equal Outcome	Selecting protected groups at similar rates regardless of representation.
Equal Opportunity	Equal Treatment	Ensuring qualified candidates from all groups have similar selection probabilities.
Predictive Equality	Equal Accuracy	Maintaining similar "false positive" rates across all demographic groups.