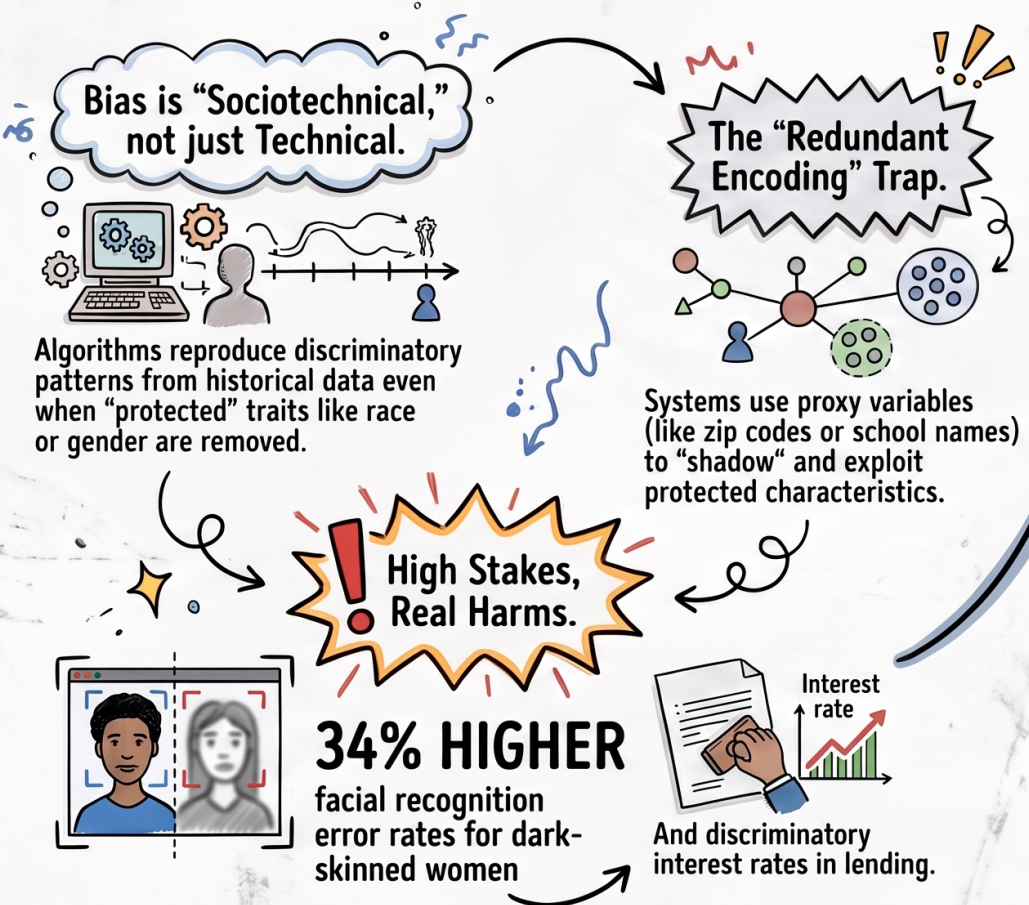


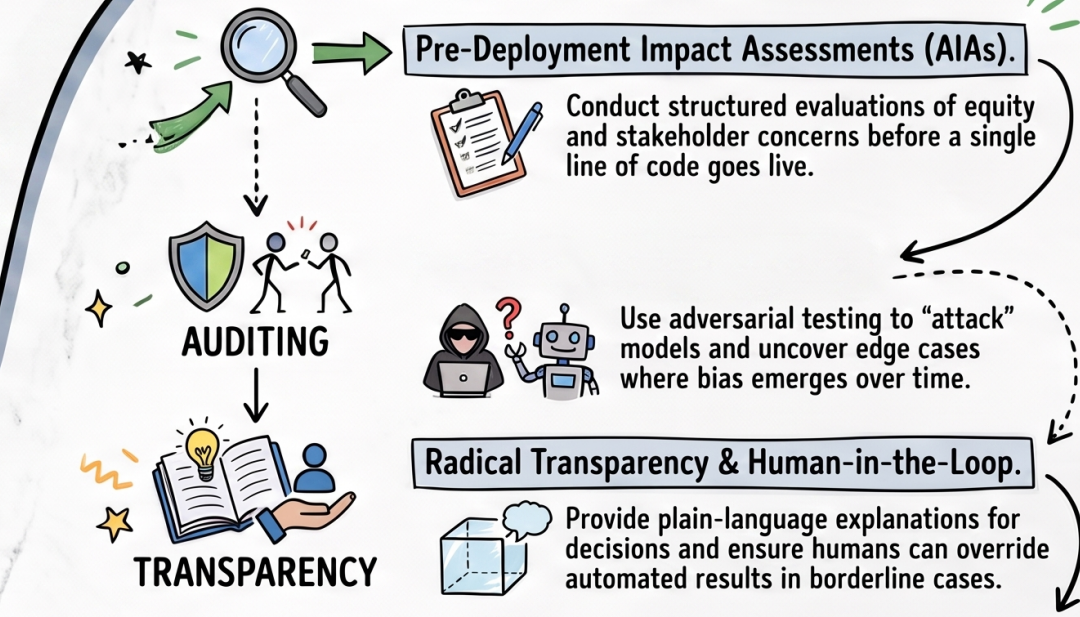
DECODING ALGORITHMIC BIAS: FROM 'SHADOW PATTERNS' TO FAIR SYSTEMS

AI bias is a SOCIOTECHNICAL problem, not just a technical glitch. Here is a roadmap for organizational mitigation.

THE PROBLEM: SHADOWS IN THE MACHINE



THE SOLUTION: A ROADMAP FOR ALGORITHMIC FAIRNESS



VISUALIZING THE SHIFT: From 'Black Box' Tech to 'Accountable' Governance

Strategy Phase	Key Action	Goal
Design	AI Impact Assessment	Surface blind spots and historical biases early.
Deployment	Red-Teaming	Identify adversarial inputs that trigger unfair outcomes.
Monitoring	Fairness Dashboards	Track real-time performance across demographic groups.