

Name: _____

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ECS 089: Ethics in an Age of Technology

Quiz 8

November 20, 2024

1) The article refers to a project to automate hiring at:

- a. Google
- b. Apple
- c. Microsoft
- d. Amazon**

2) There are many potential biases in an automated hiring tool based on what the tool reads from a resume. One of the following is NOT listed in the article:

- a. The tool can disadvantage candidates who went to certain women's colleges
- b. The tool can disadvantage candidates that list hobbies in their resume that are usually not associated with software engineers (such as cooking, reading,...)**
- c. The tool can downgrade resume that include the word "women's", such as "women's rugby team"
- d. The tool can privilege resumes with the kinds of verbs that men tend to use, like "executed" and "captured."

Option b could indeed be a bias, but it was not mentioned in the article.

3) Many vendors who market automated hiring tools claim that they test for bias and in fact are less biased than humans. According to the article, why is it difficult to verify their claim?

- a. Their software is proprietary and as such cannot be verified**
- b. Those vendors do not provide the data that they used to make their claim
- c. It is not really possible to measure human bias

Again, option b and c are possible reasons, but not mentioned in the article.

4) Algorithms that disproportionately weed out job candidates of a particular gender, race, or religion are illegal under Title VII, the federal law prohibiting discrimination in employment. List one reason for which it can be difficult to sue in a "failure-to-hire" case that could be the consequence of the use of such an algorithm.

Such lawsuits are very rare because it's so hard for someone who never got an interview to identify the policy or practice that led to her rejection.