🚀 Our Research Journey on Fairness in Technology-Driven Personnel Selection Continues! 🌟

Advanced technologies, already known for their potential to amplify existing inequalities in personnel selection processes, call for urgent and thorough assessments. Yet, the absence of clear guidelines on fairness auditing remains a significant challenge, despite the proposed AI Act recognizing personnel selection as a high-risk domain.

📚 Our latest Research Paper, **"More or Less Discrimination? Practical Feasibility of Fairness Auditing of Technologies for Personnel Selection"**, addressing this challenge, has now been published online in the Springer Nature Group's journal AI & SOCIETY!

🌱 We advocate for a **contextual and participative approach to fairness auditing**, rooted in existing processes and real data, and engaging stakeholders from technology vendors and customers to advocacy organizations and researchers.

🎤 Drawing on a real-world case study, we discuss challenges and approaches to identify suitable fairness metrics and applicable legal foundations for the auditing process, and navigate the complexities such as migration*.

💡 We propose an **architectural draft that introduces a data trustee** to ensure independent, fiduciary management of personal and corporate data to assess the fairness of personnel selection technologies.

🌐 We highlight the need for further interdisciplinary research and collaboration to pave the path to prototypical implementation of the auditing concept.

📖 For those keen to delve into the details, the full research paper is available as open access at:
https://doi.org/10.1007/s00146-023-01726-w

We warmly welcome your feedback and insights. Enjoy reading, commenting and sharing!

Helena Mihaljević, **Ivana Müller**, **Katja Dill**,
Aysel Yollu-Tok, **Max von Grafenstein**