



Team DeBIAS: Detecting Bias In Intelligent Autonomous Systems

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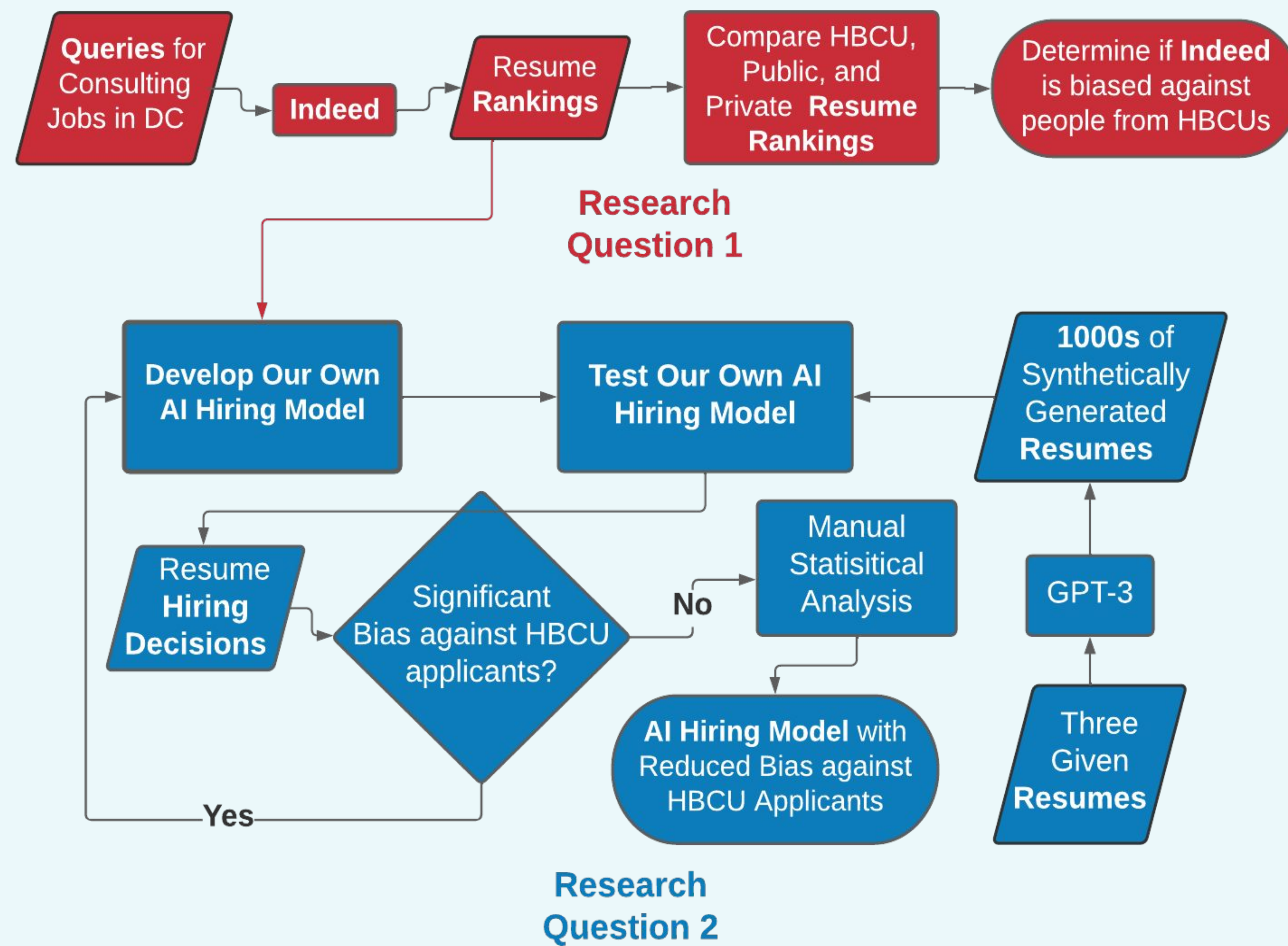
INTRODUCTION

- Society is becoming more reliant on artificial intelligence (AI) due to its convenience, affordability, and perceived objectivity.
- AI hiring systems can perpetuate implicit human biases under the pretense of being more equitable.
- Prestige bias refers to a preference for job candidates with degrees from prestigious schools.
- This project explores whether hiring algorithms can exhibit prestige bias by comparing job candidates from historically black colleges and universities (HBCUs) and candidates from non-HBCUs.

RESEARCH QUESTIONS

1. How do **hiring rates** compare between graduates of HBCUs and non-HBCUs?
2. What **technical solutions** can be implemented to de-bias AI hiring systems?

METHODOLOGY



PRELIMINARY FINDINGS

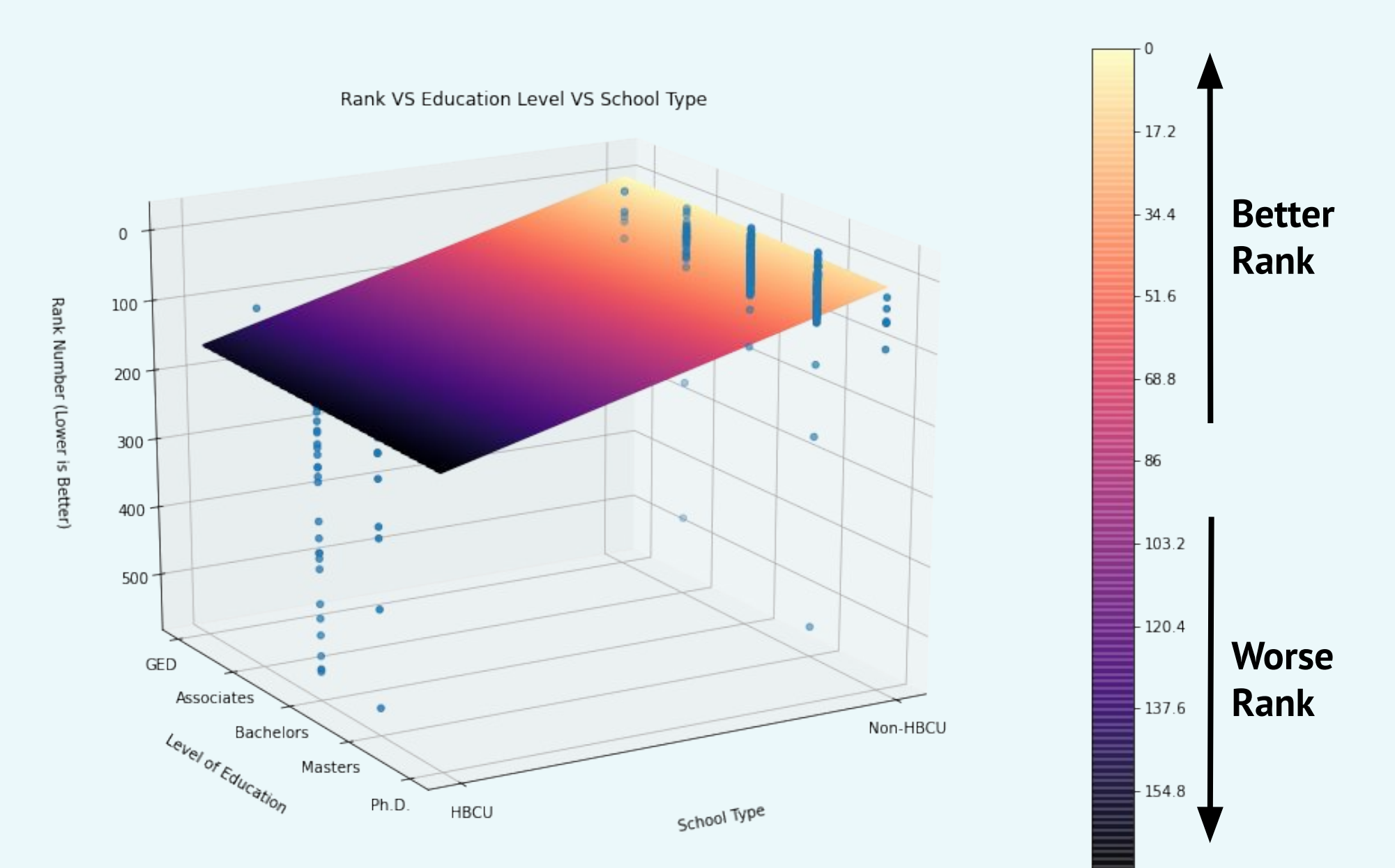
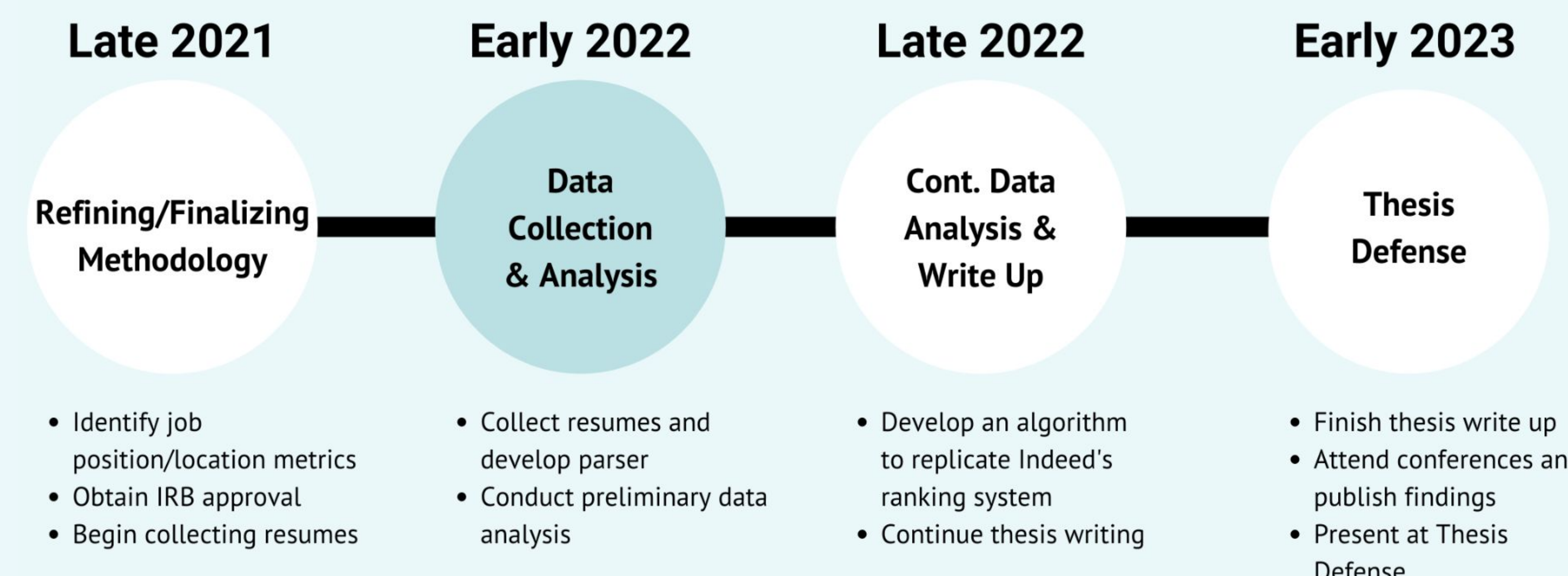


Figure 1: 3D correlation plot between school type and Indeed rank, separated by levels of education. Candidates from non-HBCUs have better average rankings compared to candidates from HBCUs, as indicated by the lighter colors of the gradient. Better rankings imply that an applicant's resume is more likely to be seen by employers.

FUTURE RESEARCH

- Indeed appears to have a bias towards recently updated resumes. Future studies can incorporate this effect into the analysis.
- Future research may see if our preliminary findings are reflected in other cities.

TIMELINE



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