URL: https://stvp.stanford.edu/clips/algorithms-against-ageism

In addition to analyzing race and gender data, AI platforms can also examine age-related bias. Atipica founder and CEO Laura Gomez describes the various ways that ageism can seep into the hiring process, whether that's how hiring systems sort through resume length and ZIP codes, or how recruiters look at multiple advanced degrees.

Transcript

- [Male Audience Member] You showed a lot of graphs about race and gender, and you touched on ageism.. Can you talk about the work you've done on that and how, I mean, in Silicon Valley there seems to be a definite bias.. - Oh, the bias is there.. So one of the things I did talk about was what we'd said if someone graduated 20 years ago in statistics, and now it's really just data science to be quite honest, but they have a degree that they've mention learning, so we did some of that.. We also have looked at, um, we actually looked at something very interesting.. We looked at in the summary section, where people say over 10 years of experience, just 10 years, but imagine if you're 21 or 22, you're graduated.. By the time you have 10 years of experience you're gonna be 31, 32, that's not, that's actually quite young, that's not even ageism, but we noticed that the drop-off of calling them, calling those individuals was really high.. And then when we noticed where people put, even the length of the resume or where they put their education, and if they put like two or three more degrees, I have two, well I have technically like four because I did double undergrad and double masters, but if they listed more degrees, they would seem like they're too overqualified for them, it would be tied back to age (scoffs).. So we've done that work.. It's really interesting to see how we can really push forward that work..

We're still a small start up, so definitely I wanna talk about that.. Another thing that we've discussed is looking at ways that, where people's ZIP codes are located because you know, San Francisco, it's mostly young people.. They say there's more dogs than kids in San Francisco.. So there might be ageism in locations and so we're looking at all of that...