



## Companies, aim for the inclusion of people with disabilities in your teams!

Do you want to recruit more people with disabilities and better integrate them into your teams? Humanity & Inclusion (HI) offers you a series of “good practices for inclusive employers” based on the successful experiences of companies around the world. They are classified according to the five dimensions of an inclusive company, listed opposite.

Policies & Leadership



HR & Management

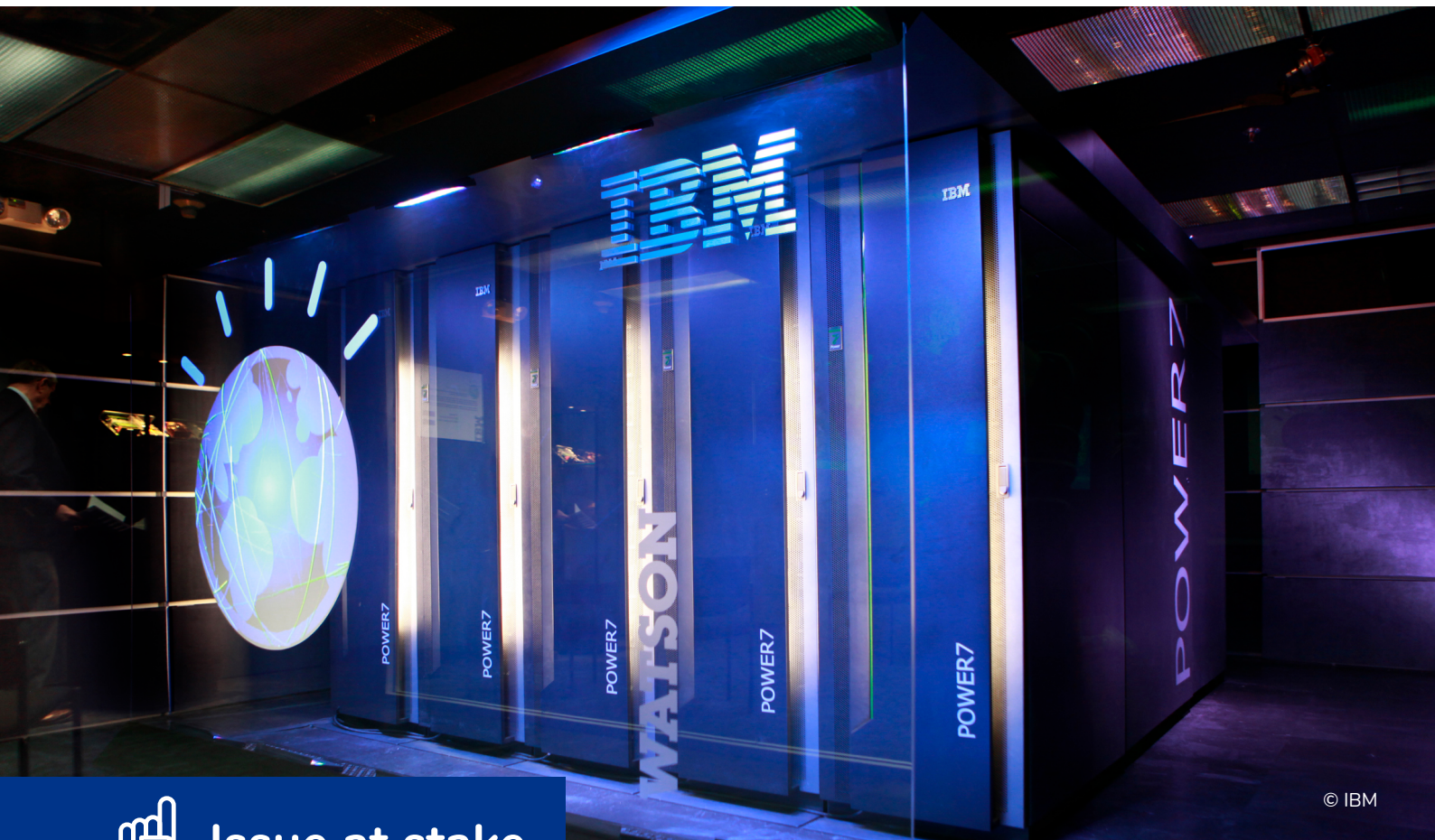
Internal Culture

Physical & Digital Accessibility

Tailored Partnerships

## Making sure that AI tools are non-discriminatory

### IBM's international experience



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## Issue at stake

Companies increasingly use technologies driven by Artificial Intelligence (AI), and high-profile cases of diversity bias, including disability, have emerged. Indeed, technology can either help reduce discrimination or exacerbate it.



# Good practice



## Solutions implemented

IBM proposes a 6-step checklist to avoid discrimination when developing AI systems, which is particularly useful to ensure that AI recruitment systems are inclusive.

### Implementation steps

1

Identifying the groups at risk of discrimination. Who are the users and targeted profiles of the AI tool to be developed, and which groups might be discriminated against?

2

After identifying potentially impacted groups (a diverse set of stakeholders), involving them in the AI tool design process.

3

Deciding, with the stakeholders and IT, how fairness will be measured and how discriminatory criteria will be erased from the AI tool algorithm.

4

Designing specific solutions to address fairness for small groups who may still be discriminated against by the AI tool, even after the first steps. Also, provide ways to report errors or appeal against decisions.

5

Building the AI tool and testing it for model bias and mitigation to avoid perpetuating previous discriminatory treatment.

6

Consolidating the AI tool so that it is usable by people with diverse abilities.

## Necessary means & success factors



Getting disability onto the mainstream ethical AI agenda is a top priority;



Making sure that informed human oversight is appropriately established and maintained through auditing and enforcement mechanisms.



IBM developed its own test tool: [AI Fairness 360](#) (go to “Get Python Code” button or “Get R code” button).

## Outcomes



Prevent algorithms from systematically excluding employees and candidates with different profiles or abilities;



AI never replaces human intelligence and human decision-making;



[More information on IBM's blog.](#)

## To go further



From 2022, HI can advise you on your inclusion journey through its “Inclusive Employer” technical assistance. Contact us now to find out more!

Website: <https://hi.org/ita> | Email: [ita@hi.org](mailto:ita@hi.org)

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