

<b>Student Name</b>	
<b>Topic</b>	Algorithmic bias in hiring processes
<b>Global context and exploration</b>	Bias and Fairness
<b>Why this global context?</b>	<p>With the rise of use of software in human resource management practices to sort out candidates from a wide pool of applications, there has been a claim that some software or algorithms are likely to classify certain people, for example, women and people of African American race as well as racial minorities to be less qualified or to be less preferred for certain roles. This has indeed led to an increase in global inequality which seems to perpetuate the racial biases that have been in practice for centuries. The claims are backed by the common data models which show that some jobs have been traditionally held by men, or by White people. This as such is likely to eliminate racial minorities, or females due to the bias perpetuated by these big data banks.</p>
<b>Three facts, from three different sources, to show the importance of the topic</b>	<ul style="list-style-type: none"> <li>• Big data often tries to identify patterns and sorts it to classify people based on the historical data models. Thus, racial and gender based biases are more likely to prevail as the data models are based on existing patterns and practices.</li> <li>• There has been cases of people who are highly qualified being denied jobs or eliminated, as the software considered them unqualified or did not fit in the given job category despite their stellar qualifications.</li> <li>• Algorithms have been shown to model the biases of the people who develop them, and therefore the current technology is often modeled by men, and often white men, the biases tended to promote the concept of patriarchal and racial discrimination in the hiring process.</li> </ul>

<p><b>MLA 8 citations, with annotations, for above facts</b></p>	<p>Raghavan, Manish, et al. "Mitigating bias in algorithmic hiring: Evaluating claims and practices." <i>Proceedings of the 2020 conference on fairness, accountability, and transparency</i>. 2020. In <i>Proceedings of the 2020 conference on fairness, accountability, and transparency</i> (pp. 469-481).</p> <p>O'neil, Cathy. <i>Weapons of math destruction: How big data increases inequality and threatens democracy</i>. Crown, 2017.</p> <p>Du, Wenyu Derek, et al. "Data Analytics Contributes to Better Decision-Making Beyond Organizational Boundaries." <i>MIS Quarterly Executive</i> 19.2 2020.</p>
<p><b>Personal Interest in topic.</b> <i>What hobbies and interests outside of school link to your project?</i></p>	<p>I am an active participant of civil liberties and I promote the rights of minorities. As such, I consider that tech can be used to advance equality and economic equality. This participation has led to an understanding of how the same technology can also be used to perpetuate inequality. Thus, I am determined to use technology as a force for good, more so in addressing these issues as I know too well how big data can be used both as a force for good and evil.</p>
<p><b>Previous MYP experience related to the topic</b> <i>What topics studied, activities, projects or skills from school could</i></p>	<p>The core topic studied that aligns with this topic is big data analytics. In the study, I came across topics such as the impact of big data in shaping society. Thus, my interest in the algorithms and their influence in hiring practices are based on big data analytics as part of organizational performance.</p>