



ONLINE

NON-DISCRIMINATION

# ARTIFICIAL INTELLIGENCE'S WORKPLACE REVOLUTION: COMBATTING DISCRIMINATION, PROMOTING DIVERSITY

24 – 26 JUNE 2024

 3 DAYS

*Information Note*



International  
Labour  
Organization



International Training Centre

## BACKGROUND

Thought leaders opine that advanced artificial intelligence (AI) is the most transformative event in human history. Businesses and organizations are rapidly harnessing the power of AI in the workplace to increase efficiency, productivity, customer service, quality control, and employee safety.

More and more employers are using AI for employment-related tasks and decisions, from recruiting and hiring to performance measurement and promotion. AI can help create job descriptions, identify potential candidates to recruit, select among applicants for hiring, conduct initial interviews through chatbots, onboard and train new employees, measure employee productivity and performance, select among employees for promotion.

Additionally, AI offers a suite of tools capable of addressing some of the most persistent challenges in achieving true workplace diversity and fostering an inclusive culture. From improving the diversity of recruitment processes to detecting and mitigating unconscious biases and enhancing equity in career development opportunities, AI's role in advancing diversity and inclusion objectives is multifaceted and profoundly impactful.

While AI offers significant potential to advance human resource management and diversity and inclusion goals, its deployment is not without challenges and ethical considerations. The very technology designed to eliminate bias can, if not carefully implemented and monitored, inadvertently perpetuate or even exacerbate it.

One of the primary ethical concerns surrounding the use of AI is the potential for AI algorithms to inherit biases from historical data or the biases of those who create them. If an AI system is trained on data that reflects past discriminatory hiring practices, it may continue to favour certain groups over others, despite the intention to promote diversity.

Last year, the US Equal Employment Opportunity Commission trained its staff to identify workplace discrimination caused by AI. Meanwhile, the European Parliament provisionally approved the AI Act, including classifying AI used in employee recruitment and promotion as high risk, since “those systems may appreciably impact future career prospects and livelihoods”.

Because AI can preserve and multiply bias in employment decision making and in the entire employee life cycle, organizations should understand how their AI tools work and implement policies and procedures to avoid running afoul of anti-discrimination laws that prevent direct and disparate treatment and impact in the workplace.

# LEARNING OBJECTIVES

This three-day knowledge series focuses on helping participants recognize how to avoid the risks artificial intelligence can pose in the hiring process and during employment and create accessible and inclusive workplaces. The webinar explores common ways AI is used in the hiring process and during employment and the risks of using AI that can lead to discrimination in the workplace.

More specifically, participants will be able to:

- Gain insight into the various forms of bias present in AI algorithms and their implications for decision-making processes in the workplace.
- Identify instances of potential discrimination linked to the utilization of AI systems, particularly concerning gender, disability, and racial discrimination.
- Analyze real-world case studies and examples to understand the intersection of bias and discrimination in AI utilization.
- Explore strategies for mitigating bias to promote diversity, equity, and inclusion.

## CONTENTS

### **1. Ethical Considerations in AI Development and Deployment**

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Explore the ethical principles that should guide the design, development, and deployment of AI systems in the workplace, emphasizing values such as fairness, transparency, accountability, and privacy.

### **2. Understanding Bias in AI**

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Gain insight into the various forms of bias that can manifest in AI algorithms, including selection bias, confirmation bias, and cultural bias. Through real-world case studies, participants will learn how these biases can lead to discrimination based on different grounds, including gender, disability, and race, in employment-related decision-making processes.

### **3. Mitigating Bias and Addressing Discrimination in AI Systems**

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Discover practical techniques and methodologies for identifying and mitigating bias in AI systems, such as algorithmic debiasing, diverse training data sets, and post-deployment monitoring.

## **4. Reviewing Existing Regulatory Frameworks Addressing Discriminatory Effects of AI Decision-Making**

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Examine current legal and regulatory measures designed to mitigate discrimination in AI-driven decision-making, exploring their effectiveness and limitations.

## **5. Showcasing Practical Examples of AI Supporting Diversity and Inclusion Initiatives**

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Examine real-world examples where AI technologies have been leveraged to enhance diversity and inclusion efforts within organizations, illustrating the potential for AI to drive positive social impact.

## **TARGET AUDIENCE**

- Human Resources Officers and Diversity & Inclusion representatives seeking to navigate the ethical challenges of AI integration.
- Legal and Compliance Professionals responsible for ensuring organizational adherence to anti-discrimination laws.
- Government Officials and Policymakers involved in shaping regulatory frameworks for AI governance.
- Employers' and Workers' organizations seeking practical guidance to foster inclusive workplaces.
- Civil society organizations committed to advocating for equitable AI practices.

## **METHODOLOGY**

Scheduled from June 24 to 26, 2024, this series will be conducted online, offering two live sessions of 90 minutes each per day. Online webinar sessions are highly participatory, featuring activities designed to foster peer-to-peer interaction and collaborative learning.

Participants will also have access to asynchronous activities through the the ITCILO e-learning platform, the eCampus. This will feature webinar links and recordings, preliminary or supplementary readings, slides and other training materials and discussion forum.

## WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course:  
No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course:  
Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course:  
Penalty of 100% of course price.

## INFO

### FOR FURTHER INFORMATION PLEASE CONTACT

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