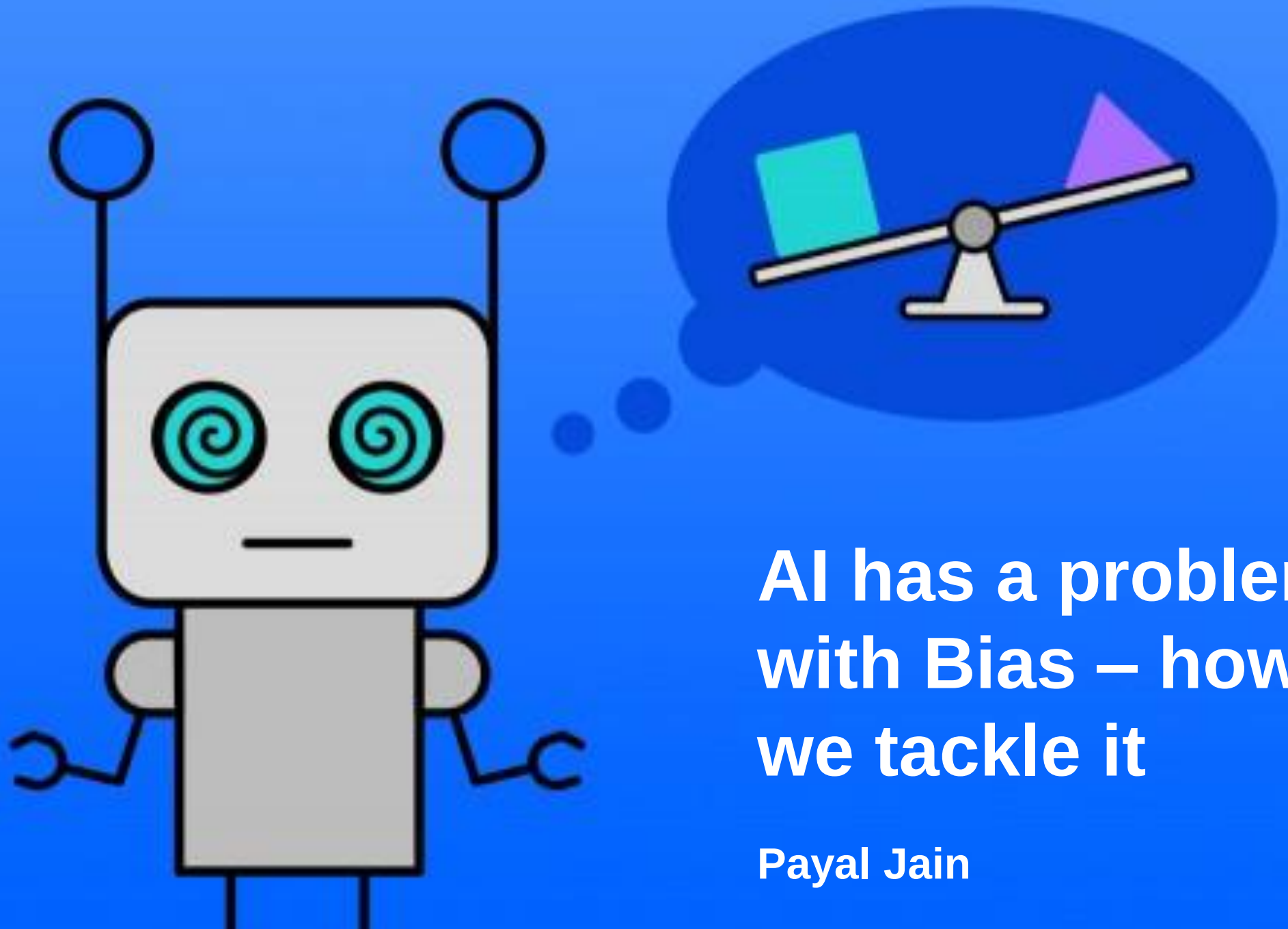

AI has a problem with Bias – how do we tackle it

Payal Jain

women in data

JCURV

Who is more likely to default on their mortgage?

A. Carlos

B. Jack

© JCURV

Who makes the better data scientist?

A. Dave

B. Emma

© JCURV

Who is more likely to be a repeat offender?

A. Simon

B. Julian

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The real risk in AI

What rate we can borrow at

Whether we get a job interview

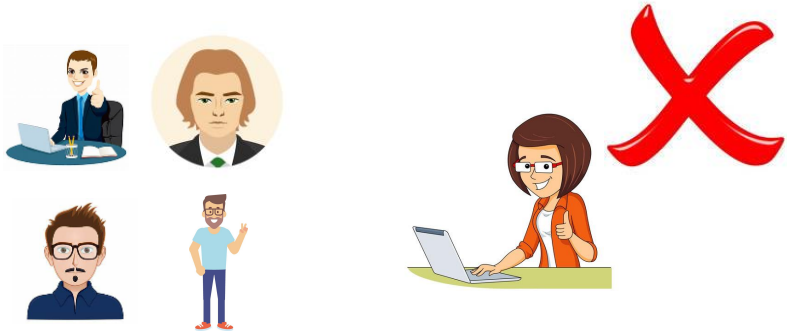
Our position in society

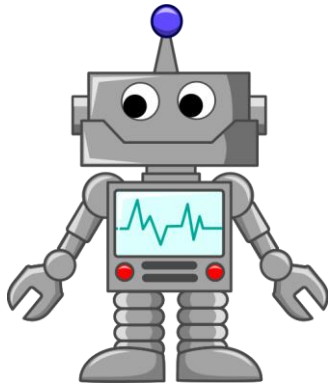
© JCURV

How is Dave a better coder than Emma?

Vacancy

Current Team





Screening CVs

Joins the team

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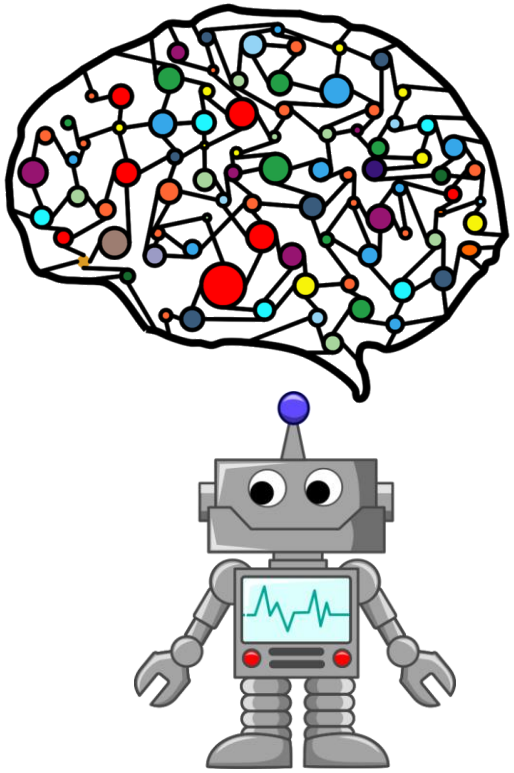

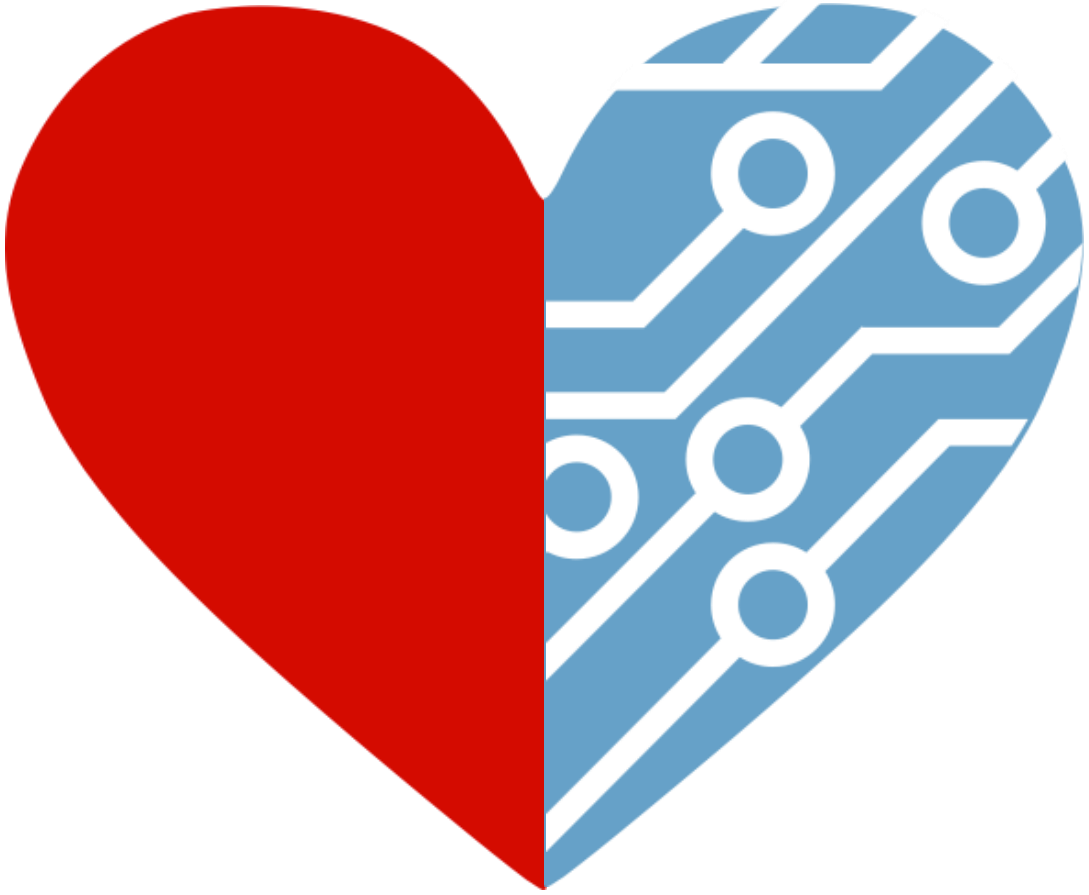

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Are we facing a diversity crisis?

78%

of AI Data Scientists are male

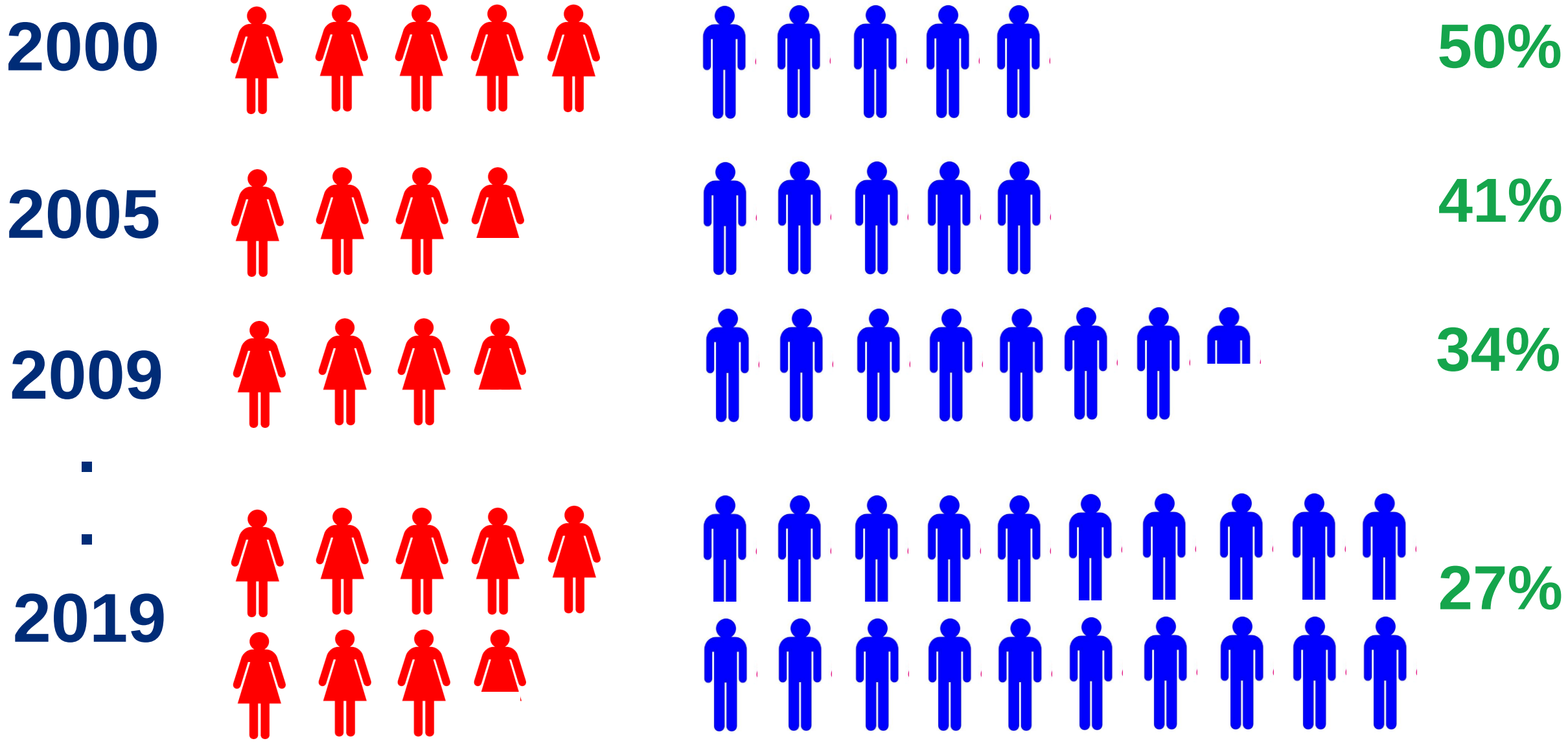
11%

of data and analytics teams have NO females

4%

of workforce are black at Facebook & Microsoft

© JCURV



© JCURV

15%

net revenue uplift

6%

GDP growth expected

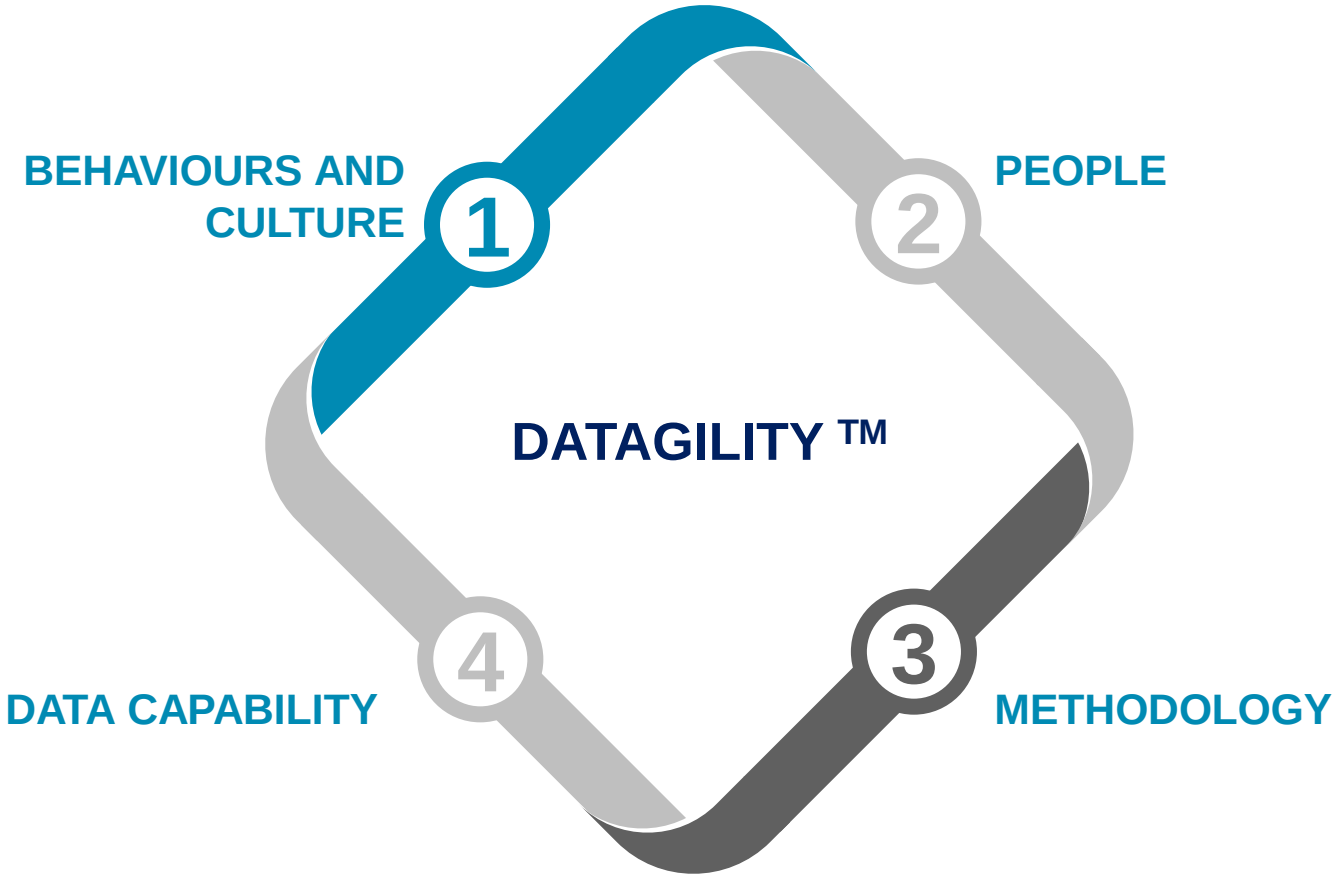
© JCURV

DATA BRAND
REINVENT RECRUITMENT PROCESS
CELEBRATE TALENT
CONSCIOUSLY INVEST

Build a data and analytics brand

For Data Scientists like Emma and Dave:

- In 2015 the average time in roles was **3-4** years
- **12-18** months in 2019
- Working in **Silos**
- **Minimal** business value
- **40%** of time spent on mundane tasks
- Costing **£7000 - £9000** per hire



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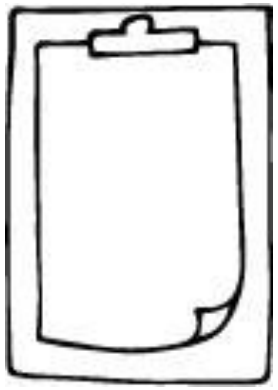
Reinvent the recruitment process

Create relationships



Differentiated job averts, role profiles & unbiased CV screening

Diverse panels

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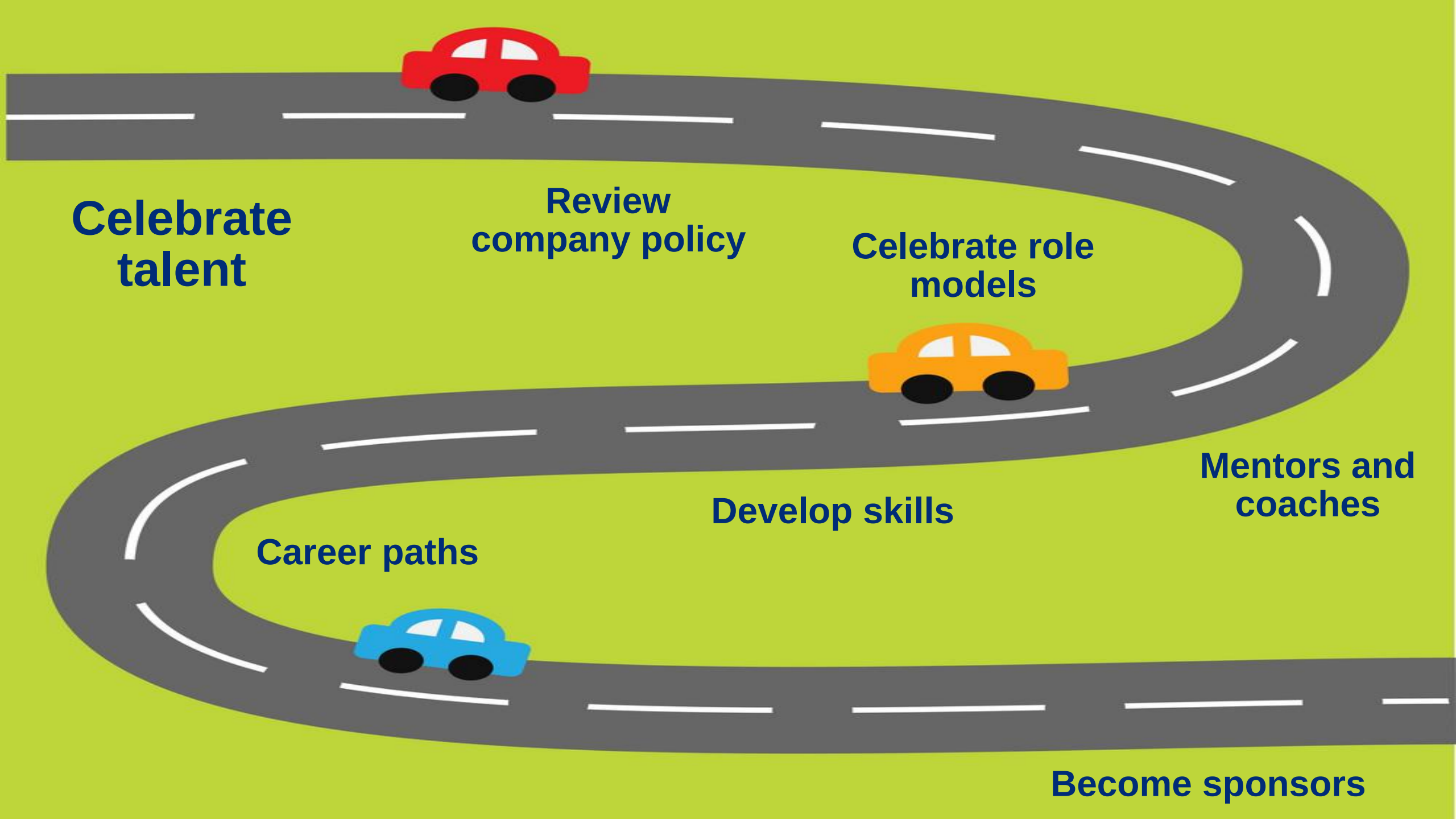
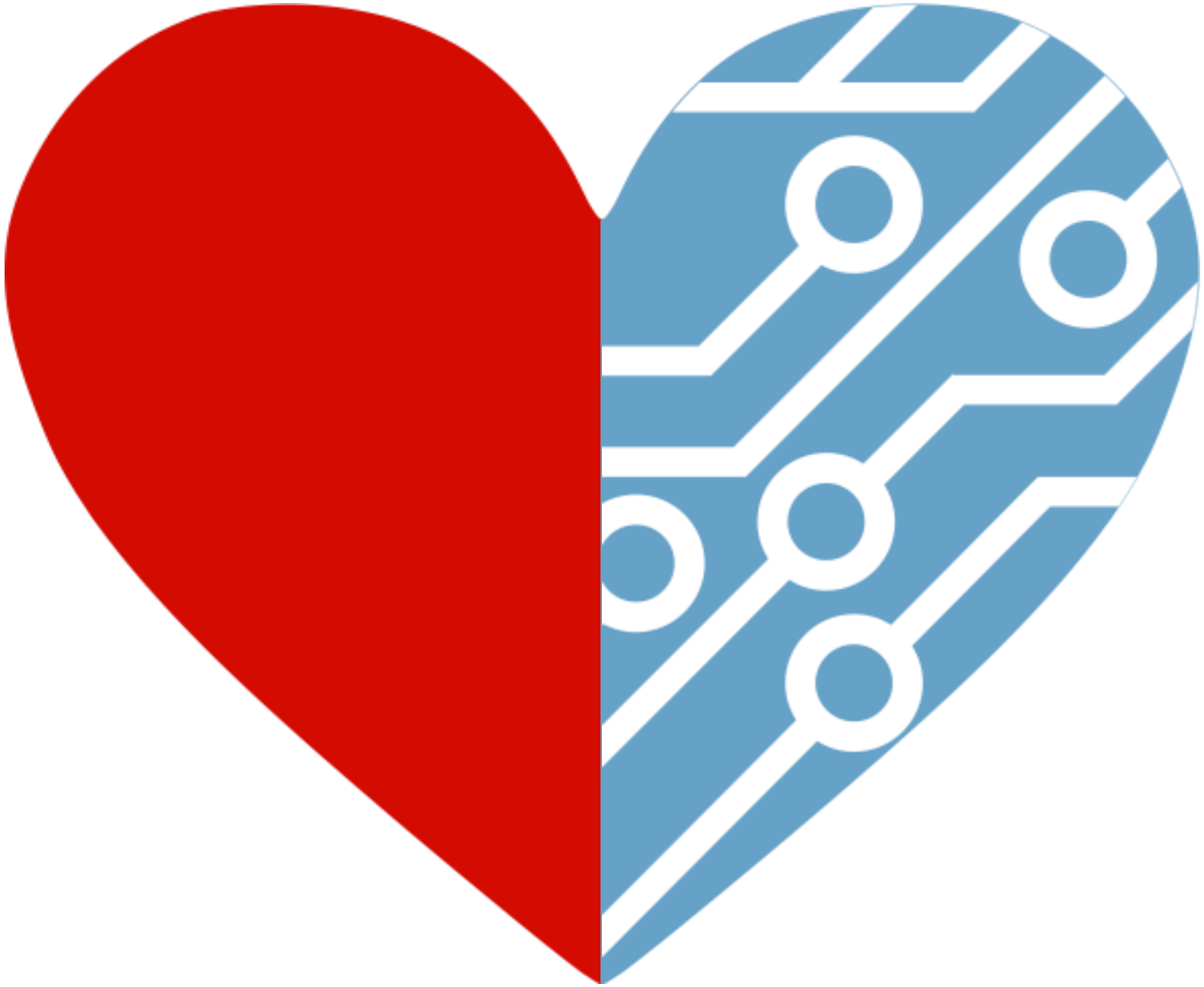

Celebrate talent
Review company policy
Celebrate role models
Mentors and coaches
Develop skills
Career paths
Become sponsors

Consciously Invest



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