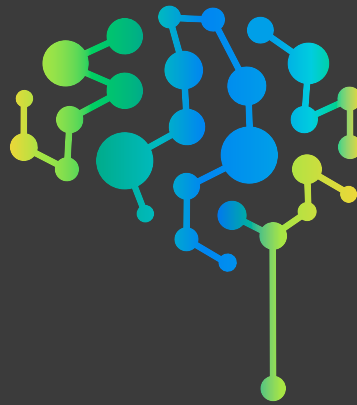
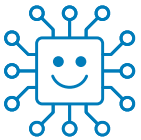


# INCLUSIVE AI AT WORK IN RECRUITMENT

How organisations can use AI in recruitment to help not harm diversity



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## DCA's definition of inclusive AI recruitment

'Inclusive AI recruitment' occurs when AI recruitment tools automate, communicate, assess, and predict in ways that value diversity, minimise bias, and enable a diversity of talent to be hired.

## Why is inclusive AI recruitment important?



### There is unprecedented growth in AI-powered recruitment

The AI recruitment market is forecast to reach US \$942.3 million by 2030.<sup>1</sup>



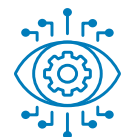
### AI-powered recruitment delivers significant efficiencies at scale

- AI recruitment can reduce time to hire by up to 90% and screen resumes up to 70% faster than humans.<sup>2</sup>
- Early adopter companies have seen their cost per applicant screening reduced by 75%, their revenue per employee improved by 4%, and their turnover decreased by 35%.<sup>3</sup>

## But AI-powered recruitment can bake in bias and harm diversity



If **AI-powered sourcing** is taught to optimise costs in job ad delivery, it can steer clear of candidates who are harder to access (e.g. women who have a higher click-to-profit ratio and so are more expensive to advertise to).<sup>4</sup>



**Job application platforms** can exclude job applicants with disability by having overly complex navigation, timeout restrictions, lack of video captioning or image alt-text, poor screen contrast, inaccessible form fields, or mouse-only input options.<sup>5</sup>



**Video interview assessment tools** can misunderstand the tone<sup>6</sup> and accents of non-native speakers<sup>7</sup> and job seekers with different speech patterns<sup>8</sup> or who are visibly anxious.<sup>9</sup>



### Most organisations have not considered diversity when deploying AI-powered recruitment tools

74% of organisations have not taken key steps to reduce unintended bias in AI.<sup>10</sup>

## DCA's 5 steps to inclusive AI in recruitment

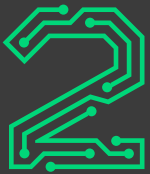
DCA's evidence-based framework for inclusive AI in recruitment describes a 5-step process called **T.R.E.A.D.** (Team Up, Reflect, Educate, Acquire, Decide), to help employers 'tread carefully' when it comes to possible D&I risks in AI recruitment.



# T

**TEAM UP** to assess D&I impact

Form a D&I impact team who will assess the AI recruitment tool. Create a diverse team and leverage its diversity of perspectives and expertise to identify and address any biases in AI recruitment tool(s).



# R

**REFLECT** on your readiness for inclusive AI recruitment

Engage your D&I impact team to map your organisation's AI maturity and D&I maturity levels.



# E

**EDUCATE** your team about bias in recruitment

Bring your D&I impact team up to speed on how bias plays out in recruitment generally and how we can disrupt these biases.



# A

**ACQUIRE** expertise on how bias plays out in AI recruitment

Get your D&I impact team up to speed on how bias plays out in AI recruitment specifically and how we can disrupt these biases.

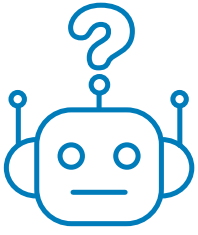


# D

**DECIDE** how to proceed inclusively with AI recruitment

Last, encourage your D&I impact team to use the 'Decide' Checklist to:

- understand the potential D&I-related risks involved in deploying an AI recruitment tool
- make an informed decision about whether and how to use the AI recruitment tool so it helps not harms workforce diversity.



## Need more guidance?

DCA members can access DCA's *Inclusive AI at Work in Recruitment* full guidelines and a synopsis report in the member-only area of DCA's website.

In addition, DCA members can access the full 'Decide' Checklist in the member-only area of DCA's website.

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## Endnotes

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