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First international workshop on fairness and diversity bias in AI-driven recruitment (BIAS 2024)

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Citation

Rigotti, C., & Fosch Villaronga, E. (2024). First international workshop on fairness and diversity bias in AI-driven recruitment (BIAS 2024). *Lecture Notes In Computer Science*, 47-48.
doi:10.1007/978-981-97-3076-6

Version: Publisher's Version

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Downloaded from: <https://hdl.handle.net/1887/4213023>

Note: To cite this publication please use the final published version (if applicable).

BIAS 2024

First International Workshop on Fairness and Diversity Bias in AI-Driven Recruitment (BIAS 2024)

The BIAS project, a four-year research initiative co-funded by the European Commission and the Swiss State Secretariat for Education, Research, and Innovation, aims to identify and mitigate diversity biases in AI applications within the labor market. This project is expected to yield two main outcomes. First, the development of the Debiasser, an innovative and reliable technology utilizing natural language processing (NLP) and case-based reasoning (CBR) for recruitment and selection purposes. Second, the BIAS project seeks to deepen our understanding of diversity biases and fairness in AI applications within the labor market, advancing the interdisciplinary field of worker studies and facilitating capacity building within the HR community. To achieve these objectives, extensive consultation and co-creation efforts have been undertaken with diverse stakeholders, including HR practitioners, AI developers, policymakers, trade unions, civil society organizations, and scholars.

This first international workshop on fairness and diversity bias in AI-driven recruitment (BIAS 2024) aligned with this participatory approach, extending the discussion beyond Europe and convening brilliant scholars with diverse backgrounds and expertise. Held as part of the International Symposia on AI hosted by the Japanese Society of Artificial Intelligence (JSAI-isAI), BIAS 2024 spanned two days and featured interactive panel presentations and discussions exploring fairness and AI in the labor market from various legal, technological, and practical perspectives.

To ensure a robust program, we issued a call for papers and engaged consortium partners of the BIAS project to review and select the most suitable submissions for presentation. Authors received personalized feedback, and a selection of papers was chosen for inclusion in the post-proceedings volume.

We extend our gratitude to the Advisory and Program Committees of JURISIN 2020, all authors who contributed to BIAS 2024, and the Organizing Committee of JSAI-isAI.

Sincerely,

Carlotta Rigotti
Eduard Fosch-Villaronga