ENAR Equal@Work Platform 11th annual seminar

AI, Algorithmic discrimination in recruitment
Brussels, 6th December 2018

The Equal@work Platform brings together businesses, social partners, NGOs, public authorities and academics committed to diversity and inclusion, to find solutions so that ethnic and religious minorities can fully participate in the labour-market.

The 11th annual Seminar will focus on algorithmic discrimination in the field of recruitment and its impact on diversity management. New technologies deployed to improve recruitment practices may present a risk of discrimination against many underrepresented groups. We will explore with experts and employers how we can avoid discrimination and use new technologies to further diversity.

AGENDA

EQUAL@WORK: AI, algorithmic discrimination and recruitment
6th December 2019

09:00  Registration and welcome of participants

09:30  Welcome words
       Michael Privot, Director, ENAR

       Open address – Samira Rafaela MEP

10:00  Panel and Q&A: The use of AI and algorithms for hiring in Europe: context, main opportunities and challenges

       Potential interventions from (TBC):
       - Institute for the Future of Work (UK)
       - Association Francaise des managers de la diversité, AFMD (FR)
       - Digital Freedom Fund (NL/DE)
       - European Commission representative

11:45  Coffee Break

12:00  Employer perspectives
       Interventions from employers, e.g. Adecco on their experience working with AI and hiring.

       Suggestions:
       - Adecco
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<th>Time</th>
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<tr>
<td>13:00</td>
<td>Lunch</td>
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<td>14:00</td>
<td><strong>How to respond: Parallel workshops:</strong></td>
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<td>1. Regulation and policy responses</td>
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<td>2. How can employers move forward</td>
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<td><strong>Plenary: Feedback and conclusions</strong></td>
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- Microsoft
- Deep Mind
- Twitter