



European Network Against Racism  
Réseau européen contre le racisme

ENAR Equal@Work Platform 11<sup>th</sup> annual seminar

**AI, Algorithmic discrimination in recruitment**  
*Brussels, 6<sup>th</sup> 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 11<sup>th</sup> 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.

<b>AGENDA</b> <b>EQUAL@WORK: AI, algorithmic discrimination and recruitment</b> 6 <sup>th</sup> December 2019	
09:00	<b>Registration and welcome of participants</b>
09:30	<b>Welcome words</b> <i>Michael Privot, Director, ENAR</i>  <b>Open address</b> – <i>Samira Rafaela MEP</i>
10:00	<b>Panel and Q&amp;A: The use of AI and algorithms for hiring in Europe: context, main opportunities and challenges</b>  Potential interventions from (TBC): <ul style="list-style-type: none"><li>- Institute for the Future of Work (UK)</li><li>- Association Française des managers de la diversité, AFMD (FR)</li><li>- Digital Freedom Fund (NL/DE)</li><li>- European Commission representative</li></ul>
11:45	<b>Coffee Break</b>
12.00	<b>Employer perspectives</b> <i>Interventions from employers, e.g. Adecco on their experience working with AI and hiring.</i>  <i>Suggestions:</i> <ul style="list-style-type: none"><li>- Adecco</li></ul>



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	<ul style="list-style-type: none"><li>- <i>Microsoft</i></li><li>- <i>Deep Mind</i></li><li>- <i>Twitter</i></li></ul>
13:00	<b>Lunch</b>
14:00	<b>How to respond: Parallel workshops:</b> <ol style="list-style-type: none"><li>1. <i>Regulation and policy responses</i></li> <li>2. <i>How can employers move forward</i></li></ol>
15.30	<b>Plenary: Feedback and conclusions</b>
16.00	<b>End</b>