

Responsible AI with HiredScore

Workday is committed to developing trustworthy and responsible AI that exceeds our customers' needs, builds trust, and upholds our company values. Our AI innovation is developed responsibly-by-design throughout the entire software development lifecycle to be safe and secure, human-centered, transparent, and explainable.

This approach helps our customers innovate with integrity and accelerates the value of AI in both the short and long term, including faster adoption, more confident decision-making, reduced risk, and ability to proactively adapt ahead of changes in an ever-evolving, emergent AI landscape.

HiredScore, a Workday company, was founded with the mission to help organizations hire and grow talent more fairly and efficiently, using responsible AI. From day one, we have had a steadfast approach to compliance, explainability, and transparency in our solutions.

HiredScore's bias removal methods:

- 1 Focus on comparison of application to requisition:** Prioritizes qualifications and experience listed on a CV or application, and does not consider factors like the name of a university, hobbies & extracurriculars.
- 2 Balanced learning sets:** Balanced % of positive examples and negative examples of considered candidates for each group in the learning algorithms to ensure balancing learning sets.
- 3 Removal of geographic data:** Exact candidate addresses are never used, nor is the exact distance to jobs, as this can commonly be associated with socioeconomic status and ethnicity versus bucketed ranges of commutable distance (e.g. 0–25 miles, 25–50 miles, etc), which mitigates such risks.
- 4 Physically and logically separating demographic data from the AI engine:** Gender/race and other demographic data is never incorporated into the scores/grading system and correlated features are also removed.
- 5 Data logging and reportability:** HiredScore's extensive data logging and reportability, including constructing our algorithms in a fully explainable and transparent way, ensures that decision-making by the solution can be inspected and defended.

What HiredScore's solutions do & do not do.

HiredScore is **NOT** creating or extracting its own/new features with Artificial Intelligence.

HiredScore's solutions **DO** the following:

- ✓ Processing only consented candidate data, submitted for these purposes
- ✓ Processing candidate data at face value
- ✓ Only uses transparent-to-individual native features in the AI
- ✓ Testing HiredScore's system of reading is not generating bias

HiredScore **DOES NOT** do the following:

- ✗ Create derived/extrapolated features
- ✗ Process social media/personal/web data
- ✗ Sell candidate data
- ✗ Produce recommendations that are not explainable and logged
- ✗ Automate employment decisions

What does all of this mean for you as a HiredScore buyer?

HiredScore's AI is designed to help ensure all candidates are treated equitably based on their qualifications for the job, irrespective of race, ethnicity, gender, or other protected categories.