

# Ethical Considerations in Machine Learning



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# Topics Covered

- An overview of the ethical considerations in machine learning
- How One AI, as an ethics-first platform, addresses ethical concerns
- Why ethical machine learning matters & is beneficial for business

# Learning Outcomes

- You will gain a comprehensive understanding of why ethical considerations are critical in the application of ML, especially in people analytics
- You will understand how One AI's features, such as transparent reporting & bias mitigation tools, support ethical use of ML within your organization
- You will gain practical knowledge on how to implement best practices to enhance privacy, ensure fairness, maintain data integrity, & improve transparency & explainability in ML models
- You will learn how to articulate the business & organizational benefits of implementing ethical ML



# **Ethical Considerations in ML Overview**



# Major Ethical Considerations in ML

Using machine learning in people analytics raises ethical concerns that demand careful consideration & intentional planning

- Privacy & confidentiality
- Bias & fairness
- Transparency & explainability
- Data accuracy & quality
- Regulatory compliance





# **One AI Addresses Ethical Concerns**



# One AI's Design Addresses Ethical Concerns

- **Privacy & confidentiality** - supervised learning exclusively with data loaded into OM & validated; data does not leave OM instance; tool is safeguarded by application access role
- **Bias & fairness** - One AI includes tools to select protected classes, debias the model by removing disparate impact, and utilize fairness metrics
- **Transparency & explainability** - One AI provides detailed, transparent reports each time a model is run (EDA & Results Summary report)
- **Data accuracy & quality** - One AI restricts model training to an organization's historical data that users have validated; rigorous data preprocessing
- **Regulatory compliance** - One AI's configurability allows adherence to different regulatory requirements; fully auditable nature ensures that model activities are traceable



# **Ethical ML is Good for Business**





# Ethical ML is Good for Business!

- Mitigates legal & compliance risk
- Fosters trust & credibility
- Enhances decision-making
- Ensures fair treatment





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# Thanks for watching!

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