# Workshop part 1: Analyzing two cases(~25 minutes in total, deadline: [16:20 CET](https://www.timeanddate.com/worldclock/fixedtime.html?msg=Deadline+workshop+part+1&iso=20210309T1620&p1=16), in groups of 3 or 4)

## Introduction(s)(3 minutes, deadline 15:59 CET)

Please read through the follow two cases and fill in the answers to the questions as a group. It is probably best if one you shares their screen and does the typing. Please note that time is tight! It will be hard work. Try and make sure you don’t get stuck on a particular part of the worksheet. There is a deadline for each of the steps to check whether you are still on schedule.

Let’s do some very short introductions: what would be your 3-word biography?

## Read case 1: AI in routing traffic(3 minutes, deadline 16:02 CET)

Navigation apps have made travelling much easier. Not only do they help us find our destination, but adaptive navigation apps such as Google Maps and Waze can help us find a faster route based on traffic data. AI is used to predict future traffic based on current traffic (measured by the movements of other users of the app), but also based on historical traffic patterns, the day of the week and the weather.

For the individual owners of a navigation system this is a way to optimize their routes and to avoid the hassle of finding a route on a paper map themselves, although this may come at the expense of a loss of orientation. But what happens if everyone uses adaptive navigation? What is the consequence for people not using these apps?

## Read case 2: AI in recruitment(3 minutes, deadline 16:05 CET)

Employers that need to choose from many candidates to fill a single vacancy are using AI to screen candidates. The AI is used to automatically create a ‘soft skills’ profile for each candidate based on the text in their resume, LinkedIn account and motivation letter. This profile is matched to an idealized ‘soft skills’ profile which is created by analyzing the text in the resumes, LinkedIn accounts and motivation letters of high performing workers who are already in the role. The best matched candidates are invited for the next stage in the recruitment process, the other candidates are dismissed.

For the employer this is a very efficient way of finding good candidates that fit the role and your company culture. It also removes the potential bias of individual recruiters. But candidates are dismissed without any human intervention and potential biases in the employer’s performance ratings can seep into the recruitment process if certain soft skills correlate with, for example, gender or ethnicity.

## Question 1: Whose perspectives were considered when designing the AI based solution?

## (3 minutes, deadline 16:08 CET)

|  |  |
| --- | --- |
| Case 1: AI routing traffic | *Your answer* |
| Case 2: AI in recruitment | *Your answer* |

## Question 2: What problems are created (or taken for granted) by only looking at these perspectives?(3 minutes, deadline 16:11 CET)

|  |  |
| --- | --- |
| Case 1: AI routing traffic | *Your answer* |
| Case 2: AI in recruitment | *Your answer* |

## Question 3: Whose perspectives should also have been considered when designing the solution?(3 minutes, deadline 16:14 CET)

|  |  |
| --- | --- |
| Case 1: AI routing traffic | *Your answer* |
| Case 2: AI in recruitment | *Your answer* |

## Question 4: How would you change the design of the AI (and the process it is embedded in) when considering these other perspectives and taking a more collective view?(3 minutes, deadline 16:17 CET)

|  |  |
| --- | --- |
| Case 1: AI routing traffic | *Your answer* |
| Case 2: AI in recruitment | *Your answer* |

## Share your details(3 minutes, deadline 16:20 CET)

We will summarize (and anonymize) all the answers and ideas and want to share them back to you if we have your contact details (which we will not use for anything else and will delete as soon as possible). Please provide your email addresses to make this possible:

|  |  |  |
| --- | --- | --- |
| Name | Email address | Can we share your email address with the other participants of this workshop? |
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## Send in your work(right after the workshop, deadline 17:00 CET)

Send this document to h.de.zwart@hva.nl. Please send the document **as is** and **right at** **the end** of the workshop. No need to make it pretty or perfect, just give us your rough work… Thanks!