

# Equitable AI in 10 Plays

## A Guide for Employers

[Peatworks.org/AIplaybook](https://peatworks.org/AIplaybook)



Whether you are new to the topic, or your organization already has a program in place, PEAT's Equitable AI Playbook can help you design and cultivate Equitable AI practices in your organization to support people with disabilities. Follow these 10 action-oriented plays to design, develop, implement, and foster Equitable AI policies and programs and contribute to a more inclusive workplace.

### Playbook Outcomes



#### **1 Build a solid foundation for your initiative**

Create a business case, set a vision, identify stakeholders, establish AI principles, determine ownership, and craft a formal policy.



#### **2 Plan stakeholder involvement**

Engage, activate, enable, and train stakeholders while using effective internal and external communication strategies.



#### **3 Ensure your initiative thrives**

Govern and manage risk, measure results, and continue to build a more equitable workplace.

### What Is Equitable AI?

Equitable AI is artificial intelligence (AI) technology intentionally designed, developed, and implemented to result in equitable outcomes for everyone



### Why Is Equitable AI Important?

Organizations often use AI to screen job candidates and streamline recruitment efforts. While AI can help to expedite the hiring process, organizations must carefully plan how it is used to avoid bias against current and future employees, including people with disabilities.



### The Consequences of Bias

AI tools can exclude candidates at each stage of the talent acquisition process. For example, some interviewers use screening software that tracks eye movement to determine if a job candidate is engaged. This software may reject a qualified candidate who is blind or visually impaired. While it is not the intended outcome of the technology, bias in AI is a common consequence.



Building a future that works

The Partnership on Employment & Accessible Technology (PEAT) is funded by the Office of Disability Employment Policy (ODEP), U.S. Department of Labor and supported by Wheelhouse Group.

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