Video Segment 6: Racial Bias in Hiring Professionals and Collecting Data

NOTE-TAKING GUIDE

The discussion around fair company practices in interviewing and hiring people suggests employers are looking for better ways to assess the skills of job candidates. It also references examples of how **biases can slip into the hiring process**. They are:

"We have a lot of work to do to get it right."

—DALILA WILSON-SCOTT

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Who are the following people and how do they support Wes Moore's theory that "**You find what you're looking for"** when you're hiring new employees?

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Lacrosse players on the trading floor: _____

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Akiva Katz: _____

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Chris Lee:_____

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Tammy Jones: _____

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Describe how the panelists feel that the following will **improve the data** currently used in artificial intelligence and hiring algorithms:

Elevate the conversation around biases in data collection and analytics:

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Get more people of color involved in the field of data science:

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THE LANGUAGE OF BUSINESS

(Hyperlinked vocabulary is from the Wharton Global Youth Video Glossary)

Board of Directors

CEO

Corporate Culture

Data

Data Mining

REIT (Real Estate Investment Trust)

Algorithm: Well-defined instructions that are fed to a computer to solve a problem or perform a computation.

AI Technology: AI or Artificial Intelligence is an essential part of the technology sector that to create intelligent machines of all kinds that think, work and react like humans.

Akiva Katz: The co-founder of Bow Street, an investment advisory service.

Bias: An unbalanced weight for or against an idea or a person that often influences your decisions.

Bow Street: An investment advisory service co-founded by Akiva Katz and Howard Shainker.

Chairman of the Board: An executive elected by a company's board of directors who leads board meetings.

Chris Lee: A businessman who is responsible for KKR's real estate business in the Americas.

Data Science: A field involving algorithms and other disciplines to extract knowledge and insights from data.

Hiring: Recruiting, interviewing and offering a job position and salary to someone you choose to work for your company.

KKR & Co.: An American global investment company.

Mack-Cali Realty (CLI): An American publicly traded Real Estate Investment Trust (see REIT definition).

Minority Professionals: Women and people of color who work for corporations and firms.

Network: A group of professionals who develop relationships and provide support for starting and growing businesses.

Occupational Mobility: The ease with which a worker can leave one job for another job in a different field.

Philadelphia Fed: The Federal Reserve Bank of Philadelphia, which conducts research on both the national and regional economy.

Racial Bias: An unbalanced weight for or against an idea or a person based on his or her race that often influences your decisions.

Racial Equity: Being just, impartial and fair and providing equal opportunities across different races of people.

Social Policy: The way societies across the world meet human needs, such as education, employment and health.

Tammy K. Jones: A commercial real estate professional who is CEO and founder of Basis Investment Group.

Trading Floor: The area in exchanges like the New York Stock Exchange where trading activities related to stocks and other financial instruments take place.

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